



Appointment of

Director of Resource Mobilization



About Us

Mission

JASS is a feminist movement support organization dedicated to building the voice, visibility, and collective power of women for a just and sustainable world for all. We equip and strengthen the leadership and organizing capacity of women leaders and their organizations and networks in Mesoamerica, Southeast Asia, and Southern Africa.

Our feminist movement building work supports marginalized women leaders (indigenous and rural land defenders, sex workers, garment workers, LGBTQI+, HIV+, and young activists) in critically unpacking the power dynamics affecting their lives from the personal to the public, from the local to the global, as to transform the systems, structures and beliefs that perpetuate inequity, injustice, and violence. Our tested approach enables the conditions for women to organize, mobilize and transform power in four areas of their lives: Bodies, Voice, Resources, and Safety.

Diversity, equity and inclusion are at the heart of who we are and how we were founded. JASS' work is carried out by an intersectional staff of 45 and broader community of practice that represents diverse geographies, cultures, faiths, generations,

racess, abilities, sexual orientations, gender identities, and includes activists grounded in country-level organizing and movements. We strive for internal structures, policies, and practices that value the range of knowledge held in this diversity and that reflect shared principles and accountability to our mission.

Individual & Collective Leadership

Through our regional leadership schools and training programs, JASS has equipped thousands of activists and community organizers who are leading change on LGBTI rights, HIV and reproductive health, indigenous land rights, violence against women, and greater protections for women human rights defenders.

Networks for Power & Safety

We catalyze, build and sustain diverse inclusive alliances to enhance women's political strategies and increase safety for activists. We recognize that strong networks are built upon relationships of trust and solidarity, and we invest in the necessary infrastructure and skills that women need to leverage the power of their numbers. JASS has co-created and mobilized eight women's national and regional networks and



campaigns that are narrowing the gap between policy and reality by, for example, improving access to quality HIV medicines.

Ideas, Tools & Action

JASS' conceptual frameworks and tools about power, movement- building, advocacy and the changing context for human rights are used and adapted by universities and many international organizations. Our interactive and accessible online learning platforms, ***Big Ideas*** and ***We Rise: Movement Building Reimagined***, are scaling up our efforts to share big ideas and approaches from the field.

Redirecting resources to the frontlines

We have insights to share on the resourcing gaps and needs of social justice movements from our direct and sustained political accompaniment of activists on the frontlines of crises and change. We amplify these movement lessons to influence donor priorities and practices (link to provocations) while leveraging our positioning and access as a global women's rights organization to redirect critical financial resources to movement allies and partners through our Mobilization Fund and subgranting.

JASS in 2022

Following a successful 2019-2022 strategic plan, accompanied by significant efforts to double the revenue for our work and partners, JASS is in an exciting moment of mapping the next level of impact on building women's collective power for justice. We are about to launch a new strategic plan in JASS that takes our work to the next level by **expanding our feminist movement schools**, building women's leadership and alliances across geographies, issues and movements; **amplifying feminist solutions** through greater collaboration across academics, activists, and movement leaders to influence public and policy debates, shift narratives, and catalyze strategic action; and **redirecting more resources** than we ever have before to activists and movements on the frontlines fighting for justice. Our current USD \$10 million annual budget is supported by a diverse donor base including grants from foundations, progressive governments, feminist funds and individuals.





Message from the Executive Director

Thank you for your interest in the role of Director of Resource Mobilization for JASS (Just Associates). We are looking for a passionate and committed individual to join our senior leadership team to help diversify, grow, and sustain funding for JASS and her partners.

This role provides a unique opportunity at a particularly exciting moment for JASS – a moment of growth, but also of visioning and setting strategic directions. Together with a diverse and dynamic multinational team of people, the person to step in will have the opportunity to expand and disrupt resourcing. This involves engaging in conversations with philanthropists, donors, and movement actors on what strategically resourcing movements looks like, while at the same time consolidating JASS' fundraising strategy as to build a community of sustainable givers.

I encourage you to apply and join a truly unique team of people who live our mission to build women's collective power for justice.

I look forward to hearing from you.

Shereen Essof



Job Description

This is an opportunity for a social justice advocate looking to bring their strategic fundraising experience and savvy to the collective development and implementation of a long term financial sustainability strategy that meets and leverages the challenges and opportunities of the current funding landscape to increase resources for JASS and her partners in Southeast Asia, Southern Africa and Mesoamerica.

Reporting to the Executive Director, the Director of Resource Mobilization will guide, support and work alongside the JASS leadership and dynamic cross-regional fundraising team to sustain, diversify and inspire resources aligned with JASS' strategy, politics and mission. She/he will also serve as a member of the global JASS senior leadership team with shared responsibility for ensuring JASS' strategic impact in the world and in the lives of women and as we step into this next phase.

Candidates must bring strong feminist leadership skills and a commitment to working from an intersectional feminist approach, as well as a significant track record in building impactful donor partnerships and expanding and diversifying revenue streams, including through individual fundraising.

Key Responsibilities:

INSPIRE Resources aligned with JASS' values and mission

Cultivate and nurture (and support others in JASS to build) relationships and collaboration with current and prospective donors, including:

- Lead the participatory development and operationalization of a long term resource renewal strategy that accompanies JASS' new strategic plan and guides how JASS prioritizes its fundraising efforts, including: a trends analysis and mapping of funder agendas, identifying potential global and regional funders & diverse revenue streams, and defining strategies to maximize JASS' niche and its movement offers in ways that sustain and increase financial resources for JASS and partners;
- Engage and support JASS leadership team, Board, programmatic staff, and broader community of practice around their roles in ensuring the success of our fundraising efforts;
- Ensure JASS' funder pipeline of prospective donor allies is refreshed and activated; develop and maintain relationships with current and prospective donors and find regular and compelling ways to share and invite them into JASS' work;
- Stay informed of the fundraising landscape, relevant trends & opportunities; draw on and build



relationships with donor insiders; ensure JASS is proactively engaging in strategic spaces where donors are;

- Investigate opportunities and coordinate the development and submission of compelling funding proposals, defining clear processes and ensuring conceptualization moments provide opportunities for learning and strategy clarification;
- Prioritize and secure the generation of less restricted revenue to ensure the JASS Mobilization Fund, subgranting mechanism, and responsive movement support work are adequately resourced in the medium and long term;
- Expand funding available for investments and work in collaboration with JASS' leadership and Board to develop JASS' investment strategy;
- Facilitate a rethink and construction of an aligned and renewed JASS individual donor program that draws on global leadership, Board and advisors to establish individual donors circles in JASS' regions in addition to the US; work with the individual donor coordinator to prospect, track, cultivate and grow major donors.

Donor advocacy and influence, and strategic partnerships

Work across teams and with allies to support the role of JASS in strategic funding consortiums, and

working closely with the Director of Evaluation and Strategic Partnerships, to engage donors in our work and to influence donors on the needs and priorities of feminist movements, including:

- Leverage and co-coordinate JASS events and contributions to donor influence spaces to share movement lessons on strategic funding needs and priorities gleaned from JASS' direct political accompaniment of activists and movements on the frontlines;
- Represent JASS and contribute to collective conversations and influence efforts with donors and fellow feminist and women's rights organizations and funds on investing adequately in feminist movements;
- Stay connected to and backstop staff responsible for strategic partnerships, incl. Count Me in! and PowerUp!;
- Input on JASS' global strategic engagement strategies and activities from the perspective of donor audiences.

Expand the community of people who support and amplify JASS' work

In collaboration with the Communications Manager and team who drive our strategic digital communications, ensure we are bringing donor audiences into JASS work in relevant and fresh ways, including:



- Leverage and expand JASS' social media and eblast outreach from a fundraising perspective, primarily around key moments, knowledge product launches and other updates;
- Support the articulation and sharing in various formats (videos, pamphlets, art visuals, podcasts, etc) of who JASS is and what JASS does, in clear and compelling ways;
- Support the development of digital communications strategies to cultivate and grow individual supporters, including online appeals that drive online giving;
- Amplify and build support for JASS' strategic resourcing mechanisms, including the Mobilization Fund and subgranting, through campaigns that communicate their impact, niche and potential.

STRENGTHENING JASS' fundraising capacity

Ensure internal organization, efficiency and ongoing capacity strengthening of our resource mobilization efforts and systems across JASS, including:

- Facilitate and support a cross-regional fundraising team of five around shared priorities and strategies to increase and diversify financial resources from global and regional donors;
- Supervise and work closely with two Resource Mobilization Coordinators;
- Identify gaps and needs for strengthening fundraising team and capacity including drawing on consultants;
- Ensure regular communication and coordination across communications, grants and program teams through regular meetings to share and plan together to link and strengthens respective goals and functions;
- Ensure informed, tailored and data driven efforts through continuing to strengthen tracking systems including around our Bloomerang database, donor pipeline, and JASS Fundraising 101 system and capacity building program.

Organizational leadership

- Serve as a member of the JASS shared leadership team (JLT) responsible for guiding overall strategic direction and organizational health of JASS at a critical moment of growth in JASS' evolution as an intersectional feminist, global-south led movement support organization.
- Be ready and willing to support, backstop, lead on organizational priorities that may not be fundraising related given the nature of our ecosystem.



Qualifications and attributes of our ideal candidate

While we intend to bring on a candidate with commensurate qualifications, it is essential that our Director of Resource Mobilization values and thrives in JASS' ecosystem and has a deep desire to listen to, learn from, and collaborate with our talented and diverse teams. To be successful in this role, a candidate must demonstrate:

- Deep desire to work in an organisation whose mission and culture are rooted in intersectional feminism and a transformative approach to equality and justice;
- 10 years of experience as a senior leader overseeing fundraising in a non profit or social justice organization;
- Significant track record in developing genuine donor relationships over time and securing financial resources from a range of sources;
- Preferably, experience in building and engaging in strategic partnerships, e.g. consortiums, to access and expand funding and influence donors;
- Knowledge of the global donor landscape for women's rights, and/or broader social justice work;
- Experience establishing, overseeing, and growing an individual giving program and cultivating major individual donors;
- Experience activating fundraising databases and data-driven fundraising;
- Excellent writing skills and capacity to conceptualize, write and edit compelling proposals;
- Excellent management, planning, strategic thinking, problem solving and analytical skills;
- Facilitative and collaborative approach to feminist leadership across cultures and contexts, with ability to inspire and strengthen cross-functional and cross-regional teams as a fellow do-er rather than a delegator;
- Superior communications and relational skills, including strong self-awareness, emotional intelligence, sincerity and humility;
- Ability to self-manage and work remotely, across time zones, with flexibility in working hours as needed;
- Ability to travel internationally as needed;
- English fluency and excellent written, oral and virtual communication, presentation and negotiation skills; Spanish fluency a strong plus.



Compensation

The salary range and benefits package is competitive for a senior level NGO position and will be based on location and experience. Benefits include employer paid health insurance, generous vacation leave, national holidays and sick leave.

Non-monetary benefits include the opportunity to make significant strategic contributions to an innovative and respected movement support organisation with a global presence, a supportive and feminist work environment that encourages leadership development, and the ability to work remotely and travel internationally.

Application Process

Please send the following materials (in English) to info@justassociates.org with the subject 'Director of Resource Mobilization – YOUR NAME'

1. **Full curriculum vitae** (detailing the nature, scope and scale of responsibilities held)
2. **A cover letter** highlighting relevant skills and experience for this position; including 2 paragraphs on why you are the ideal "fit" for JASS and how and what you would contribute to the role.
3. Names and contact details of **3 references**.

The deadline for applications is July 28, 2022.

We will be interviewing candidates on a rolling basis.

The successful candidate is expected to assume the role as soon as possible but not later than September 2022.

JASS is not able to support visa or relocation costs.

