

# Fund Director

## FGM Global Action Fund

### Job Description

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#### About the FGM Global Action Fund

The Ending FGM Global Action Fund is a new pooled fund and movement support hub designed to drive resources at scale to reach a global “tipping point” so that female genital mutilation (FGM) is finally and fully eliminated.

While public support for FGM and FGM prevalence are declining in many communities, civic space is shrinking, authoritarianism is rising, and anti-rights movements are increasingly well coordinated. Ending FGM will require new funding and new mechanisms able to drive resources at scale to survivor- and frontline-led movements for change.

This new pooled fund will provide an innovative funding mechanism for a range of donors spanning the bilateral, philanthropic, and corporate sectors. The Fund will provide a direct pipeline of support to frontline activists and organisations working on ending FGM around the world. Frontline funding will be augmented by a movement support hub that will strengthen key intermediary organisations and partners specialising in advocacy and communications, resource mobilisation, technical assistance, and survivor care and wellbeing.

This new fund was designed based on a multi-year field assessment conducted by Wallace Global Fund and other partners, which included extensive consultations with survivors and a wide range of actors in the FGM movement ecosystem. A planning group of FGM survivor-experts, activists, and advisors will guide the fund’s inception and a formal Advisory Committee will guide the Fund’s implementation.

The FGM Fund will be fiscally hosted by Women Win, a global women’s fund based in the Netherlands. The Fund is recruiting a Director to lead the set up and sustainability of this new mechanism. The Fund will be officially launched in Kenya in September 2026.

#### About the Position

The FGM Global Action Fund is seeking a visionary, strategic, and mission-driven Director to lead the fund through its inception phase towards growth and impact. The Fund Director is responsible for overall leadership, strategy, governance, fund management, external partnerships, fundraising, and sustainability. Back-office support will be provided by Women Win, the Fund’s fiscal host.

The ideal candidate is an experienced non-profit or movement leader with a strong understanding of feminist approaches, demonstrated representation and fundraising success, solid operational and people management skills, and a deep commitment to advancing the global movement to end FGM.

## **Key Responsibilities**

### Strategic Leadership

- Lead the development of the Fund's vision, mission, values and long-term strategic goals
- Uphold the strategic direction of the Fund in alignment with its vision, mission and values, and lead execution towards its impact objectives
- Advise and collaborate closely with the Advisory Committee on governance and strategic priorities
- Develop an annual workplan and operational budget for Advisory Committee approval
- Identify opportunities for growth, innovation and strategic partnerships
- Provide regular updates on Fund performance, risks, and opportunities

### Fund Management

- Manage day-to-day operations, ensuring efficiency, accountability, and compliance alongside regular communication with the fiscal host
- Ensure sound financial management, budgeting, forecasting, and risk mitigation
- Build and lead a high-performing team that reflects the Fund's values and delivers at the scale and ambition the mission demands
- Ensure strong capacity strengthening, monitoring, evaluation, and learning practices across streams of work
- Oversee grantmaking across different grant streams, including overseeing Participatory Grantmaking (PGM) processes and panels

### Fundraising & External Relations

- Develop a fundraising plan in collaboration with the Advisory Committee
- Lead fundraising strategy across institutional donors, foundations, corporations, government agencies, and individual supporters
- Cultivate and maintain strategic partnerships with stakeholders, funders, media, and movement leaders
- Represent and advocate for the Fund at conferences, public forums, and donor engagements

### Engagement & Accompaniment

- Ensure trauma-informed, care-centred approaches are embedded across the Fund's convenings, partnerships, and ways of working
- Build and sustain trusted relationships with survivors, frontline activists, and movement partners, holding the Fund accountable to the movements it serves
- Navigate movement dynamics with care, embracing difference and creating opportunities for collaboration and cross-movement solidarity

## Qualifications and Experience

The following skills/experience are essential:

### Required

- Minimum of 10 years of progressive leadership experience, including at least 7 years of experience in a senior executive leadership role in the non-profit, NGO, social impact, or public sector
- Proven success in fundraising and donor relationship management
- Experience in grantmaking and/or fund management
- Knowledge of girls/women's rights, international development, global health, gender-based violence, and/or sexual health and reproductive rights
- Excellent communication, negotiation, and stakeholder engagement skills
- Experience working with Boards of Directors, Advisory Committees, and governance structures
- High level of accountability, and discretion in handling confidential and sensitive information
- Fluent in English and with excellent oral and written communication skills

### Preferred

- Experience in the global movement to end FGM
- Experience in participatory decision-making processes related to governance, strategy, and grantmaking
- Deep understanding of feminist intersectional principles and collective care

### Core Competencies

- Strategic and resilient leadership: sets clear direction in a complex and politically charged landscape, anticipates risks, and navigates ambiguity with confidence and care
- Communication and representation: communicates with clarity and credibility across diverse audiences, from frontline activists to donors and policymakers
- Relationship building and collaboration: builds trust across movements, geographies, and sectors
- Cross-cultural and intersectional fluency: works thoughtfully across cultures, identities, and power dynamics with humility and a trauma-informed approach
- Operational rigour: strong organisational discipline, manages competing priorities, attends to detail, and ensures follow-through across a distributed and global team

## Contract, Salary and Benefits

- Initial one-year contract with a 6-month probationary period.
- Salary range: \$100,000–\$120,000 USD, depending on experience.
- This role is employed through Women Win as fiscal host, via an Employer of Record.
- This is a full-time position (40 hours per week).
- Benefits, including annual leave, are provided in line with the statutory requirements of the candidate's country of residence.
- A home office setup allowance is available to all team members.

- This is a fully remote position requiring availability across multiple time zones (primarily Africa and Asia) and a significant amount of international travel.

## Application Process

If you are interested in this position, please upload your CV and complete our short survey via [this survey monkey link](#). We highly recommend preparing your answers prior to completing the survey as you can only submit the form once, and responses cannot be saved and resumed later. All survey questions are listed below. *All applications must go through the survey link provided; applications submitted any other way will not be considered.*

**Application deadline is Tuesday 9 June 2026, 24:00 CET.**

The selection process will include 2-3 rounds of online interviews in June and July that may include some situational case studies. Priority will be given to candidates based in and/or from the Global South & East and we will request two recent references as part of the process. The preferred start date for this role is as soon as possible.

### Notes

*Women Win is a diverse and inclusive organisation and welcomes applicants from all backgrounds. Please note we are unable to sponsor work permits or provide individual feedback to applicants who are not shortlisted. If you require a reasonable accommodation due to a disability or you have questions about the position, please contact [jobs@womenwin.org](mailto:jobs@womenwin.org).*

*To recruitment agencies: Women Win does not accept unsolicited agency resumes. Please do not forward resumes to our jobs alias, staff, or any other part of our organisation. Women Win is not responsible for any fees related to unsolicited resumes.*

## Survey Questions

### Section 1

1. Name
2. Email address
3. What country are you currently based in?
4. What time zone do you predominantly work in?
5. If selected for the position, when would you be able to start?

### Section 2

6. How many years of senior leadership experience (Director level or above) do you have in the nonprofit, NGO, or public sector? *(select one)*
  - a. 0–2 years
  - b. 3–4 years
  - c. 5–6 years
  - d. 7–9 years
  - e. 10+ years

7. Please list the responsibilities in your most senior leadership role, quantifying as much as possible (e.g. the amount of budget and number of people you're responsible for overseeing, etc.). *(max. 150 words)*
8. With which of the following types of donors have you personally led fundraising efforts *(select all that apply)*
- Bilateral/institutional/multilateral donors (e.g. FCDO, EU, UN)
  - Foundations (private/family/community)
  - Corporate donors
  - Major individual donors
  - Pooled funds or multi-donor mechanisms
  - None of the above
9. What is the largest single funding relationship you have personally led and stewarded (not supported)? *(select one)*
- Under \$250k
  - \$250k–\$1M
  - \$1M–\$5M
  - \$5M+
  - I have supported but not personally led major donor relationships  
Please share the donor type and approximate size, and briefly describe the outcome. *(max 100 words)*
10. Which of the following best describes your experience with the movement to end FGM? *(select one)*
- No direct experience with FGM, but experience in related fields (GBV, SRHR, women's rights, international development)
  - I have worked on FGM-adjacent issues (e.g. harmful practices, child marriage)
  - I have worked directly with organisations or campaigns addressing FGM
  - I have significant experience in the global FGM movement ecosystem
11. Have you led or been a founding member of a new organisation, fund, or programme during its inception or start-up phase?
- Yes - Please briefly describe your role and what you built. *(max 150 words)*
  - No
12. In which of the following have you had direct, hands-on experience? *(select all that apply)*
- Leading a participatory grantmaking process
  - Sitting on or managing a survivor-led or community-led advisory or governance body
  - Designing or implementing power-sharing structures in an organisation or fund
  - Redistributing decision-making authority to communities or movement partners
  - None of the above
13. The Fund's Advisory Committee — which includes FGM survivors, frontline movement partners and funders — disagrees with your recommendation on a major strategic decision. How do you proceed? *(max 150 words)*

14. The Fund is preparing for its public launch. You have capacity to focus on only two of the following in your first 90 days. Which do you prioritise? (*select max 2*)
- Deepening relationships with existing movement partners and advisors
  - Building the donor pipeline and closing early funding commitments
  - Establishing internal operations, systems, and team structure
  - Strengthening the Fund's visibility and external positioning
  - Convening the Advisory Committee and finalising governance structures

### Section 3

15. If you are **not already** embedded in the FGM movement ecosystem, how would you approach building relationships and credibility with survivors, frontline organisations, and existing donors in your first six months? If you are **already embedded**, how would you approach the Fund's role given your existing relationships and positioning? (*max 150 words*)
16. The Fund is built on survivor-led governance and participatory grantmaking. Describe an experience where you led in a context that required sharing power, navigating different forms of authority, or being accountable to the communities you serve. What did you learn? (*max 150 words*)
17. Why are you drawn to this role and what would you bring to the Fund's mission to mobilise resources at scale to achieve a tipping point to end FGM within a generation? (*max 150 words*)
18. Please upload your CV.