

UNWANTED WITNESS

"Amplifying Voices, Changing lives"

Position: Head of Partnerships and Resource Mobilization
Reports to: Executive Director
Supervises: Partnerships, Resource Mobilization and related staff/consultants as assigned
Duty Station: Kampala, Uganda
Employment Type: Full-time
Level: Senior Management
Contract: To be determined in accordance with organizational policy

How to Apply: info@unwantedwitness.org
Deadline for Application: Friday, 04th Dec. 2026

1. Position Purpose

The Head of Partnerships and Resource Mobilization is a senior leadership position responsible for developing, managing and expanding Unwanted Witness's strategic partnerships and resource base.

The position will lead the organization's efforts to build long-term institutional relationships with development partners, foundations, governments, regional and continental institutions, regulators, universities, research institutions, technology companies, professional associations, civil society networks and other strategic stakeholders.

The Head will be responsible for moving resource mobilization beyond a predominantly project-based fundraising approach towards a diversified and sustainable institutional financing model combining institutional grants, strategic partnerships, programme sponsorships, commissioned research and policy work, corporate partnerships, earned income and other appropriate financing mechanisms.

The position will also play a central role in positioning Unwanted Witness as a credible and valuable institutional partner across Africa, identifying opportunities for collaboration, co-creation, policy engagement, knowledge production, technical cooperation and sustainable financing.

The role therefore combines **fundraising, business development, strategic relationship management, partnership development, institutional positioning and revenue diversification**.

2. Strategic Context

Unwanted Witness is strengthening its institutional capacity, continental partnerships and financial sustainability. The Leadership Resolution identifies resource mobilisation as a core strategic priority and recognizes the need to diversify income, strengthen institutional fundraising capacity and develop innovative financing mechanisms.

The organization has identified several priority funding and partnership streams, including:

a) Institutional and flexible grants;

b) Research and policy partnerships;

c) Corporate and strategic partnerships;

d) Flagship programme sponsorships;

e) Long-term philanthropic partnerships;

f) Earned income and commissioned work; and

g) Establishment of a long-term sustainability/endowment mechanism.

The Head of Partnerships and Resource Mobilization will therefore serve as the principal management lead responsible for translating these strategic priorities into a coherent and measurable partnerships and resource mobilization portfolio.

3. Key Responsibilities

A. Partnerships Strategy and Institutional Growth

- Develop and implement a comprehensive Partnerships and Resource Mobilization Strategy aligned with Unwanted Witness's strategic priorities and annual institutional plans.
- Develop a structured partnership pipeline covering prospective donors, foundations, governments, regional institutions, academia, private sector actors, professional bodies, technology companies, civil society networks and other strategic partners.
- Identify, cultivate and secure high-value institutional partnerships that extend beyond individual projects and support long-term organizational objectives.
- Develop partnership models that combine financial support with technical expertise, knowledge exchange, institutional collaboration, policy engagement, research, visibility and other forms of strategic value.
- Establish and maintain a systematic partner mapping and relationship-management system.
- Identify emerging opportunities across African and international funding and partnership markets and advise the Executive Director and Senior Leadership Team accordingly.
- Support the organization's regional expansion by identifying strategic country-level and regional partners capable of strengthening institutional presence and influence.
- Develop partnership opportunities with African regional and continental institutions, including regional economic communities, regulatory bodies, professional associations and policy institutions.
- Build strategic relationships with universities and research institutions to facilitate joint research, academic programmes, fellowships, knowledge production and resource mobilisation.
- Develop partnerships with technology companies and other private-sector actors consistent with the organization's values, independence and conflict-of-interest standards.

B. Resource Mobilization and Fundraising

- Lead the development and implementation of an institutional resource mobilization strategy aimed at

increasing the diversity, predictability and sustainability of organizational income.

- Identify and pursue multi-year, unrestricted, flexible and strategic funding opportunities.
- Lead the development of a diversified fundraising pipeline covering foundations, bilateral and multilateral institutions, philanthropic organizations, corporations, technology companies and other appropriate funding sources.
- Establish and maintain an annual fundraising pipeline with clearly defined prospects, stages, expected values, probability of success, deadlines and responsible staff.
- Lead the preparation and submission of high-quality concept notes, expressions of interest, funding proposals, partnership proposals and institutional applications.
- Work closely with programme, research, policy, communications, finance and leadership teams to develop competitive and strategically aligned funding propositions.
- Develop funding propositions that package Unwanted Witness's research, policy, convening, professional development and other institutional capabilities for prospective partners.
- Identify opportunities for commissioned research, policy studies, technical assistance, advisory engagements and other appropriate earned-income activities.
- Support the development of long-term philanthropic giving and institutional sustainability mechanisms.
- Lead efforts to establish and grow the organization's long-term sustainability/endowment mechanism, including identifying potential philanthropic contributors and institutional supporters.
- Monitor donor and funding-market trends and advise leadership on emerging opportunities, risks and changes in donor priorities.

C. Proposal Development and Funding Intelligence

- Maintain a comprehensive funding-opportunity intelligence system.
- Track donor strategies, calls for proposals, procurement opportunities, partnership opportunities and emerging financing mechanisms.
- Develop an annual funding calendar.
- Coordinate internal bid/no-bid decisions.
- Lead or coordinate proposal development teams.
- Review funding proposals for strategic alignment, competitiveness, quality and institutional positioning.
- Develop compelling organizational capability statements, partnership decks, donor briefs, sponsorship proposals and funding pitches.
- Maintain a library of institutional information, programme concepts, budgets, impact evidence and other materials required for efficient proposal development.

D. Internal Coordination

- Work closely with the Executive Director and Senior Leadership Team on institutional growth and partnership priorities.
- Work with the Director/lead responsible for Programmes to identify programme-related funding and partnership opportunities.
- Work with the Research and Policy function to identify opportunities for research partnerships, commissioned studies and knowledge collaborations.

- Work with Communications to develop compelling institutional and programme propositions for partners and donors.

- Work with Finance to ensure that proposals, budgets, funding agreements and financial projections are realistic and compliant with organizational requirements.

- Work with Monitoring, Evaluation and Learning to ensure that funding propositions are supported by credible evidence of results and impact.

- Ensure that partnership and resource mobilisation activities are integrated into annual institutional planning and performance management.

E. Partnership Governance, Risk and Compliance

- Ensure that proposed partnerships undergo appropriate due diligence before commitment.

- Identify and manage financial, reputational, legal, ethical and strategic risks associated with prospective partnerships.

- Ensure compliance with organizational policies on donor acceptance, conflicts of interest, ethical partnerships, safeguarding, financial management and institutional independence.

- Maintain a partnership risk register for major strategic relationships.

- Advise senior leadership on partnerships that may create actual or perceived conflicts with the organization's independence or credibility.

- Ensure that partnership agreements and memoranda of understanding are developed and executed through appropriate institutional processes.

- Work with leadership and relevant governance structures to ensure that major partnerships are consistent with organizational strategy and risk appetite.

F. Leadership and Team Management

- Lead and develop the Partnerships and Resource Mobilization function.

- Establish clear performance targets for fundraising, partnership development, donor stewardship and revenue diversification.

- Recruit, supervise, mentor and develop staff and consultants supporting partnerships and resource mobilisation.

- Establish a culture of proactive business development, relationship management, accountability and institutional stewardship.

- Build organizational capacity in proposal development, donor engagement, partnership management and fundraising.

- Develop systems that reduce dependence on individual staff relationships and institutionalize organizational knowledge.

G. Representation and External Engagement

The Head will represent Unwanted Witness, as delegated by the Executive Director, in:

- Donor meetings;

- Government and regulatory engagements;

- Corporate partnership meetings;

- Regional and continental forums;

- Development-partner consultations;
- Academic and research networks;
- Philanthropic engagements;
- Sponsorship negotiations;
- Institutional partnership discussions; and
- Other strategic engagements relevant to organizational growth.

The position will be expected to act as a credible ambassador of Unwanted Witness and contribute to strengthening the organization's institutional reputation and visibility.

4. Required Qualifications and Experience

Essential

- A Master's degree in business development, international development, fundraising, public policy, international relations, communications, management, law, social sciences or a related field.
- At least **8–10 years of progressively responsible professional experience**, with substantial experience in fundraising, partnerships, business development, donor relations or institutional development.
- Demonstrated experience securing significant institutional funding from foundations, development partners, philanthropic institutions, governments, corporations or other funding sources.
- Demonstrated experience developing and managing strategic institutional partnerships.
- Strong experience in proposal development, donor engagement and partnership negotiations.
- Demonstrated experience managing complex stakeholder relationships at senior level.
- Experience working across African or international institutional environments.
- Strong understanding of the development funding landscape and trends affecting civil society, policy institutions, research organizations or technology governance.
- Demonstrated ability to develop and implement fundraising or partnership strategies.
- Excellent written and oral communication skills.

Desirable

- Experience working in digital rights, technology governance, privacy, data protection, public policy, human rights, research or related fields.
- Experience working with African regional or continental institutions.
- Experience securing corporate sponsorships and strategic private-sector partnerships.
- Experience with commissioned research, consulting or technical assistance models.
- Experience establishing endowment, sustainability or philanthropic funds.
- Experience managing a partnerships or fundraising team.

5. Core Competencies

The successful candidate should demonstrate:

- **Strategic Leadership:** Ability to translate organizational strategy into practical partnership and resource mo-

bilisation priorities.
- **Relationship Building:** Exceptional ability to establish, cultivate and maintain high-level institutional relationships.
- **Fundraising:** Strong understanding of institutional fundraising, donor engagement, proposal development and funding negotiations.
- **Business Development:** Ability to identify opportunities, develop compelling propositions and convert opportunities into sustainable partnerships.
- **Communication:** Excellent written, presentation, negotiation and interpersonal communication skills.
- **Influencing and Negotiation:** Ability to engage senior decision-makers and negotiate mutually beneficial partnerships while protecting organizational interests.
- **Financial Acumen:** Ability to understand budgets, funding models, revenue projections and financial sustainability considerations.
- **Political and Institutional Awareness:** Ability to understand complex institutional environments and navigate relationships across government, development, private-sector, academic and civil society actors.
- **Integrity and Independence:** Strong commitment to ethical partnership development, organizational independence, transparency and accountability.
- **Innovation:** Ability to develop new partnership and financing models in response to changing funding environments.
- **Continental Perspective:** Ability to identify and build partnerships across different African regions and institutional contexts.

6. Key Attributes

The ideal candidate will be:

- Highly strategic and commercially astute;
- Entrepreneurial and opportunity-oriented;
- Exceptionally networked;
- Persuasive and influential;
- Results-driven;
- Innovative and solutions-oriented;
- Relationship-focused;
- An excellent communicator and negotiator;
- Comfortable engaging senior government, corporate, philanthropic and development actors;
- Able to work independently while coordinating effectively across teams;
- Comfortable working in a fast-changing continental environment; and
- Deeply committed to the mission, values and institutional independence of Unwanted Witness.

7. Authority and Decision-Making

The Head of Partnerships and Resource Mobilization will have authority, within approved organizational policies and delegated limits, to:

- Lead negotiations with prospective partners and donors;
- Develop partnership and funding propositions;
- Coordinate institutional proposal development;
- Initiate engagement with prospective partners;

- Recommend funding and partnership opportunities to senior management;
- Coordinate sponsorship negotiations;
- Manage approved partner relationships; and
- Represent the organization in designated partnership and fundraising engagements.

Major funding commitments, strategic partnerships, contractual arrangements and relationships carrying significant financial, legal, reputational or institutional implications shall be subject to the organization's established approval and governance processes.

17. Working Relationships

The position will maintain close working relationships with:

Internal

- Executive Director;
- Senior Leadership Team;
- Programme and Regional Teams;
- Research and Policy Team;
- Communications and Public Affairs;
- Finance and Operations;
- Monitoring, Evaluation and Learning;
- Legal and Governance functions; and

External

- Development partners;
- Foundations and philanthropic institutions;
- Governments and public institutions;
- Regulators;
- African regional and continental institutions;
- Universities and research institutions;
- Think tanks;
- Technology companies;
- Professional associations;
- Law firms and legal institutions;
- Civil society networks; and
- Other strategic partners.

8. Position Success Profile

The Head of Partnerships and Resource Mobilization will be successful if, within the first two to three years, the

function has established:

- A strong and predictable institutional fundraising pipeline;
- A diversified portfolio of donors and funding partners;
- Significant improvement in the financial health of the organization
- Sustainable sponsorship models for the flagship initiatives;
- Meaningful corporate and private-sector partnerships;
- New earned-income and commissioned-work opportunities;
- Strong partner retention and stewardship systems;
- A functioning institutional partnership database and pipeline management system;
- Increased regional and continental partnership networks; and
- Measurable progress towards the organization's 2029 financial sustainability and diversification targets.

The Unwanted Witness:
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