



W I L L O W
I N T E R N A T I O N A L

Willow International Director of Development Position Description

Willow International seeks a results-oriented and highly collaborative Director of Development to coordinate fundraising for this leading organization in the anti-trafficking field.

About Willow International

The mission of Willow International is to end human trafficking at its source: Uganda. Through survivor care, government reform, and global partnerships, Willow believes it can erase this plague and restore hope to millions of victims across the globe.

Human trafficking is one of the fastest growing and most profitable criminal industries in the world. Today, there are more than 40 million victims of human trafficking worldwide with exploiters earning more than \$150 billion annually.

Mothers, daughters, sisters, sons, and fathers – innocent people – are sold and exploited so that these criminals can profit. Despite growing awareness of the issue, fewer than 1% of the victims are rescued.

Uganda is one of the epicenters for human trafficking: with high unemployment, civil instability, and one of the youngest populations in the world, traffickers promising lucrative jobs are easily able to prey on vulnerable victims.

Working collaboratively with the Ugandan Government, as well as local Ugandan and international organizations, Willow aids in the rescue of victims and restoration of survivors. Through its international partnerships, the organization provides legal aid to those in Willow's care, disseminates information throughout Uganda, educates and advocates for the strengthening of the criminal justice system. Due to the success of its program, Willow remains the government's top aftercare referral agency for victims of sex and labor trafficking.

Willow aids victims and partners with organizations working in five program areas:

- Advocacy
- Aftercare
- Partnership
- Prevention
- Rescue

Please visit www.willowinternational.org for more information on the organization.



W I L L O W
I N T E R N A T I O N A L

The Opportunity

Reporting to the Executive Director and Board of Directors, the Director of Development creates and manages a fund development plan to support a \$1.5 million operating budget and oversees donor initiatives with an emphasis on major gifts. The Director of Development works in close collaboration with the Executive Director, Board members, third-party fundraisers, and volunteers. The Director of Development must be an effective communicator with the ability to champion and share the values, mission, services, and impact of Willow International with all stakeholders of the organization. In addition, the Director of Development must be a strategic leader who creates a vision for successful fundraising and can create and manage the infrastructure to support all development activities, including events.

Primary Responsibilities

Leadership and Planning:

- Work closely with Executive Director to establish an organizational understanding of mission-driven fund development and its importance to the stability of Willow International.
- Create office systems to support all Development projects and operations.
- Manage donor, gift, record-keeping and acknowledgements.

Fund Development:

- Develop, implement, evaluate comprehensive annual fundraising program, which includes annual fund, major gifts, corporate/foundation giving, special events, and third-party fundraisers. Implement development plan and appropriately assess goals, timelines, and resources and modify plan to achieve future goals.
- Diversify development revenue streams: individual donors, private foundations and corporate giving.

Special Events

- Develop and implement an events strategy to steward current donors and cultivate new donors.
- Coordinate vendors submit contracts for approval and maintain accurate records of expenses and check requests for events.

External Communications

- Maintain positive and appropriate relationships with current and past donors; ensure cultivation, solicitation and stewardship programs are developed and implemented effectively.
- Support the Executive Director and Board in developing clear, consistent and impactful messaging in fundraising, marketing, and communications efforts.



W I L L O W
I N T E R N A T I O N A L

Board Relations

- Contribute meaningful input to Board of Directors report for Board meetings, keeping them apprised of fundraising goals and outcomes.
- Work with Board members to develop, implement, identify and cultivate donors.

Experience and Qualifications

The successful candidate will have:

- Bachelor's degree or equivalent work experience.
- Minimum 5-7 years' experience in major donor and gift solicitation, or an equivalent combination of related experience.
- Minimum of 2-4 years' successfully working with and supporting a Board of Directors.
- Demonstrated proficiency in Microsoft Word and Excel.
- Demonstrated experience in a position that required exceptional written, speaking and listening skills.
- Demonstrated attention to detail.
- Experience in identifying, writing and reporting on grants.
- Experience in successfully developing and managing special events.
- Experience in developing and managing the infrastructure to support fundraising and events.

Personal Attributes

The successful candidate will demonstrate:

- A commitment to dignity and human rights.
- An ability to develop strategy and ensure flawless execution of the tasks involved.
- Strong interpersonal skills with an ability to collaborate in an open and transparent manner with the Executive Director and Board members.
- A donor and volunteer service attitude.
- Display a positive attitude, show concern for people, demonstrate presence, self-confidence, common sense and good listening ability.

Willow International strives to ensure that the organization is welcoming and inclusive. The organization does not discriminate as to gender, race, culture, ethnicity, sexual orientation, religious beliefs, social background, disability, pregnancy, marital status, political affiliation, or age. Willow strives to include persons from traditionally under-represented groups and complies with all applicable national and local laws pertaining to non-discrimination and equal opportunity.

How to apply

If you are interested in applying or wish to nominate someone for this position, please send a cover letter and resume in confidence to search@blueridgeadvisorsllc.com.