



Appointment of
**Director of Development
and Communications**

January 2024



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Dear Candidate

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Due to COVID19, conflict in Ukraine and climate change, malnutrition and hunger have worsened significantly since 2019, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

GAIN's Strategy aims to transform food systems to make healthier diets from sustainable food systems accessible to all people and especially those whose are most vulnerable to shocks. By 2027, we aim to improve the access of 1.5 billion people to nutritionally enhanced staple foods, improve the access of 25 million people to healthier diets, and support positive food system change in 10 countries. This is hugely ambitious, bold and complex. To achieve this, we work together with partners including governments, businesses, and civil society at the country and global level. These goals, and the ways of achieving them, build on our twenty-year legacy of transforming people's lives with improved nutrition through concerted action and effective policy change. Critical to achieving our new **Strategy (2023-2027)** we plan to expand and diversify our income to strengthen our influencing role and achieve impact at scale.

We are therefore seeking to appoint a new Director of Development and Communications (DDC) who will focus on three main tasks over the initial appointment:

- Creating and implementing a strategy for income diversification including Foundations, and Trusts and HNWIs
- Leading our external Communications team
- Join the Strategic Management Team (SMT) which leads GAIN's executive management.

From January 2026, following the retirement of our current Director of Policy in December 2025, the DDC will also assume responsibility for GAIN's full resource mobilisation activity including official bilateral and multilateral donors.

I hope that in learning about our strategy, reviewing our website – including reading what our staff say about us – and reading this brochure will excite you about the challenges and the opportunities of this role. For the right candidate, it offers an exciting mix of initial high responsibility for a new area that is critically important to us, supported with strong mentoring, followed by assumption of responsibility for all our resource mobilisation and external communication work. You will be a member of our C-suite and therefore exposed to and contribute to all our strategic decision making.

I forward to reading your application.

Lawrence Haddad, Executive Director



Our Values

Our core values define what is important to us and guide the way we conduct business. They are built into our Code of Conduct. You can read more about the values and our Code – and the commitment of our staff to these values [here](#).



Passion: We are committed to achieving change for the most vulnerable. We have high expectations of ourselves.



Voice: We embrace equity, diversity, and inclusion, we also listen to and learn from each other. We are respectful and appreciative.



Innovation: We seek new solutions to problems, and we embrace healthy risk-taking. We invest in learning. We are ambitious, open, and curious.



Integrity: We are honest and transparent, and we deliver on the promises we make. We have consistently high standards of conduct.



Teamwork: We work together as ONE GAIN, and this is very important to us. We care about each other and the work we do.



Humility: We celebrate success but learn from our mistakes. We recognise our limitations as well as our strengths and aim to carry everybody along.



About GAIN

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Working with governments, businesses and civil society, we aim to transform food systems so that they deliver more nutritious foods for all people, especially the most vulnerable.

Headquartered in Geneva, Switzerland, GAIN has offices in countries with high levels of malnutrition: Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Rwanda, Tanzania and Uganda.

To support work in those countries, we have offices in the Netherlands, the United Kingdom, and the United States.

At GAIN, we believe that everyone in the world should have access to nutritious, safe, and affordable food. Today, one in three people – drawn from nearly every country on the planet - are unable to consume enough nutritious food. We work to develop and deliver solutions to this daily challenge.

You can read more about GAIN, our programmes and impact, on our [website](#).

GAIN is headquartered in Geneva, Switzerland, with offices in Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Tanzania, and Uganda. To support work in those countries, we have representative offices in the Netherlands, the United Kingdom, and the United States.



Our Focus Areas

Doubling down on healthier diets: This means going beyond improving access to safe and nutritious foods to the bigger goal of increasing access to healthier diets for all, especially for those most vulnerable to malnutrition. At GAIN, we work to limit the consumption of foods that are considered unhealthy, such as ultra-processed foods rich in fat, salt, and sugar. We work hard to accelerate the affordable supply of fruits, vegetables, pulses, nuts, and animal sourced proteins such as fish, dairy, chicken, and eggs to the most vulnerable.

Protecting the most vulnerable: We focus on protecting those most vulnerable to economic, conflict and environmental shocks. We target our efforts namely on individuals living on USD 3.2 or less per day, though we recognise we also need to address other vulnerabilities. We understand that food systems need to become more diverse and locally sustainable to be safer and more resilient.

Engaging nature: We design and implement our work to positively link nutrition to climate and environmental security. We want to make GAIN the greenest nutrition organisation there is, both operationally and programmatically. This will make us a more responsible partner and help us accelerate advancements in nutrition outcomes across the globe.

Scaling up our impact: We will radically scale up the impact of our work by designing and implementing larger, more integrated programmes which are amplified through government policy, markets, partnerships, and knowledge sharing. We are doubling down on evidence-based work by advancing a new set of globally recognised tools which rapidly measure diet quality, track food systems transformation, assist SMEs engage with governments, and engage with governments to transform their food system pathway.

Continuous institutional development: We will increase our relentless efforts to improve our impact on institutional development across the programmes and places we work. Internally, we will continue to evolve our robust governance mechanisms based on transparency in all we do, and work to build an inclusive, diverse and gender empowered organisation. We will also continue to develop a cadre of leaders and staff who are motivated, talented, and value GAIN as a fantastic place to work.



The Role

The Director of Development and Communications will report to the Executive Director and be a member of the Strategic Management Team (SMT). Upon appointment, you will lead the Development Office and the External Relations team and you will have three main responsibilities:

- Creating and implementing a strategy for income diversification including Foundations, and Trusts and HNWI (70%)
- Leading our External Communications team (15%)
- Strategic Management work (15%)

Together, these three responsibilities will contribute to GAIN's growth efforts as outlined in its 2023-2027 Strategy.

1. Creating and implementing a strategy for income diversification (70%)

The Director of Development and Communication will be responsible for developing and implementing a new diversified fundraising strategy, expanding GAIN's donor base to secure new sources of funding from foundations, trusts, and HNWI.

You will build the operational capacity for supporting and stewarding these for excellence in acquisition and retention with a target in the range of \$20m-\$40m funds from new sources over 3-5 years. This will include engaging with a wide group of donors (including trusts, foundations, HNWI and others).

Your initial focus will be on new sources of income whilst our Director of Policy focuses on traditional donors. By the time of his retirement (December 2025) you will have developed these networks and relationships too so that you will then be responsible for the entire RM strategy and implementation from January 2026, including leadership of official donor relationship management.

There is therefore a transitional period enabling GAIN to manage a successful handover of key area of responsibility. You will work with the Development Office a unit of 5-6 staff who manage overall fundraising. This includes assessing internal capacity and processes to support new donor relationships and donor intelligence and build operational support functions.

2. Leading our External Communications team (15%)

The Communications Team has all around 15 staff distributed globally and manages GAIN's published materials, press and social media work.

3. Strategic Management Team member (15%)

The SMT is chaired by the Executive Director and meets monthly and as required. It includes the heads of all main institutional and programme functions. From January 2026, following the retirement of our current Director of Policy, we envisage that you will assume responsibility for all resource mobilisation, including from Bilateral OECD donors.

The Role

Attributes, skills and experience

You will have the following attributes, skills and experience:

Attributes:

- **Donors and HNWI relationships:** Highly respected within relevant donor networks and communities applicable to the sector and countries in which we work, with proven track record of securing funds (including experience of personally securing grants/gifts >\$1m).
 - **Managing resource mobilisation:** ability to lead, develop and manage resource mobilisation, donor relations and partnership management function of the Development Office. This will include expanding current institutional relationships with high quality proposals, effective reporting, and ongoing engagements.
 - **Communications:** Broad-based understanding in corporate communications, public information, media relations, and digital across different audiences, geographies, and cultures. A flair for communicating complex issues into clear actionable insights to non-expert audiences. Ability to drive a dynamic communication function, operating at global, regional, and national levels, in traditional and social media: Direct strategic communication efforts on the expansion of GAIN's internal and external communications strategy, including overseeing high level media content.
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- **Senior management:** Managing staff and working in partnership with highly experienced peers. Self-starter, problem-solving attitude, able to prioritise, multi-task, and work well under pressure to meet deadlines. Clear potential to operate at C- suite level as a full member of GAIN's SMT.
 - **Strategic and entrepreneurial spirit:** Always looking to build teams, programmes, platforms with others inside and outside GAIN with excellent evaluation and monitoring skills.
 - **Business growth and engagement:** An understanding of the key political and economic issues within the development sector, including how nutrition and food security connect to these, with additional understanding of how critical fields such as climate, environment, and gender all link to our work. Ability to build engagement and synergies within and beyond the organisation: The expertise to foster and reinforce ongoing internal engagement and synergies with GAIN staff - ensuring a shared and consistent message and voice across all activity.

The Role

- **Senior management:** As a member of the Strategic Management Team, bringing to bear external relations perspectives to organisational strategic issues. By developing, understanding, and collating results for donors and the GAIN Board. Help to develop and implement collective SMT decisions across the organisation. Managing staff and working in partnership with highly experienced peers. Self-starter, problem-solving attitude, able to prioritise, multi-task, and work well under pressure to meet deadlines. Clear potential to operate at C- suite level as a member of GAIN's SMT.
- **Strategic and entrepreneurial spirit:** Always looking to build teams, programmes, platforms with others inside and outside GAIN with excellent evaluation and monitoring skills.
- **Data and evidence:** understanding and using data analysis, IT and research to support fundraising growth.
- **Representation:** Proven negotiating, representational, communication, persuasion and diplomatic abilities.



Skills and Experience

- Proven track record in an income generation role at management level.
- Solid experience of cultivating and stewarding relationships with Foundations, HNWIs, and other key donors, government, internal and external stakeholders.
- Leading innovative approaches to fundraising, with tangible outcomes.
- Corporate communications, public information, and media relations, with a broad-based knowledge and understanding of corporate communications, public information, media relations, and digital across different audiences, geographies, and cultures.
- Extensive leadership and strategic senior management experience and understanding of working in a multicultural context.
- Team leadership including unlocking the team's ability to achieve transformative growth.

Qualifications

- A master's degree or equivalent work experience in Development Studies, Finance, Business, Politics, Economics, Public Affairs or a related field.
- Fluent in written and verbal English – other working languages an asset, particularly Portuguese, French, German.



Appointment Process and How to Apply

Our GAINERS work together to improve the food system and make it work better for the world's most vulnerable people. If you are a talented and passionate individual with a drive to make a change and share our vision of a world without malnutrition, then GAIN wants to hear from you.

To apply, please submit CV and covering letter, detailing how you fulfil the role description and specification director6805@gainrecruitment.com quoting reference **6805**.

The deadline for applications is **09.00 CET on Friday 2nd February 2024**.

The role will require travel and communication across global time zones. As an international, multicultural, and inclusive organisation, GAIN is willing to consider candidates with the right to work in one of the countries where it has an office, and who will be based at that office.

The salary is commensurate with the seniority of the appointment and location dependent. GAIN is unable to support visa sponsorship or relocation for this role and candidates must have the existing right to live and work in their country of application to be eligible.

A list of GAIN's country offices is outlined [here](#).

The Global Alliance for Improved Nutrition is committed to equality of opportunity and creating an inclusive environment where diversity is valued. We are keen to reflect the diversity of our society at every level within our organisation and therefore welcome applications from talented and committed people from all backgrounds, representing the diverse societies we operate in. For our full diversity, equity and inclusion policy please see [here](#).

