Development Director Job Description
Location: Remote

The Role
Are you an experienced Development professional with an interest in advancing healthcare for underserved communities? Do you enjoy collaborating with international or multi-cultural teams and designing sound strategy? If so, you might be our next Development Director. Integrate Health seeks a passionate leader to grow our development and partnerships strategy to secure the resources necessary to achieve Integrate Health’s mission: making high quality healthcare accessible to all.

Reporting to the Chief Partnership Officer, you will have the opportunity to shape our strategy, including building and leading a development team across the US and West Africa, to raise a $10-20M annual budget. Your growth mindset, demonstrated leadership, and trusted communication skills will be essential in enabling Integrate Health to expand access to high-quality healthcare.

Compensation is competitive and will be determined based on a combination of factors, including level of experience. The annual salary for this position (if based in the US) will be between $110,000 and $130,000.

About Integrate Health
Integrate Health (IH) is a rapidly growing global health organization working to serve underserved communities in West Africa and New York. We believe that access to healthcare is a human right, and we are committed to making this a reality in the countries in which we work. Integrate Health works together with governments and the local communities to implement and study an integrated approach to strengthening primary healthcare delivery in order to achieve universal health coverage. By integrating professional Community Health Workers with improved care in public clinics, this approach creates a patient-centered health system that is accountable to the community and dramatically reduces mortality in severely resource-limited settings. For more information on Integrate Health, please visit www.integratehealth.org.

Integrate Health offers a generous benefits package including:
- Aetna health, vision, and dental insurance.
- 401k retirement plan with employer match up to 3%.
- Minimum 20 vacation days/year plus office closed between Christmas and New Year’s Day.
- 10 days of sick leave.
- 12 weeks of fully paid parental leave (pertains to birth or adoption) after first 12 months employment.
- 16 hours of paid leave each year to participate in volunteer programs.
- Other benefits offered: Travel insurance, shared office space, need-based salary advances, flexible hours, professional development opportunities.
Your Contribution
We are seeking a passionate Development Director who will be responsible for the cultivation, stewardship, and management of Integrate Health’s current and future funding relationships. At Integrate Health, we believe that development and fundraising is not transactional, but is about building genuine relationships to enable partners to achieve their shared goals. The Development Director will play a key role in creating a community of partners aligned around values and vision. The Development Director will be a collaborative leader working alongside the Chief Partnership Officer providing leadership and support to the development team,

1. Portfolio/Relationship Management
   • Provide strategic and operational management of IH’s portfolio of funding partners.
   • Ensure all external facing development and communications material promote IH’s credible brand.
   • Write, review, and contribute to all necessary external communications.
   • Serve as primary contact for funding partners, consistently representing the organization professionally and in line with IH’s values and mission.

2. Business Development and Strategy
   • Craft fundraising growth strategy to support and align with organizational growth.
   • Guide lead development, prospecting, and forward-looking networking to build robust funding pipeline.
   • Lead strategy behind and creation of proposals and other tailored content for partners.
   • Oversee IH’s participation in events and conferences (ex. Skoll World Forum, United Nations General Assembly Week, etc.).
   • Liaise with the board of directors, and the partnerships committee in particular, to keep the board apprised of progress and solicit feedback and direction on development strategy.

3. Team Management
   • Provide thought partnership to Chief Partnership Officer to set overall vision and strategy for the Development and Communications team and empower teammates to meet goals.
   • Coach team performance, drive employee engagement, and lead the strategic direction of the Development and Communications team.
   • Maintain constant understanding of funding runway, funding gap, cashflow, grant partner timelines and deliverables, pipeline, and progress towards KPIs.

4. Development Operations
   • Oversee and strengthen systems for relationship management, donor communications, and other development operations tools.
   • Collaborate with finance team to oversee and strengthen financial management of grant funds, reporting, etc.

What Are We Looking For?
• Collaborative person who can bring new perspectives and innovative ideas
• Commitment to Integrate Health’s mission
• Some French language skills required (if not proficient in French, commitment to improve skills, supported by IH)
• Bachelor’s degree or equivalent experience
• 7-12 years of development experience
• Demonstrated success in being a key part of a team that raised at least $5 million annually
• Demonstrated management experience
• Excellent writing skills, oral and written communication skills
• A deep commitment to anti-racist, anti-sexist, anti-neocolonial ideals

The ideal candidate is a seasoned communicator, self-directed, and professional. They are a team player who loves to guide a passionate and growing team. The Development Director may have varied skills or interests not captured within this job description: we want to cultivate your skills to complement our team of self-starters.

What will get us excited?
• Professional proficiency in French
• MBA, MPP, or MPH
• 10+ years of development experience, 4+ years of management experience
• Knowledge of or experience in global health, specifically in sub-Saharan Africa
• Experience using and managing Salesforce

Success Profile
IH values include efficacy, empowerment, commitment, transparency, respect, and collaboration. IH expects that the Development Director will model and embody these values and will have the following characteristics:
• Diplomatic and humble learner with the ability to listen
• Growth mindset and lifelong learner attitude
• Excellent interpersonal and communication skills (written and spoken), with demonstrated ability to earn respect of colleagues and partners from diverse backgrounds
• Extremely detailed oriented, organized, and efficient
• Committed to social justice and to the fundamental rights of all humans

To Apply
Please submit a resume and responses to the three questions below to info@integratehealth.org with Development Director in the subject line.

1. Why are you interested in this position?
2. What is one reason you think you’d be a good fit for this position?
3. What is one strength you would bring to this position?

Please keep total question responses to a maximum of one page. The application deadline is rolling. Interested applicants are strongly encouraged to apply as soon as possible.

Our Values
Integrate Health is committed to being an anti-racist, anti-sexist, anti-neocolonial, and pro-equity organization. We acknowledge that this is an ongoing process and that we will always have more work to do to identify, unpack and interrupt the ways dominance shows up in our organization and our sector. You can read more here about the work we have undertaken to date. Integrate Health was founded as a response to what we perceived as failures in the aid community to do what was right.
Integrate Health undertakes the hard work of engaging communities and tackling hard and structural challenges in healthcare, all in a way that is led by local leaders.

We place a high value on diversity and the benefits that come from having employees with a wide variety of backgrounds and experiences. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. Applicants of color and women are strongly encouraged to apply.

**Hiring Process**
The hiring process will include the following steps:

1. Review submitted applications
2. Conduct 20-minute screening interviews for shortlisted candidates
3. Request that shortlisted candidates submit a practical assessment (designed to take no more than two hours to complete)
4. Conduct skills-based interviews for 3-5 candidates
5. Request references
6. Conduct final interview if necessary
7. Make offer

Only shortlisted applicants will be contacted, but candidates who proceed to step 2 will be notified if they are not chosen for step 3.