



Director of Development

Family Empowerment Media seeks a strategic thinker, dynamic manager, and skilled writer to lead our development and communications efforts

Position Summary

Application Deadline: Rolling

Starting Date: Flexible

Duration: Long term

Hours: Full time

Location: Remote, from London office, or from Abuja

How to apply: [Fill out this form](#)

About Family Empowerment Media

[Family Empowerment Media \(FEM\)](#) is an evidence-driven non-profit that enables informed contraceptive decisions through clear, compelling, and accurate radio-based communication.

Enabling couples to access modern contraceptives is one of the most cost-effective ways to avert maternal deaths, in addition to providing a host of other benefits. Numerous studies have demonstrated the positive effect that radio-based social and behavioural change campaigns can have in empowering women and men to realize their contraceptive intentions.

Established in September 2020, FEM is an early-stage organization with significant potential for growth. Since our founding, FEM has come a long way. We have:

- Broadcasted a 3-month pilot campaign in Kano State, Nigeria, in partnership with the Kano State Ministry of Health
- Reached up to 5.6 million listeners over 800 times
- Contributed to about 250,000 new contraceptive users through our pilot in Kano State.
- Conducted extensive listener research, including interviews, surveys, and focus groups with more than 2300 women and men.

- Pioneered a new approach to evaluating radio-based programmes using a transmitter that overrides campaign content in randomly selected areas.

This year, highlights of what we're accomplishing include:

- Producing, airing, and evaluating a six- to nine-month campaign in Kano State.
- Conducting feasibility studies in three to four additional Nigerian states with the support of local implementation partners.
- Building sustainable organizational structures that can support the scaling of our intervention
- Preparing and fundraising for an RCT in 2023 - 2027.

By 2027, FEM plans to reach 30 million listeners. The Director of Development will help make this financially possible, and, thus, enable the expansion of a proven model to millions of new listeners.

Our efforts have been recognized by experts in philanthropy and entrepreneurship. This includes Charity Entrepreneurship's largest-ever seed grant for a global health-focused organization and the Distribution Foundation's D-Prize award. Most recently we were awarded the Stars in Global Health grant from Grand Challenges Canada. In addition, numerous individuals and foundations have made contributions, ranging from US \$5 to US \$200,000.

About the Role

Family Empowerment Media seeks a strategic thinker, dynamic manager, and skilled writer to lead our development and communications efforts. We expect the Director of Development to spend about 75% of their time on development and 25% on communications and other generalist tasks.

Responsibilities may include:

Lead FEM's development efforts - 75%

- Develop and implement a short- and long-term fundraising strategy to meet FEM's financial goals and make future scaling plans possible.
- Research funding opportunities, both directly and via networking.
- Write fundraising proposals.
- Apply for funding opportunities and liaise with the potential funders.
- Collaborate with the team to create reports to funders.

- Build connections with past, current and future funders, including participating in pitch calls and updates to funders
- Manage our stakeholder CRM in Pipedrive.

Serve in a generalist capacity - 25%

- Create communication materials for FEM, such as newsletters, other emails to stakeholders, one pagers, blog posts, videos, social media posts and others.
- Copy-edit various written materials created by others, such as reports and blog posts.
- Improve and update the website as needed.
- Other communication-related tasks.

Qualifications

We're looking for someone who is interested in writing and enjoys putting together expectational written output. The successful candidate must be inspired by our mission and demonstrate a commitment to our core values of ambitious altruism, evidence-based decision-making, cultural sensitivity, humility, and transparency. The Director of Development will also possess some or most of the following qualifications:

- **Excellent decision-maker:** skilled at breaking down complex problems and, together with the senior management team, arriving at decisions that best increase our impact
- **Skilled communicator:** creates powerful, professional and compelling written communications that concisely convey complex ideas.
- **Strong generalist:** a fast learner who enjoys a challenge and is able to independently progress on important projects throughout our organization.
- **Engaged entrepreneur:** takes initiative and actively seeks to improve the way we currently run our organization.
- **Constructive team player:** enjoys working in a team, values feedback, and effectively collaborates with colleagues from diverse cultural backgrounds.
- **Process-oriented leader:** follows organizational processes and has an interest in finding ways to improve them.

The ideal Director of Development will be experienced in communications in the global health space.

Please apply even if you don't meet all the criteria. We would love to see your application.

Benefits of working at FEM

- **High impact:** Enabling the successful scaling of our model can improve the lives of thousands of families. Our intervention was chosen for its high cost-effectiveness and strong evidence base from 188 ideas evaluated by Charity Entrepreneurship [1].
- **Personal growth:** You are guaranteed to be challenged with a wide range of tasks and receive rapid and implementable feedback.
- **Work environment:** You will join a team of involved and committed entrepreneurs with aligned values and goals. We care about continuous improvement, and we listen and take the ideas and viewpoints of all our team members seriously.
- **Community:** You will have the opportunity to become a part of the Charity Entrepreneurship community and connect with experts in the field.
- **Job satisfaction:** You will experience a high level of freedom and autonomy, and you have the opportunity to work from anywhere.
- **Entrepreneurial experience:** You will experience working with a start-up and gain insight into the entrepreneurial process.

Further details

- The Director of Development should be capable of working in a remote environment.
- This role has a 6-month test period, for you to get to know us and for us to get to know you better.
- We respect your time, and we have designed our application process to reflect this. The first step of the application process should take about 20 minutes, and we only ask for more time from applicants we think would be an excellent fit for our organization.

If you have any questions about the position or application process, please reach out to acthorscheim@familyempowermentmedia.org. I am happy to have a conversation!

Learn more

- [Family Empowerment Media's research](#)
- [The Family Empowerment Media team](#)
- [Introduction to Family Empowerment Media](#)