



Director, Strategic Partnerships, Hong Kong

Who We Are

International Justice Mission (IJM) is the global leader in protecting vulnerable people from violence around the world. Our team of over 1,200 professionals are at work worldwide in over 30 offices. Together we are on a mission to rescue millions, protect half a billion, and make justice unstoppable.

We are a global community that cares for one another. We believe that the way we work is as important as the results we achieve. We provide professional excellence with joy and celebration to all those we serve.

The Need

For over 25 years, IJM has pioneered the work to protect vulnerable people from violence. 9 out of 9 times in the last decade, IJM's Justice System Strengthening Projects have reduced slavery and violence between 50% and 85% for very large populations of people in poverty. As we grow to expand our impact to protect 500 million people from violence, we are seeking a **Director, Strategic Partnerships** to play a critical leadership role in building strategic partnerships in Hong Kong that scale revenue to fuel the mission. This leader will work closely with the IJM Hong Kong Executive Director to advance IJM Asia Pacific's (APAC) strategic plan, and ensure the highest level of individual and institutional major donor engagement, experience and retention.

This position is based in Hong Kong and reports to Executive Director, IJM Hong Kong, and is only available for candidates with the right to work in Hong Kong.

Responsibilities

Donor Acquisition, Cultivation and Retention

- Support the Executive Director to develop a strategy, workplan and budget for donor acquisition, revenue acquisition, institutional and individual donor relationship development and maintenance, partnership development with key agents of change, and securing strong, long-term IJM champions within Hong Kong's philanthropic community;
- Cultivate and nurture relationships with a significant number of strategic donors with institutional and individual donors including giving circles, corporations and family foundations; create a strategic pipeline of engagement tailored to each donor's interest in IJM; present formal proposals for financial and activation-related partnership; and secure agreements for funding and partnership;
- Develop and execute institutional and individual donor experiences with IJM's field work – through events/gatherings, digital or in person trips to the field - in close collaboration with

IJM's program teams, resulting in increased support from current donors and an introduction of new potential donors to the work of IJM.

Donor Relations and Communications

- Draft and edit donor-centric communications to share with donors, such as donor proposals and reports, emails, event organizing resources and any relevant content products and resources used for fundraising across different donor segments and audiences;
- Work with internal and third-party content creators to tailor existing content or develop new content that will engage the different donor audiences;
- Work with IJM Global Marketing, Global Resources and Advancement Offices to identify and utilize IJM Global's strategic funding levels and packaging options to develop high-value, donor-centric, funding opportunities (products) in line with field program, accounting, and Revenue Council guidelines;
- Work with IJM Program Office Communication Leads to ensure accurate and timely communication of program impact, to recognize and thank donors repeatedly, that their giving is a making a difference and to present giving opportunities that will lead to a greater impact.

Documentation, Reporting & Data Management

- Develop and maintain reporting rhythms, including quarterly performance metrics/KPI reporting, donor journey tracking, dashboards, and accurate Salesforce data of different revenue streams for IJM Hong Kong;
- Ensure strong data practices, including regular review of Face-to-Face meeting entries, opportunities, and major donor transactions.

Qualifications:

Education & Experience

- Master's/Bachelor's degree in Business, Sales and Marketing, Non-profit Management, Asian Studies, or other relevant area of study; or equivalent combination of bachelor's degree and relevant work experience.
- At least 10 years of working experience; in a combination of fundraising, solution and high-end sales, key account management, relationship management, investor relations with proven track record of meeting annual revenue target.
- Experience in public speaking, leadership and network management is highly beneficial.
- At least 2 years of experience managing volunteer or full-time staff.

Technical Competencies

- Proven ability to raise funds; effectively develop, nurture and maintain relationships and the skill to lead institutions and individuals to make joyful financial investments.
- Experience building and driving to success collaborative, multi-stakeholder, impact-based initiatives, especially for revenue generation.
- Superior capacity to manage large number of projects, relationships and tasks simultaneously and to complete them with minimal oversight.

- Outstanding verbal and written communication skills. English language is a prerequisite and Cantonese language will be an advantage.
- High level of proficiency with Microsoft Office.

Non-Technical Competencies

- Self-starter with strong initiative;
- Strategic thinker;
- Creative problem solving;
- Advanced interpersonal skills;
- Personally accountable;
- Superior attention to detail grounded in big picture thinking

Critical Qualities:

- Disciplined with priorities;
- Strong interpersonal skills and self-awareness;
- Exceptional verbal and written communication;
- Flexible, collaborative and eager to support others;
- Effective team player who fosters collaborative environment.

Application Process:

Please submit your Resume/CV and Cover Letter to **apac_recruiting@ijm.org** not later than **30 June 2024**.

Remarks: Only shortlisted candidates will be contacted.

IJM holds strict safeguarding principles and a zero tolerance to violations of the Safeguarding Policy, Protection against Sexual Exploitation, Abuse and Harassment Policy, and Code of Ethics. Candidate selection is based on technical competence, recruitment, selection and hiring criteria subject to assessing the candidates value congruence and thorough background, police clearance, and reference check processes. IJM requires a background check, police clearance and thorough review of references with an employment offer and/or employment contract.