

## DEVELOPMENT MANAGER

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### Summary of the organization

Malnutrition affects over a billion people worldwide and nearly half of children in Guatemala. Semilla Nueva works with scientists, farmers, and the Guatemalan government to promote biofortified maize as a sustainable and scalable solution to this global crisis. These seeds have been bred to have higher yields, better taste, and far more nutrients. This allows farmers and families to continue growing and eating what they traditionally have, while dramatically improving the nutrition of their children, and the entire food system.

Biofortified corn seeds have so far failed to scale due to inaction on the part of local and international seed companies. Semilla Nueva seeks to change this situation at a global level by launching seeds that compete commercially in the market, both through our own seed company, and assistance to other local seed companies and partners.

Our first seed reached 5,000 families in 2016, improving the daily diets of 27,000 people. In 2017, we impacted 60,000 people and launched our first commercial seed sales. In five years we plan to improve the diets of over a million people in Guatemala, and begin expansion in Central America and Africa.

Our work has led to rapid growth and international recognition, including some of the leading awards in social entrepreneurship. We are seeking leaders who are disappointed in the results of the vast majority of international development and who are passionate about doing development differently. We want people who will make Semilla Nueva their own.

### Summary of the position

We are seeking an experienced professional to lead our development department. The development manager will oversee and cultivate a team of three full-time staff, leading the organization's grant writing, donor management, and external image. The position will report directly to, and collaborate closely with, the executive director and board of directors, and includes executive leadership opportunities within Semilla Nueva.

The position will be based primarily in our main office in Guatemala City, Guatemala but will also include relations with our experimental farm and partner communities. International travel will be required to present Semilla Nueva's work and build relationships and donors in the US, Europe, Latin America and beyond.

Semilla Nueva is moving from proving our concept into aggressive growth as a leading social enterprise. We are positioning ourselves as an innovative and sustainable new approach to a stubborn problem—with the potential to scale globally. We need someone who can lead a team to tell that story, build support, and find the investment to make it a reality.

### Qualifications

#### *Required:*

- Minimum of one year successful management experience
- Minimum of one year of grant writing or fundraising experience with a proven track record of success
- Excellent writing/communications skills, with an ability to communicate complicated ideas simply and concisely
- High attention to detail
- Demonstrated leadership, stress-management and flexibility in the work environment
- Demonstrated ability to work effectively in a team
- Demonstrated interest in rural development and food security, and a passion for social change

#### *Desired:*



- Project management or event planning experience
- Agricultural and rural development experience/knowledge
- Experience in client service, client relationship management or sales

*Language Requirements:*

- Fluent/Native English
- Proficient Spanish

## Specific Tasks

- Coordinate with the executive director to manage day to day relationships with the US-based Board of Directors
- Working with the executive director, Board of Directors and the communications team, develop strategies to hone and promote Semilla Nueva's message to a broad and diverse group of stakeholders
- Oversee the donor database and develop strategies to maintain and develop relationships with Semilla Nueva's existing donors
- Manage the development team in the identification of grant opportunities, development of relationships with granting organizations, and writing of successful proposals
- Through the communications and outreach team develop grassroots support and fundraising through presentations, engagement, donor trips and other related tactics
- Develop relationships with media outlets in order to expand this message
- Identify opportunities for speaking engagements and networking events; coordinate with the Executive Director to maximize relationship development and public image from these events

## Expectations

- Full-time position based in Guatemala City
- Minimum commitment of one year, preferably two
- Ability to work independently, proactively, and prioritize/coordinate a variety of activities
- Ability to creatively problem-solve in challenging work environments
- Comfortable traveling to and spending time in rural parts of Guatemala with difficult living conditions.
- Comfortable driving manual transmission vehicles in Guatemala, with a valid driver's license from home country

**Salary:** Competitive local salary, dependent on experience

Before applying, please review our website, Facebook, and Vimeo which are found at [www.semillanueva.org](http://www.semillanueva.org)

To apply please attach your cover letter and CV to [trabajo@semillanueva.org](mailto:trabajo@semillanueva.org) with "Development Manager" in the subject line. Be sure to specify your available start date.

Please write "Development Manager" in the subject line of your email and copy Curt Bowen on the email ([curtbowen@semillanueva.org](mailto:curtbowen@semillanueva.org)).