



Reconnect. Rebuild. Recover

Amna (previously known as Refugee Trauma Initiative)

Job title: Director of Development and Partnerships	
Team: Senior Management Team	Location: EMEA, USA
Contract Length: 1 year (Maternity cover)	Salary: £58,000

Background:

Amna means safe in Arabic - representing the core of our work - supporting communities and frontline workers to bring non-clinical mental health support to every person affected by war, conflict and displacement. At Amna, our core values of respect, understanding, curiosity and connection guide everything we do. Our mission is to build community capacity for healing. Our vision is a world where refugees can determine their future unbounded by the impacts of conflict and displacement.

We partner with local organisations and institutions working with displaced communities to set up psychosocial healing services in which individuals and groups can discover and connect to practices that promote their healing and wellbeing. We invest in and train people within these organisations to provide this support, and we help partners build psychosocial interventions in collaboration with refugee communities – all with a values-based, trauma-sensitive and identity-informed approach.

Our partnerships are not limited. We connect partners through our global healing network of peer organisations to exchange learnings and enhance their practices as the network strives to support forcibly displaced communities around the world.

Our Approach:

Amna-supported sessions are always grounded in a deep understanding of individuals' backgrounds, origins, and unique needs. Our approach involves collaboration with community structures and organisations, integrating trauma-sensitive psychosocial methods and tools. This allows refugees to find solace, share experiences and be heard and understood in safe and consistent spaces. Through this, we ensure the availability of a regular and dependable program of psychosocial support for those in need.

The methodology of our programmes is evidence-based and straightforward. We create secure and engaging spaces where people can gather and heal as a community. Our objective is to offer care at the earliest possible stage, disrupting the cycle of intergenerational trauma that can impact individuals and communities over the long term.

One of our goals is to elevate and transform the standard of refugee psychosocial care within the humanitarian sector and among other stakeholders. We have initiated this effort by developing replicable care models and collaborating with trusted partners to implement them in various contexts and regions of the world.

How Will you Make a Difference?

The Director of Development and Partnerships at Amna holds a pivotal position, leading fundraising initiatives for Amna while cultivating strategic partnerships. While overseeing communications and advocacy, the primary focus will be on developing and implementing robust fundraising strategies. As a member of the senior leadership team, they will play a crucial role in delivering Amna's strategic direction, amplifying the voice of

the organisation and fostering partnerships. We are seeking individuals with a proven track record of building organisations in high-paced environments and the experience and expertise to navigate dynamic landscapes.

Responsibilities Include:

1. Fundraising and Development:

- Develop and implement Amna's fundraising strategy to diversify and grow sustainable funding sources.
- Identify and cultivate relationships with potential donors, including individuals, foundations, corporations, and government agencies.
- Strategically build a for-profit arm by developing consultancy services and training programs for other organisations and institutions.

2. Strategic Partnerships:

- Identify, initiate, and nurture strategic partnerships with INGOs, local and national institutions, and influencers aligned with Amna's advocacy objectives making healing programmes widely available.
- Work with our partners to create a robust body of evidence and use our collective voice to influence the sector.
- Collaborate with internal teams to explore and develop innovative partnerships that enhance programme effectiveness and reach.
- Represent Amna in relevant forums, conferences, and networking events to expand the organisation's network and influence.

3. Advocacy and Communication:

- Work closely with the Communication and Advocacy Specialist, overseeing Amna's communication and advocacy strategy.
- Advocate for Amna's mission, values, and programmes to external stakeholders, including policymakers, donors and the broader community for shifting psychosocial practices within the humanitarian system.
- Support the development of advocacy campaigns to raise awareness of issues affecting displaced communities, asylum seekers and refugees.
- Oversee the creation of compelling communication materials, including press releases, reports, and digital content, to enhance Amna's visibility and impact.

4. Leadership:

- Serve as a key member of the senior leadership team, actively contributing to strategic decision-making and organisational development.
- Collaborate with other departments, providing guidance and support to ensure alignment with fundraising and partnership goals.
- Mentor and develop a high-performing team, fostering a culture of collaboration, innovation and excellence.

Qualifications and Experience:

- Proven experience in fundraising, development, and partnership building within the non-profit sector.
- Demonstrated success in diversifying funding streams and achieving financial sustainability for an organisation.
- Extensive experience in identifying, initiating and nurturing strategic partnerships with INGOs, local and national institutions.
- Strong understanding of advocacy strategies, communication, and public relations.
- Excellent leadership and team management skills, with the ability to work collaboratively in a senior leadership role.
- Exceptional communication and interpersonal skills, with the ability to represent the organisation effectively.

- Strategic and analytical thinking with the ability to translate vision into actionable plans.

Safeguarding:

- The role-holder will have experience working according to ethical and good practice safeguarding principles. They will be expected to adhere to and promote Amna's Child and Vulnerable Adult Safeguarding Policies as they will be involved in programmes working with children and vulnerable groups in different settings.

Work Location and Environment

This role is a remote job opportunity and open to applicants in the UK, Europe, Middle East, Africa and USA.

Amna offers a hybrid working environment to its employees allowing for a blend of remote and in-person work.

Please note that the nature of the working environment and hybrid schedule may be adjusted as per the organisation's evolving needs.

Remuneration Package

Remuneration: 58,000 GBP per annum.

We recognise that cost of living and market conditions vary in different contexts, as such the final compensation package will be tailored to reflect the specific location and skill set of the successful candidate.

At Amna we are committed to attracting and retaining top talent by offering competitive compensation and benefit packages. We believe in rewarding talent and expertise at a level that corresponds with the local market conditions, ensuring that all our team members are fairly compensated for their skills and contributions.

Commitment to Diversity, Equity and Inclusion

Amna is committed to fostering a diverse and inclusive workplace where all employees are valued, respected, and empowered to contribute their unique perspectives and talents.

As an equal opportunity employer, we do not discriminate on the basis of race, religion, color, ethnicity, sex, gender, sexual orientation, age, marital status or disabilities status.

Applications are strongly encouraged from people with personal or family lived experience as refugees and displacement.

How to Apply:

Please send your CV and motivation letter to hr@amna.org by 18 February 2024.

For more information on Amna's work please visit our website: www.amna.org

Due to the urgency of the role, qualified applicants may be invited to interview at any point during the application process. We strongly encourage candidates to apply before the deadline.

Expected start date March 2024.

Only shortlisted candidates will be contacted.