

Job Announcement

**Thomson
Media**



Head of Development

The deadline for application is 30th July, 2023

Location:	Preference for Germany, but flexible within Europe.
Location Type:	Germany: Hybrid. Remote for other locations.
Reporting to:	Managing Director – Development.
Manages:	2-3 direct reports.
Annual salary:	Negotiable, international competitive.
Contract type:	Full time employee contract for Europe based candidates, consultant contract for others.
Working hours:	Full time.
Candidate level:	Management.

Background

Working from its base in Berlin, Germany, [Thomson Media](#) is an international not-for-profit organisation and is a partner of the Thomson Foundation. Thomson Media works with governments, philanthropic and institutional donors to champion journalistic integrity by supporting journalists and media organisations globally to build fair, independent, and trusted journalism.

The Thomson Foundation is the world's oldest media development NGO. Since 1963 we have trained thousands of journalists and media professionals in more than 100 countries, to strengthen free media across the globe, helping every type of media to strive for excellence and to improve public

engagement. The foundation is headquartered in London but works in up to 25 countries a year.

Purpose of role

Thomson Media seeks a self-starter, a highly motivated and experienced professional to diversify and grow their programmatic funding from institutional, trust, foundations and HNWI donors. The Head of Development will report and work closely with the Managing Director and will work with the global project team in devising and rolling out innovative programmes, as well as securing the necessary funding for current and new programme development. The ideal candidate will have a track record in media development programmes, fundraising and project writing and delivery, having worked in a diverse range of locations and is a fluent German and English speaker.

The new Head of Development will play a critical role within the organisation and will help strengthen the donor base and build on current relationships and programmes, working often in challenging environments. This role is for a hands-on, entrepreneurial, relationship builder, a donor engagement strategist with a passion for independent, fact-based, ethical journalism to tailor solutions for local media to reach their audience globally and achieve sustainability.

Primary responsibilities

- Develop a funding and engagement strategy from public and private sources to increase income and build financial sustainability of Thomson Media global programming.
- Identify and develop new programmatic ideas and funding by working with local staff and journalists to identify new innovative programmes and their funders, as well as sharing international fundraising expertise with local partners.
- Define funding streams, lead implementation of donor identification, cultivation, and retention plans.
- Assist in supporting all aspects of the development processes, including programme development, fundraising, and marketing campaigns and identifying and managing international partnership opportunities.
- Work closely with the Managing Director to enhance outreach efforts and build the donor base as well as increasing the foundations of brand awareness and global visibility.
- Proactively find new programmes to support, being innovative and providing creative solutions.
- Manage and execute projects globally across a range of initiatives and objectives.
- Identify and steward prospective institutional and individual donors and lead the full funding cycle. Track and strategize donor research and engagement.
- Personally develop and maintain partnerships and relationships with German and other philanthropic donors.
- Build strong networks among partners and funders and support local staff in strengthening local partnerships.

- Oversee a robust compliance and reporting system which tracks projects funding and results and ensure relevant financial information is accurate and presented timely, overseeing adequate monitoring and evaluation processes.
- Ensure the preparation and submission of quality and reliable data on the progress and results of programmes, following the foundation's monitoring, evaluation and learning framework.
- Manage consultants and partners and ensure staff is motivated and has the required tools to adequately perform their roles with professionalism. Demonstrates role model behaviours and shares knowledge with colleagues.
- Coach and support global staff, ensuring they have the resources and tools required throughout their programmes.

Profile

- Self-starter and independent worker with the ability to go out and pursue new prospects and programmes with minimum support.
- Excellent project management skills with experience of working in a multicultural environment with excellent interpersonal skills and the ability to multi-task.
- Excellent knowledge of the role of media as a key component of civil society. Passion for issues of press freedom, media development, democracy, and human rights.

Experience

- A minimum of 5 years of progressive, and proven, experience in successfully developing and managing all aspects of complex fundraising/development programmes, preferably in an international organisation, including:
 - Developing fundraising strategies and successfully implement them.
 - Raising funds from governments, institutions, foundations and/or individuals.
 - Running successful projects, ideally focused on media engagement.
 - Demonstrated experience cultivating external alliances and writing grant proposals.
 - Familiarity with the donor landscape for non-profit media and foundation operations, would be ideal.
- A demonstrable track record of personally identifying, cultivating and raising significant private and public funds (> Euros 0.5 million gifts), for programmes from governments, foundations, private institutions and individuals.
- Strategic thinker and planner, able to lead and engage in planning processes and set priorities; able to think critically, objectively, and analytically.
- Strong knowledge and experience of budgeting with income and expenditure budgets.
- Experience with Microsoft Word, Excel, Power Point and Outlook essential.
- Adept at crafting clear and persuasive proposals, donor correspondence and other promotional and marketing materials.
- Experience building, or supervising, the creation and use of management tools, including databases and fundraising research engines.

- Keen eye, and knack, for leading the development of key partnerships to enhance and raise organisational profile.
- Demonstrated project management skills, flexible nature, and ability to coordinate across teams, ideally with colleagues from a range of countries, languages, and backgrounds.
- Able to work under pressure and keep a good sense of humour.
- Fluency in English and German.
- Willingness, and ability, to travel nationally and internationally approximately 25% of their time.

To apply for the post

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking on the following [link](#).

Please contact Karem Armstrong at Karem@darylupsall.com for any queries you may have.

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Thomson Media is an equal opportunity employer, who value having a diverse workforce and continuously strives to maintain an inclusive and equitable workplace.

Daryl Upsall International actively promotes equality, diversity, and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.