

Development Director

Semilla Nueva is hiring a Development Director to expand our budget from US\$1.5 million per year to \$2.5 million per year, allowing our work to scale in Guatemala and begin expanding internationally.

Salary range: \$70-100,000/year depending on experience

Summary of the Organization

Malnutrition is one of the greatest barriers to the world's poorest people escaping poverty. The 900 million people in Africa and Central America who eat corn daily are some of the most affected, with nearly half of Guatemala's children suffering from stunted growth. Semilla Nueva launched the world's first social enterprise dedicated to the development, production, and sale of more nutritious, biofortified corn seed directly to small farming families. Farmers buying our seed increase their yields and incomes, while improving the diets of hundreds of thousands— and someday millions—of the world's poorest consumers by selling excess production. It's a scalable, sustainable way to give farming families what they most want, while providing malnourished children with what they most need. Our goal is to prove this model in Guatemala while improving the incomes of tens of thousands of families and the diets of millions of Guatemala's poorest, before expanding the model throughout Central America and into Sub-Saharan Africa. At Semilla Nueva, we're obsessed with finding a way to do the unprecedented and achieve impact at scale.

In 2018, our first year of sales, our seed took 1.3% of the Guatemalan seed market with nearly 2,000 families purchasing. By 2019, we reached over 4,000 families, and in 2020 we're on track to meet more than 10,000—covering more of our organization's costs through sales, while we deeply invest in impact evaluation, new seed development, and collaborations to scale our seeds internationally.

We're a hybrid social enterprise (our non-profit owns a for-profit company) of 27, mostly Guatemalan, staff. We work with some of the world's leading scientists at organizations such as CIMMYT, Harvest Plus, and universities like Purdue, Iowa State, Tufts, and Harvard. Our donors include some of the most prestigious in impact philanthropy, including Cartier Philanthropy, Mulago and the U.S. Government. Our seeds are based on conventional breeding (non-GMO), although we are not opposed to well-tested biotechnology. Our work has led to rapid growth and international recognition, including an Ashoka fellowship, Mulago fellowship, and Forbes 30 under 30 for our founder.

Our team shares a common background. Whether from the private sector or NGO world, we have seen that international development projects often fail because they don't focus on finding the intersection of what the world's poorest want and what they most need. We're looking for new team members who are passionate about development programs that work, hungry for scale, and willing to put in the very hard work to make it happen.

Summary of the Position

We are hiring a development director to help our organization expand its annual budget from the current \$1.5 million per year to the \$2.5 million we will need to improve the national nutrition of Guatemala and begin expanding internationally. This position will lead relationship building and proposal development with new donors (individual and institutional), reporting, and work with the operations team to develop our monitoring and evaluation systems. This role will take advantage of Semilla Nueva's success, growth, and improved impact data to expand our relationship with multilateral and bilateral donors as well as the impact focused foundations that have been our principal donors to date.

The development director will report to and collaborate closely with the executive director, oversee two coordinator positions, and will be a part of our senior leadership team. The position will require significant time in Guatemala, but we are open to candidates who have a compelling case for leading our development efforts internationally while investing significant time in Guatemala.

We are looking for a passionate, creative, and outgoing leader with a strong mind for problem solving, systems, and collaboration, both within Semilla Nueva and with partners. We are also looking for a strong writer and communicator with successful experience in the world of multilateral and bilateral funding.

Qualifications

Required:

- Proven experience in fundraising with impact-oriented family foundations and multi/bilateral donors
- Minimum 5 years of successful fundraising experience, especially with impact-oriented family foundations and/or multilateral or bilateral donors.
- Basic data analysis
- People and resources management: ability to coordinate, manage, and prioritize workload to meet objectives and timelines
- Strong technical writing abilities
- Strong networking and inter-organizational collaboration skills
- Fully fluent English
- Advanced Spanish

Desired:

- Graduate degree in nutrition, global health, international development, or related field
- Work experience in a bi/multilateral or other development agency
- Fluent Spanish
- Experience working in a developing country

Expectations

- Minimum commitment two years
- Ability to work independently, proactively, and prioritize/coordinate a variety of activities
- Ability to represent organizational values and develop strategy in a senior leadership role
- Ability to work effectively in a multicultural team
- Comfortable working in a fast-paced, constantly evolving work environment

Specific Tasks

- **Relationships and Proposals**
 - Manage donor relationship formation, growth, and maintenance
 - Manage grant application pipeline and prioritization
 - Lead proposal writing process
- **M&E, Compliance and Reporting**
 - Work with operations to develop data development systems that meet current and projected donor requirements
 - Lead reporting process and co-design audits of operational compliance
 - With the operations team, co-develop new systems and studies internally and with third parties to improve measurement of Semilla Nueva's impact
- **Communications and Individual Donor Management**
 - Lead design of new media and materials that present Semilla Nueva
 - Support the board of directors for grassroots and individual fundraising
 - Ensure engagement with individual donors
- **Management and Leadership**
 - Develop a growing M&E and development team
 - Work with the leadership team on organizational and strategic development

Before applying, please review our website: www.semillanueva.org, including blogs and annual reports.

To apply please send your cover letter, CV, and 2-3 writing samples to trabajo@semillanueva.org. Examples of communications materials are a plus. Please note "Development Director" and your last name in the subject line of your email.