



# Senior Director of Partnership

Department	Executive
Reporting to	CEO
Location	US Remote, working EST hours
Job Level	BG-11

## The Role

Integrate Health is in year two of an ambitious five-year strategy with a goal to rapidly scale high-quality primary healthcare, led by governments, across West Africa. Integrate Health seeks a Senior Director of Partnership to build the winning coalition of partners to achieve our mission.

The Senior Director of Partnership will lead Integrate Health's efforts to mobilize financial resources, strengthen the organization's credible brand, and build strategic partnerships that advance primary healthcare systems across West Africa. As a key member of the Executive Team, the Senior Director of Partnership will be responsible for setting and executing the organization's fundraising, communications, and advocacy strategies. The Senior Director of Partnership will lead, manage, and coach a dynamic team of approximately 10 colleagues across multiple geographies. This role requires a visionary leader who can align internal teams around long-term growth objectives while representing Integrate Health externally with credibility and influence. The top priorities for this role will be 1) securing sustainable funding to support organizational growth, 2) strengthening Integrate Health's global visibility and thought leadership, and 3) building high-impact partnerships to advance health equity.

Integrate Health offers a competitive compensation package and a generous benefits package aligned to applicable law. The compensation range for this position will be between \$100,000 and \$150,000, depending on experience for candidates based in the US.

## Your Contribution

### Functional Leadership

- Oversee and manage the Partnership team of approximately 10 people, including Development, Communications, and Advocacy. Ensure team is effectively structured and that teammates are empowered and deliver results.
- Set and meet objectives and key results for fundraising, communication, and advocacy efforts.
- Ensure seamless collaboration with other functional team leads and Country Directors to maintain cross-functional collaboration and ensure country-specific needs are met.
- Facilitate open, transparent information flow for timely decision-making.
- Promote learning and collaboration across countries within the Partnership function.
- Manage the Partnership team budget and contribute to accurate forecasting.
- Identify, mitigate, and report risks, anticipating future challenges and developing adaptive strategies.
- Travel (on average once a quarter) to country offices for team retreats and to host funder site visits, and internationally for conferences and global convenings.
- Lead by example, fostering a culture anchored in Integrate Health's values.

### Development (Resource Mobilization)

- Develop annual and multiyear fundraising goals and strategies aligned to IH's strategic plan to enable the organization to meet all objectives.
- Contribute to strategic planning with insights on fundraising opportunities and constraints.
- Represent Integrate Health externally, embodying our values and culture, in 1:1 meetings, conference presentations, pitches, and more.
- Monitor the organization's financial health in close collaboration with the Finance function and lead necessary adaptations.
- Track key metrics and evaluate financials and funding flows (using tools including Alteryx cashflow, salesforce reports, and excel liquidity forecast), to bring to executive team colleagues to address fundraising needs.
- Analyze global trends to identify opportunities for innovation and collaborate on implementation.

## Communications

- Represent Integrate Health to external partners in line with our values and vision, coaching teammates to do the same.
- Ensure brand identity aligns with our mission, vision, and culture across all teams.
- Develop and implement a comprehensive communications strategy supporting fundraising, advocacy, thought leadership, and internal purposes.
- Translate programmatic information for external audiences and global trends into actionable feedback for internal teams.
- Support CEO and other Executive Team members in developing their thought leadership and executive presence.

## Advocacy & Ecosystem-Building

- Identify opportunities for Integrate Health to influence global funding and policy in favor of strengthened community health systems in West Africa.
- Coordinate with Program functional team to ensure cohesive and tailored approaches to local, national, and global advocacy efforts.
- Build relationships with key decision-makers, representing Integrate Health, our government partners, and the communities we serve.

## What are we looking for?

1. Proven experience in leadership roles within non-profit organizations, preferably in global health or development sectors.
2. Demonstrated success in fundraising and building diverse partnerships.
3. Strong strategic thinking and problem-solving skills.
4. Excellent written and verbal communication skills.
5. Ability to work effectively in cross-cultural settings and manage remote teams.
6. Commitment to Integrate Health's mission and values.
7. Ability to travel on average once a quarter (to country offices and international conferences).

## What will get us excited?

1. Experience successfully building a fundraising team, growing an organizational budget, and diversifying funder portfolio for an organization.
2. Demonstrated knowledge of global health funding landscape.

3. 5+ years in leadership role.
4. Experience with Salesforce (including knowledge of building and analyzing reports), Cashflow tools and other financial models.

## Education

A Masters in business, public health, public policy, or related field.

## Languages

Fluency in French and English required

## Commitment to Diversity, Equity, and Inclusion

At Integrate Health, 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 West African origin, especially women, are strongly encouraged to apply.

To learn more, please visit the diversity, equity, and inclusion page on our website: <https://integratehealth.org/diversity-equity-and-inclusion/>

## To Apply

Please submit a resume and responses to the three questions below in **no more than one page** to [info@integratehealth.org](mailto:info@integratehealth.org) with Senior Director of Partnership in the subject line.

1. Can you concisely describe a time when you successfully secured funding for a strategy/program/initiative by building partnerships and/or influencing stakeholders?
2. Are you fluent in both English and French? Please give an example of your use of both languages in a senior professional capacity.
3. What is the most important 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.

## 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.

### About Integrate Health

Integrate Health (IH) is a rapidly growing global health organization working to serve rural and remote communities in Togo, and in Guinea, West Africa. We believe that access to healthcare is a human right, and we are committed to making this a reality by partnering with governments and local communities to make quality primary healthcare accessible to all. We 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](http://www.integratehealth.org).