

Vice President of Development African Leadership Academy (ALA)

African Leadership Academy (ALA) is an institution that aims to transform Africa by addressing its greatest need: the need for a new breed of leaders. Over the next 50 years, ALA will create a network of 6,000 transformative leaders: entrepreneurial and ethical leaders who will bring massive change to the African continent—the innovators and problem-solvers who will address Africa's greatest challenges and create transformative change. ALA's process identifies future leaders at an early age and educates them in a world-class boarding school in South Africa for two years while giving them hands-on leadership and entrepreneurial experiences.

These emerging leaders are then placed in the world's most outstanding universities and nurtured through a series of formal and informal programs throughout their lives. Key to the ALA process is a powerful network of people and capital that will surround the emerging African leaders and support the large-scale change they seek to bring to Africa. As such ALA is *not a school*, but rather a life-long ecosystem through which the most innovative entrepreneurs and leaders of Africa will emerge and will transform Africa. To learn more, visit www.africanleadershipacademy.org.

This position will give a dynamic, passionate individual the opportunity to shape and grow the support network of an institution that seeks to transform the African continent by developing its future leaders. He/she will lead ALA's successful development efforts, ensuring continued growth, diversification of funding streams, and expansion of the depth and breadth of partnerships. The Vice President of Development will be responsible for all development activities and fundraising efforts, which includes developing high-level partnerships and establishing the infrastructure needed to sustain a growing organization with a fundraising target of at least \$30 million over the next 3 years. This is a full-time position located in the San Francisco Bay Area.

Responsibilities:

The Vice President of Development is a pivotal leadership role at ALA, responsible for articulating the organization's fundraising strategy and vision, providing leadership to inspire an expansion of philanthropic support for the organization, and managing key donor relationships to drive transformational funding initiatives. The VP of Development must be a sophisticated relationship-builder who is able to adapt his or her communication style to work effectively with a wide variety of internal and external stakeholders with multiple priorities, including the Founder & CEO and other members of the senior leadership team. Additional responsibilities include:

Strategy

- Take primary responsibility for developing a strategic fundraising plan that will enable ALA to realize aggressive growth goals
- Identify and cultivate new donors (primarily high net worth individuals and corporations) for African Leadership Academy
- Steward relationships with existing supporters of the Academy
- Personally direct the organization's fundraising activities, including identifying funding opportunities, prospecting individual and major donors, and implementing targeted strategies for each opportunity

Management

- Liaise with and support ALA board members as they raise funds for the Academy
- Represent the Academy to the media and to the public and serve as one of the external faces of the organization
- Lead a development team of 5-10 people (initially)

Qualifications & Personal Characteristics:

- 10-15 years of experience at the Director or VP level leading development efforts in an entrepreneurial, non-profit environment
- Passion for ALA's mission and excited by the prospect of helping to build a new institution that will develop the future leaders of Africa
- Mature individual with ability to drive agenda forward by building strong external partnerships with diverse groups of constituents
- Demonstrated success in networking to build creative and mutually beneficial business relationships within the corporate, public, and non-profit sectors
- Track record of securing large gifts from corporate, foundation, individual, and government sources and proven ability to expand and cultivate donor relationships over time
- Significant organizational management skills, including team building and managing colleagues, senior management and Board members to achieve fundraising goals
- Track record of creating and implementing innovative solutions to meet pressing developmental needs
- Strategic, analytical approach combined with professionalism and charisma
- Excellent written and oral communication skills, with the ability to engage and inspire a wide range of audiences
- Strong organizational skills, including outstanding attention to detail
- Commitment to ALA's values of Integrity, Humility, Compassion, Curiosity, Diversity, and Excellence

Salary & Benefits:

Salary is competitive and commensurate with experience, and includes excellent benefits.

To Apply:

African Leadership Academy has engaged Koya Consulting to help with this hire. Please email a compelling cover letter and resume (including salary requirements) to Katie Bouton at executivesearch@koyaconsulting.com.

African Leadership Academy is an equal opportunity employer. Diverse candidates are strongly encouraged to apply.

About Koya:

Koya Consulting is a national retained search and consulting firm that works exclusively with non-profits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations. For more information, please visit: www.koyaconsulting.com.