



Role:	Business Development Specialist
Reporting to:	Director: Fundraising and Communication
Start Date:	Asap
Salary range:	R45 000 – R55 000 CTC
Employment Terms:	Permanent (40hrs per week)
Probation period:	4 months
	Based in Cape Town or the same time zone

**About Waves for Change:** Waves for Change (W4C) is a South African non-profit organisation, founded in 2010. W4C’s programme model was developed through a consultative PHD with children and adults growing up in Khayelitsha and Lavender Hill townships, two of South Africa’s most violent communities. This published piece of research put children’s voices at the heart of an innovative programme that trains unemployed young people to launch programmes that use sport to deliver evidence-based mental health services in low-middle income countries.

W4C has worked with leading development finance organisations including Grand Challenges Canada, USAID, the AFD and the Swedish Postcode Foundation to open Surf Therapy sites and test models for scale that are supported by robust processes, compelling evidence and competent teams of professionals.

Today, W4C operates Surf Therapy programmes that employ 45 South African youth and engage 2,500 children from 43 communities along the South African coastline. To scale its reach, W4C has developed a programme that supports coaches working for after-school and sport for change partner organisations to introduce a more intentional mental health focus to their work and community.

W4C is recognised by some of the world’s leading development organisations as a thought leader in mental health innovation. W4C’s work is referenced as a model for best practice in mental health and psychosocial support guides produced by USAID and UNICEF.

[Tim Conibear](#) (CEO & Co-Founder, Ashoka Fellow) has won numerous awards locally & internationally. Watch his [TED Talk](#).

[Serai Dowling](#) (Director: Fundraising & Communication) is a senior leader who has worked at C-suite level for 20+ years & has raised more than \$30m for development projects globally since 2015.

**Requirements of the role:**

- Successfully run proposal development processes on multiple projects concurrently.
- Write proposals for a range of audiences (bi-laterals, multi-laterals, trusts and foundations and HNWI)
- Prospect for new opportunities in line with organisational priorities
- Contribute to creating strong communication collateral.
- Some donor engagement & supporting administrative tasks

**How will your time be spent?**

80% writing/engaged in the proposal development process.

15% prospecting, admin, meetings

5% Team meetings, W4C team related activities

**Why work at Waves for Change?**

- Access and exposure to fresh thinking, an innovative team and an evidence-based programme
- Academic/research rigour and excellence
- Contribute to the next stage of organisational growth as we scale with a proven model.

- Elevate your skillset via mentorship and a clear development pathway.
- A stable work environment with room to grow, influence strategy and organisational direction.
- Recognition of work-life balance and supportive management team

**About You:** You're a mid-senior business development specialist or writer who understands how to write strategically for different audiences. You've won high value bids, understand a proposal development process and execute at a high level. You pride yourself on being a consummate professional. You enjoy seeing a project from start to finish and you understand who to draw in when, and how. You want to couple meaningful work with great team culture and a proven model for success. You love data and you know when to use the right pieces of data to create a convincing, winning proposal. Colleagues have described you as effective, clear in your communication, personable and able to lead well. You've got some successes under your belt but you are looking to expand your experience, embed yourself in a growing organisation and recognise the opportunity to influence its direction and in time, lead a team. You want professional guidance and to contribute meaningfully to supporting children's mental health in at-risk communities but you're happy to work independently. You're a generalist who has a flare for writing and you want to sharpen this skillset. You are able to be flexible and think on your feet. You can work on multiple projects concurrently and deliver on time and within scope of the original brief. You bring enthusiasm and a "can-do" attitude to a working environment, and you are calm under pressure.

**Capabilities:**

- Able to synthesise information quickly for range of audiences – this is the key capability we need!
- Able to structure a proposal or piece of communication collateral logically to make a strong argument
- Ability to manage up down and across reporting lines
- Ability to work well in a team and under pressure
- Able to work to a deadline and realistically plot a process
- Understanding prospecting and able to prospect effectively, aligning opportunities to the organisation's strategy
- Strong written and verbal communication skills
- Bonus: 1. experience working on sport for development, adolescent mental health interventions, scaling initiatives 2. Creative flare & understanding of how to represent information in a visually appealing way

**Requirements:**

- Proven track record of wins from a range of donors, from USAID to trusts and foundations.
- Able to do basic document styling.
- Post graduate degree in development, communication, marketing & sales or working experience equivalent (10+ years in local/international non-profits)
- A police clearance certificate
- Right to work in SA (appropriate visa)
- Excellent computer skills: Asana, Slack, Google docs, word, excel, powerpoint & google equivalents
- Proven success

<p><b>What does success look like?</b></p> <ul style="list-style-type: none"> <li>- 80% success rate on submitted proposals</li> <li>- Team cohesion &amp; good working relationships</li> <li>- Happy donors</li> </ul>
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<p><b>Benefits:</b></p>	<p>Flexible work from home policy          Medical Insurance          Company RA contribution after 6 months          Kit          Learn to Surf</p>
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**Application process:** Please send a CV and letter of motivation to [recruitment@isigalo.org](mailto:recruitment@isigalo.org) in which you detail your suitability for the role, motivation for wanting to work at Waves for Change and 2 examples of winning high value proposals (you may redact the name of the organisation to which it is attached). If you haven't heard from us within 2 weeks of the closing date, please consider your application unsuccessful. Closing date: 5 April 2023.

- Longlisted candidates will be required to participate in a short first round interview.
- Shortlisted candidates will be required to complete a task and meet with the CEO, Development Director and Director of Fundraising & Communication.
- We aim to hire as soon as possible.
- We reserve the right not to fill the position.