



Do you want to help millions of women in some of the world's poorest countries succeed as entrepreneurs and work their own way out of poverty?

We are seeking a dynamic Corporate & Philanthropy Fundraising Manager to lead proposals from **concept through to submission**, manage contributions from network colleagues, draft technical inputs, and engage with **business donors, and high-net-worth individuals in the DACH region**, transforming prospects to secured funds.

Our initiatives have garnered support from esteemed donors like GIZ, Bosch Foundation, CAFOD, and UBS Optimus Foundation. To further expand our presence in the DACH region, we seek a professional who is either an experienced not-for-profit fundraiser skilled in securing substantial donations or a business development expert with a track record of closing high-value deals from long sales cycles.

This role offers an unparalleled chance to make a lasting impact, elevating the Hand in Hand Network's profile in the DACH region and collaborating with a passionate team and Board members. You'll have the opportunity to influence lives on a significant scale across various themes, including livelihoods, women's economic empowerment, and climate change.

If you're driven to leave a meaningful legacy and thrive in a role with substantial impact, we'd love to hear from you.

Corporate & Philanthropy Fundraiser (DACH region)

Reports to:	Head of Corporate Partnerships & Philanthropy (London based)
Location:	Remote. DACH region within reach of Berlin.
Contract:	Permanent, full-time. We invite you to raise suggestions for part-time or compressed hours.
Languages required:	German fully fluent & English working knowledge
Starting date:	As soon as possible
Salary:	TVöD-orientiertes Gehalt (E 13) in EUR from €52,418 to €61,480 depending on candidate experience



Background

At Hand in Hand, we help women beat the odds and succeed as entrepreneurs. The money they earn and the confidence they gain changes everything. Whole families and communities rise with them.

Since 2003, from Afghanistan to Zimbabwe, we've helped more than 5 million women launch small businesses that can stand the test of time. Some are smallholder farmers learning to stand up to climate change. Some are refugees starting a new life after running from conflict. Others are young women and girls with few opportunities, starting to dream – and plan – for the future.

Our members' achievements (so far) include:

- **5.2 million** new and improved enterprises
- **9.3 million** new and improved jobs created.
- **5 million members** mobilised.
- **22 million indirect beneficiaries** (families) impacted.
- **217%+** average increase in monthly income
- **84%** of women with more freedom and influence at home

The Hand in Hand network spans operations in Afghanistan, India, Kenya, Tanzania and Zimbabwe. With offices in Stockholm, London and now Germany provide support such as fundraising, programme management, technical advice and donor relations.

We currently employ a Senior Institutional Fundraiser in Berlin, Germany. This new vacancy would be our second employee in the country and focus on raising funds in the DACH region.

We have formally registered as a Verein e.V, and formed a Board of Trustees with Harald Christ as our original founding Chair. Other Board members offer high levels of expertise gained in organisations including Deutsche Bank, Fitch Solutions, and Julius Bär.

We are currently working towards our [2026 strategic plan](#).

Why work at Hand in Hand?

Work-life balance: We offer home working as standard on Mondays and Fridays. Flexible working requests (including compressed hours) will be considered for all roles.

Positive, inclusive culture: Being an employer of choice is one of Hand in Hand's six strategic goals. We aim to have an 80% recommender score (measured via our yearly staff survey). We believe diversity drives innovation and excellence and aim to recruit 33% of all new roles from groups that are traditionally underrepresented in the charity sector.

Sector-best parental leave: We offer employees parental leave at 20 weeks' full pay or equivalent to new mothers or primary caregivers and 13 weeks' full pay or equivalent to new fathers or secondary caregivers (this also applies for adoption and surrogacy). We also offer five days paid dependents' leave per year.



International travel: in this role you will have the opportunity to travel to Kenya and Tanzania and meet the entrepreneurs we support.

Employer pension contributions of 6.5%

Working from home stipend: We provide a monthly contribution towards working from home.

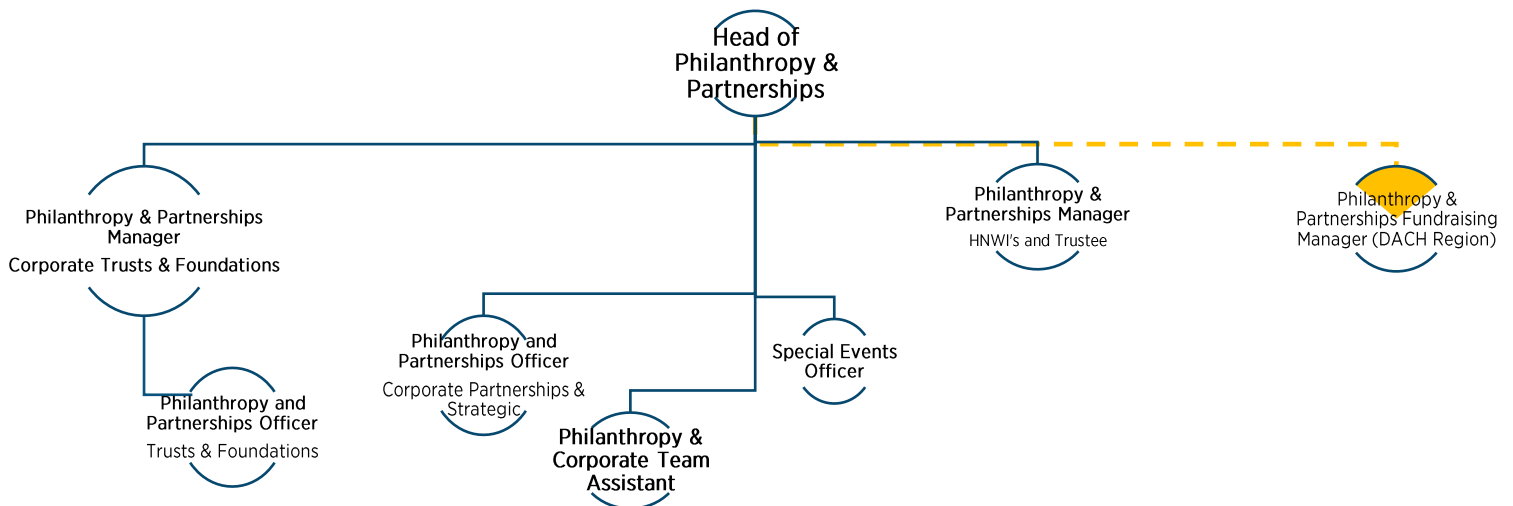
Professional development: As part of a growing team, you will have opportunities to progress and develop in your role and access external training if required.

Cycle to Work scheme: Receive a bicycle worth up to £1,000 tax-free, repaid over 12 months by means of salary sacrifice.

Our culture

We believe collaboration is the key to creating change, and, as part of a global organisation, work with colleagues in Kenya, Tanzania, Afghanistan, Sweden, Germany and the US to create and deliver world class programmes. Our open organisational structure encourages cross-team working – from programmes and fundraising to communications and events.

Hand in Hand International team



Caparo House
101-103 Baker Street
London W1U 6LN
handinhandinternational.org

Hand in Hand International
is a registered charity
in England and Wales (1113868)



Hand in Hand Germany



Roles and responsibilities

Reporting directly to Head of Philanthropy and Partnerships, the primary objective of the role is to generate income for Hand in Hand Germany from Corporate, HNWI's and Corporate Trust's and Foundations in the DACH region. You will be responsible for developing the approach strategy and building relationships for the region and identifying new prospective opportunities.

- You will identify, prospect and approach new **high-net-worth individuals and business funders in the DACH region**, converting these from prospects to secured funds - with a strong initial focus on **Afghanistan, Kenya and Tanzania**. You will start with a prospect database of ca. 100 potential funders.
- You will lead proposals from **concept through to submission**, coordinating inputs from Hand in Hand International and network colleagues, draft technical inputs, and engage with funders.
- You will proactively **manage relationships** with existing DACH based donors, developing engagement strategies, communicating with donors regularly, and sharing key information about their projects in between reporting periods.
- You will build effective and impactful **relationships with network members**, most notably, Hand in Hand East Africa and Hand in Hand Afghanistan.
- You will **represent Hand in Hand** at relevant philanthropy events in the DACH region.
- You will **travel frequently** to meet with donors in the DACH region and visit Hand in Hand projects on site in the focus countries, as well as our other country offices (e. g. London).

Fundraising:

- **Strategic Growth:** Drive the expansion of Hand in Hand's income by securing significant gifts ranging from five to seven figures from both new and existing donors.
- **Prospect Identification:** Utilize desk research, event networking, and effective management of Hand in Hand's boards to identify and secure meetings with potential donors.

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- **Donor Engagement:** Engage senior-level donors through calls, meetings, and events to provide updates on project advancements and identify additional donation opportunities.
- **Fundraising Strategy:** Analyse and develop new fundraising opportunities, leveraging insights and connections from the board and current donors to generate new income.
- **Proposal Development:** Lead and collaborate with UK-based colleagues and in-country teams in the creation of comprehensive proposals, including narrative content, logical frameworks, and budgets.
- **Documentation and Negotiation:** Provide detailed documentation on proposals, contracts, and agreements; lead or assist in negotiation processes.
- **Donor Meeting Preparation:** Brief and assist the Partnerships & Philanthropy team, Head of and CEO prior to donor meetings and events.
- **Donor Relationship Management:** Cultivate relationships with a donor portfolio through regular reporting, calls, meetings, and events to update on project progress and secure additional donations.

Grant Management:

- **Project Implementation:** Collaborate with in-country teams to facilitate the transition of funded projects into implementation, supporting the development of project planning tools.
- **Reporting:** Assist in-country colleagues in producing quality narrative, monitoring, and financial reports; manage grant stewardship for a high-value grant portfolio in coordination with UK-based and in-country programme teams.
- **Project Delivery:** Ensure effective grant delivery by closely monitoring key milestones and day-to-day activities, liaising with the Head of Philanthropy and Partnerships and bringing in technical support as necessary.

Relationship Management:

- **Stakeholder Engagement:** Foster strong relationships with colleagues across Hand in Hand to identify funding opportunities, engage supporters, and collaborate on partnership initiatives.

Communication:

- **Mission Advocacy:** Articulate Hand in Hand's mission and cause effectively, promoting women's economic empowerment, regenerative agriculture, and gender equity in the regions we operate.
- **Proposal and Report Quality:** Maintain high-quality standards for funding proposals and reports that align with Hand in Hand Germany's long-term objectives.

Strategy, Planning, and Reporting:

- **Strategic Collaboration:** Work closely with the Head of Philanthropy and Corporate Partnerships to gather accurate information, develop compelling support cases, and enhance supporter experiences.



Skills and knowledge

- Proven experience in securing six figure donations, grant management and partnership development or equivalent in corporate sector.
- Strong business development and relationship management skills.
- Collaborate and work closely with the Senior Institutional Fundraiser in Germany to identify key opportunities for both fundraising sectors.
- Significant experience in proposal management and proposal writing for DACH-headquartered organisations.
- Previous experience engaging directly with large donors or clients, both in person, in web calls, and via written reports.
- Experience of selling to/raising funds from Mittelstand, family businesses or family offices would be highly desirable.
- Knowledge of direct or B2B marketing.
- Exceptional written and oral German communication skills, comfortable in an English-speaking environment.
- Proficiency in CRM databases (Salesforce) and reporting tools.

Personal Attributes:

- Entrepreneurial mindset with a results-driven approach.
- Creative, innovative thinker with a resilient personality.
- Strong leadership, communication, and strategic planning skills.
- Commitment to professional standards and ethical fundraising practices.
- The ability to work autonomously and can identify needs and act upon them flexibly, with minimal supervision.

Desirable:

- An understanding of the charity sector, women's rights, climate or international development.

How to apply and enquiries

Please send your CV, including salary expectations and availability, as well as your earliest possible starting date to adavies@hihinternational.org, using Fundraiser DACH application as your subject line.

Please note that you will be subject to safeguarding checks.

We believe diversity drives innovation and excellence. Hand in Hand international is committed to equality of opportunity and to non-discrimination for all job applicants and employees, and we seek to ensure we achieve diversity in our workforce regardless of gender, race, religious beliefs, nationality, ethnic/national origin, sexual orientation, age, marital status or disability.

For general inquiries, please contact Anna Davies
adavies@hihinternational.org
www.handinhandinternational.org

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