APPOINTMENT OF
CHIEF EXECUTIVE OFFICER
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We are very pleased you are considering applying for this exciting role as Chief Executive Officer of AmplifyChange.

In the short time since our inception in 2014, AmplifyChange has established a unique place within the global sexual and reproductive health and rights (SRHR) architecture. No other platform specifically supporting civil society SRHR advocacy has our reach or range. AmplifyChange supports advocacy especially on the sensitive and neglected issues of SRHR. We reach groups in countries that face the biggest challenges. Many of the grassroots groups supported by us have never previously received funding from other donors. AmplifyChange supports their project financially, and also provides support for their organisations to grow.

In 2020, AmplifyChange registered as an independent not-for-profit organisation, and started transitioning from a donor-funded project to an independent entity. Rolla Khadduri, the Fund Director since 2016 who has been a key factor in the success of AmplifyChange, felt that this moment of institutional change was a good time to hand over this leadership position. She is currently the acting CEO.

As our CEO, you will build on AmplifyChange’s strong track record and reputation and will deliver on the vision and mission in our Strategy. You are passionate and knowledgeable about sexual and reproductive health and rights in the Global South. You will lead the organisation as it develops and grows its new identity. You will lead, guide, support and further develop the excellent team, wherever they are in the world, inspiring them to bring the best they have to offer. You will work closely with the Board and the Members of AmplifyChange, and spearhead fundraising. You will ensure excellent communications and nurture the network of external relations with key partners working on SRHR. You will maintain strategic oversight of the portfolio, and you will ensure good programming and sound stewardship of resources.

The person we are looking for embodies our values: the CEO will have the opportunity to enable grantee partners to shine. You are an inspiring and pragmatic leader. Someone with high integrity, who inspires trust, can foster strong team-working and mentor colleagues. You are good at managing a wide array of relationships and have a strong track record in resource mobilisation. You are in tune with the changing tides of international development financing. As a strategic thinker and problem solver, you have a passion for making systemic and sustainable change. You have ample experience of working with the communities AmplifyChange supports. You embody values of reaching the poorest and most marginalised communities we work with.

If you are excited by this opportunity and have what it takes, we hope you will apply for this role.

Transitional Board of Directors:
Dr Narmeen Hamid (Chair)  Dr Sara Seims  Lana Dakan
David Daniels  Dr. Nyovani Madisi
AmplifyChange is now an independent, not-for-profit organisation that supports local civil society organisations to advocate for sexual and reproductive health and rights.

**Vision**
Full attainment of SRHR for all.

**Mission**
To be a global leader in supporting grassroots organisations and building stronger, more inclusive movements for SRHR for all, especially in challenging contexts.

**We are**
- Accessible and responsive to applicants and grantees.
- Supportive and flexible in engaging with applicants and grantees.
- Open & transparent, committed to making information widely available.
- Demand-led, using grantee feedback & lessons to adapt ways of working.
- Results focused, with performance metrics jointly developed with grantees.
- Sound management and stewardship of financial resources.
- Independent from external policy pressures and guided by our Members.

**Origin**
We started as a project in 2014, managed by a consortium led by MannionDaniels, working with African Women’s Development Fund and the Global Fund for Women. Originally funded by nine donors, in our first six years we disbursed €98 million across 1000+ grants to grassroots civil society groups in 64 countries, mainly in Sub-Saharan Africa and South Asia.

**Our values**
While AmplifyChange accepts applications on a competitive basis to make grants accessible to all, our ethos is to support applicants and grantees to succeed, and to facilitate access to longer-term and more predictable funding to well performing groups. AmplifyChange is agile, lean and light touch, without compromising quality and the ability to provide personalised support to its grantees. The increasing role of digital technology means that the geographic location of AmplifyChange is not an issue.

**Board and team**
Visit our [website](#) to read more about the Members, Board and team of AmplifyChange.
Our work

Why?

Fulfilling everybody’s sexual and reproductive health and rights (SRHR) enables people to realise their full potential and shape their lives. This benefits individuals, communities and societies alike and helps achieve the Sustainable Development Goals.

Yet, despite these benefits, persistent neglect and a well-resourced opposition deny millions of women, young people, persons living with disabilities or with HIV/AIDS, LGBTI and vulnerable groups in the Global South their rights and access to essential information and services.

Those closest to the problems make the most effective advocates – especially when they work together. AmplifyChange was created to get much needed financial and other support to these groups and their movements. We are an essential and unique part of the ecosystem working towards making SRHR a reality for all.

How and what?

AmplifyChange puts grassroots organisations at the centre of all we do. To date we have built a critical mass of organisations (1000+ in 64 countries) whose voices are amplified. Our platform provides an essential cover for advocates to work safely in some of the most difficult of political contexts. We support peer-to-peer learning and solidarity.

We focus on the places where the challenges are greatest. The majority of grants go to Sub-Saharan Africa and South Asia.

Our grants focus on the neglected areas of SRHR

- Eliminating gender based violence
- Challenging stigma and discrimination
- Increasing access to reproductive health
- Removing barriers to safe abortion
- Improving sexual health of young people
Our strategy

We developed our Strategy on the basis of extensive consultations with advocates, grantees, funders and technical specialists covering all of the SRHR themes we support. As we go forward, we will continue to listen to our grantees, so we adapt to changes in locally driven SRHR agendas. Working towards social justice, we will continue to reflect on the stigma created by the intersectionality of issues including gender, disability, climate and racial justice.

Our new Strategy is a blend of continuity and innovation.

Some highlights from our Strategy:

- **Grantmaking**
  
  We provide flexible and financially-sound grant making at scale. We have four different grant types, each catering to the needs of different groups. To date 89% of grants have been to small groups, making up 44% of the total fund’s value. Many of the organisations are run by the people they advocate for (women, youth, LGBTI, persons with disabilities).

- **Organisational strengthening**
  
  We support our grantees to build stronger and more inclusive movements that are able to bring about better laws, policies and services for SRHR. We support grantees as they define their own organisational development needs. Strengthening the organisations we support and connecting them - through networks, coalitions, partnerships, convenings or digital platforms – is a vital element of our approach.

- **Knowledge for advocacy**
  
  We provide platforms and opportunities for linking and learning. Grantees want to connect with organisations with similar experiences. AmplifyChangeLearn.org was created as a peer-to-peer learning platform with 80 practical guidance notes authored by grantees, including on responding to COVID-19. Creating new knowledge and sharing it is key to our approach.
Our Members and Transitional Board of Directors serve in their personal capacities and bring diversity, lived experience and expertise from the Global South. They provide governance for AmplifyChange in terms of overall stewardship, ensuring financial health, policy and performance.

The Transitional Board of Directors is responsible for appointment and oversight of the CEO and for the grant funding decisions of AmplifyChange. We encourage our funders to work closely together with us, for example through a donor consultative forum. Governance and delivery arrangements for AmplifyChange are summarised in the [Strategy](#).

The first 6 years of operation saw successful growth:

- **Donors**: Originally 4 donors, now 9 donors
- **Total fund value**: Originally €17m committed, now €121m committed
- **Grants**: Originally 70 grants, now 1000+ grants

Our grants are mostly across Sub-Saharan Africa and South Asia (the active number of grants per year varies)

<table>
<thead>
<tr>
<th>Year</th>
<th>Annual income from bilateral donors (£m)</th>
<th>Annual income from other donors (£m)</th>
<th>Management costs (£m)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>£17.2 million</td>
<td>£3.5 million</td>
<td>£2.9 million</td>
</tr>
<tr>
<td>2019</td>
<td>£22.7 million</td>
<td>£5.3 million</td>
<td>£3.4 million</td>
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<tr>
<td>2020</td>
<td>£26.0 million</td>
<td>£5.1 million</td>
<td>£3.0 million</td>
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</tbody>
</table>

The aim of AmplifyChange now is to mobilise between £12-20 million per year with implementation modalities allowing for both low and high scenarios. The first donors have already committed £9 million annually, for the first three years. Members and Board Directors will support the CEO to consolidate on existing networks, and to help identify and leverage new and diversified sources of support. In the coming years, AmplifyChange wants to maintain and expand our donor base with bilateral donors, philanthropic foundations and private sector sources.
The Board of Directors of AmplifyChange is seeking to appoint a Chief Executive Officer (CEO) to lead its evolution and growth as an independent platform for supporting SRHR advocacy. This is a tremendously exciting opportunity for someone wishing to make a real difference to the lives and choices that people are able to enjoy in some of the most challenging settings for SRHR.

**Role**

The CEO will lead AmplifyChange as it further develops in its new status as an independent not-for-profit organisation. AmplifyChange was registered as a company limited by guarantee in February 2020. Reporting directly to the AmplifyChange Transitional Board of Directors, the CEO will lead a team of professionals who manage and monitor grant funding to a diverse family of civil society advocacy groups in the Global South. In addition to grant management, there is a strong focus on knowledge and learning and organisational strengthening with and among the groups that AmplifyChange supports.

The CEO will have responsibility for managing and delivering on the new 2021-2025 Strategy of AmplifyChange, recently endorsed by the Board and developed in consultation with a wide range of stakeholders. The CEO will have the opportunity to further shape and develop the Strategy during its implementation in consultation with the Board and other interested parties. The CEO will lead the AmplifyChange team in driving forward the new organisation and profiling it positively within the global SRHR architecture. The CEO will therefore be expected to play a key external relations role in collaboration with Board Directors and Members, to represent AmplifyChange, to add voice to global SRHR advocacy efforts and in sharing the impact and lessons from the work it supports.
Main responsibilities

Leadership

- Execute and deliver the vision and mission of AmplifyChange as outlined in our new Strategy.
- Nurture and spearhead external relations and fundraising efforts for AmplifyChange in keeping with Strategy aspirations, in consultation and with support from the Board and Members.
- Develop a strong communications approach for AmplifyChange to ensure visibility for the work it supports, that key audiences are well informed of progress and performance, and that it can demonstrate accountability for the resources we manage.
- Foster and implement a knowledge and learning culture and thought leadership role for AmplifyChange on issues central to its vision and mission, in particular on key aspects of SRHR, advocacy, funding and strengthening civil society organisations in the Global South.
- Develop and maintain strategic relationships with key external stakeholders and partners within the wider SRHR field and relevant broader movements with the aim of further strengthening the position and reputation of AmplifyChange.
- Nurture a culture for the team to follow the successes of the past.

Management

- Work closely with senior staff to manage the team of AmplifyChange and strategic advisors to ensure timely scheduling of grant calls, related activities and allocation of resources.
- Work closely with the Head of Operations to manage and monitor work plan implementation and progress and ensure key delivery milestones are achieved.
- Maintain strategic oversight and ensure accountability of funds disbursed to grantees, working closely with the Fiduciary Risk Team in pursuing and evolving sound processes, procedures and good practice.
- Maintain and uphold a strong practice of safeguarding within the organisation.
- Maintain strategic oversight and management of the AmplifyChange budget, and grant fund allocations, in close consultation with relevant teams.
- Maintain strategic oversight of all AmplifyChange policies and procedures to ensure they are fit for purpose, appropriately implemented and monitored, and documented for all activities.
- Maintain strategic oversight and responsibility for implementation of procurement systems, including contracting procedure and the development of terms of reference for consultants and sub-contractors.
- Maintain strategic oversight of grant portfolio, working closely with senior managers and the team, to track progress and to provide the Board with updates as needed and early indication of issues that may require Board involvement.
- Coordinate with the acting CEO during the transition phase.
Leader

We are looking for a leader who is focused, pragmatic and supportive in working with others. They will have the opportunity to enable grantee partners to shine. They are passionate and knowledgeable about SRHR issues in the Global South. They have a keen eye on delivering results and active fund-raising, and are confident in dealing with Boards, donors and other key stakeholders.

- Proven experience in being an inspiring and pragmatic leader (preferably with experience of change management/start-ups).
- Strong track record in leading resource mobilisation and developing corporate governance and stakeholder relations.
- Demonstrated ability to lead, inspire trust, foster strong team-working and mentor colleagues.
- Demonstrable relationship management of Boards, public and private donors, as well as of community level through working with civil society organisations.

Values

- High integrity and driven by compassion and values that define and shape AmplifyChange - including a commitment to all aspects of SRHR and especially the right to safe abortion and LGBTI rights.
- Strategic thinker and problem solver, able to see the “big picture” and with the ability to digest large amounts of information quickly within a varied workload and make informed and well-judged decisions.
- Intellectual curiosity and engaging and influential communication skills.
- Passion for making systemic and sustainable change, and a demonstrated ability to translate this commitment into strategic organisational policies and actions.
- Commitment to pursuing a 'purpose for good' approach, maximising funding for grantees and minimising overhead costs.

Values

- Demonstrable understanding of SRHR, SDGs and wider social justice issues, including the intersectionality of gender, disability, climate and racial justice.
- Knowledge and experience of working with actors within the international development community with its financing models and a track record in institutional fundraising.
- Experience of being from or working closely with the communities AmplifyChange supports.

Knowledge
How to apply

To apply for the role, please send your CV and covering letter to www.perrettlaver.com/candidates quoting reference 5038.

The deadline for applications is 12 noon GMT on Monday 10th May.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. Longlisted candidates will be invited to interview with Perrett Laver between the end of May-early June. The subsequent formal interviews and any informal meetings with AmplifyChange will take place in early July. If travel is possible, this will involve economy airfare to the UK.

Reporting and Organisation

A small team of 9 full-time SRHR and grants-specialist staff for AmplifyChange is based in South-West UK (Bath), supported by about 15 Strategic Advisors working globally. Recruitment for people based elsewhere will be considered, especially given the current context of Covid-19. Frequent short-term travel (normally of one to two weeks in duration) mainly to South Asia and Sub-Saharan Africa will be required as part of this job. The Board wants to recruit the best person for the job, but also recognises the importance of having a leader who represents the main constituents that AmplifyChange supports. Requests for flexible working arrangements will be considered.

The salary will be commensurate based on the candidate.

AmplifyChange is an equal opportunities employer. We are committed to inclusion and encourage diversity in our staff. AmplifyChange is also committed to safeguarding and promoting the well-being and welfare of all children and adults. All our employees are expected to share these commitments and abide by our policies.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is ‘Legitimate Interests’. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy-policy.