

HEAD OF DEVELOPMENT & MEMBER EXPERIENCE

Organisation Description

The LEAD Network Europe is a non-profit and volunteer-led organisation whose mission is to attract, retain, and advance women in the consumer products and retail sector in Europe through education, leadership, and business development. The LEAD Network is run by and for its members, women and men, and we value every individual for their unique perspective. With a primary focus on promoting gender equality the organisation strives for the advancement of women of every race, ethnicity, gender identity or expression, sexual orientation, age, educational background, national origin, religion, physical ability and lifestyle. Our vision is of a fair, diverse and vibrant industry where everyone can thrive. A diverse workforce where both men and women are enabled to contribute their full potential and lead their organisations to the next level of value creation. LEAD Network accounts for 18,000+ members – both women and men – from 81 countries.

Purpose of the Role

This employee position provides an exciting opportunity to join the team at LEAD Network as we embark on our journey to 2025. We are a membership organisation with ambitious growth targets to achieve, and we are putting robust plans, resources and people in place to realise our full growth potential. If successful, you will join an established team working closely with over 300+ talented volunteers from our industry. Reporting directly to our CEO, you will take the lead in creating a growth & development strategy for our Network, inclusive of strengthening relationships with current Partners, building relationships with new Partners, identifying potential new revenue streams for the Network, and ensuring our Members experience the Network in an engaging way. A new position in the organisation, the individual who assumes this role will have the opportunity to build this function.

What you will do as our Head of Development & Member Experience

- Create and execute a comprehensive growth and development strategy for LEAD Network, inclusive of a large, sustained base of corporate partners/donors.
- Build and execute the annual development/partnership plan, securing financial support from individuals, Partners, and other revenue streams.
- Provide leadership for Partner relationship management, ensuring current Partners experience value from the Network. Develop and maintain ongoing relationships with Foundation Partners, including taking on the work of managing many of the critical partner relationships within your own day-to-day responsibilities.
- Manage a team of Partner Relationship and Engagement Managers, motivating and engaging them to deliver against the annual development/partnership plans, supporting them in achieving and/or exceeding their targets, and coaching them to build and sustain meaningful partner relationships.
- Identify new ways to grow revenue for the Network, including (but not limited to) Partner expansion at all sponsorship levels, campaigns, and other creative fundraising activities.
- Develop and track proposals and reports for all efforts related to development for the Network, keeping the pulse on the strategy, reporting on progress to the CEO and Board of Directors.
- Lead the efforts to engage retailers and wholesalers to become more involved in the activities of the Network, building stronger relationships and selling the value of the LEAD Network more broadly into the retail space, including ecommerce.
- Lead the efforts to build a more comprehensive member experience strategy, including surveying the membership, analysing results, developing action plans, and collaborating with the LEAD Network staff and volunteers to provide improved services and products to our members.
- Runs all special events related to development and fundraising.

LEAD Network Core Values

We have a passion for a diverse and inclusive industry

We are a diverse group of individuals driven by a common passion for D&I.

We are optimistic about the future

We believe we can change the world by collaborating under a common purpose.

We nurture our Partners

We value our relationships with Partners and will go to extraordinary lengths to ensure mutual success. We believe we can only change our industry if we all work together.

We are run by our members, for our members

We respect each other and grow together. We connect and share.

We are committed to act: “doing, not trying”

We do not accept the status quo. We will continue to push for progress while providing a ‘safe haven’ for our volunteers to actively drive change.

We believe in excellence in execution

Integrity and authenticity in our interactions is key to our success. We believe ‘you get what you measure’.



What do you bring to the role

Skills/qualities

- **Collaboration:** You have the innate ability to make and sustain meaningful connections with Partners and team members, showing genuine interest in their needs, spending the time to listen and learn, and following up on their shared ideas and concerns.
- **Connection:** You love to learn about the different programmes the LEAD Network offers and can easily connect the dots between the needs of current and potential Partners, and the programs we offer, creating instant value. You connect people with ease, and are always the one willing to make suggestions that bring high value solutions to the table. You find ways to inspire Partners and members, and create positive emotional associations with the LEAD Network, building loyalty, and having fun along the way.
- **Persistence:** You get energy from ambiguity and love to find the way to “yes”.
- **Growth Mindset:** You love to come up with new ideas, test them, and learn from your mistakes. You experiment with new fundraising ideas, trying out new activities or themes, and watch how they attract different audiences. When ideas work, you take note of why and apply the learnings next time. If they don't, you bounce back quickly and try another idea.
- **Purpose driven:** You are personally inspired by our mission and values, and are a culture carrier – an individual who carries our culture with you during each interaction on behalf of the LEAD Network.

Relevant experience

- At least 5 years' experience with development and fundraising in the non-profit sector; or 5-10 years sales experience within the consumer or retail industry (business-to-business preferred).
- Exposure to the consumer product & retail industry is a must, plus a strong professional network in this industry.
- Demonstrated excellence in organisational, managerial and communication skills
- Proven written communication skills.
- University degree preferred.

Other qualifications/requirements

- Oral and written fluency in English.
- Competent in using IT, including Customer Relationship Management (CRM) or similar databases, Microsoft 365 Suite, Zoom, google drive and collaborative communication tools.
- Passion for the mission and purpose of the LEAD Network, aligned with our values and inspired to work hard to bring our mission to life!
- This role is based in Europe and you must already have the right to live and work in the Country where you plan to be based. We will not sponsor or pay for your relocation. You must have the ability and willingness to work remotely from your own home, to travel to meet with current and potential partners across Europe, and to our annual conferences

What it's like to work at the LEAD Network

We are a dynamic, vibrant, and fun team, made up of a mix of employees, contractors, and volunteers. We share passion for our purpose and mission of promoting gender equality within our industry. We live and work in different places, in Europe, and we embrace flexible working practices. We collaborate, learn, and grow together, all in the name of achieving our goals!

How to apply

Motivated candidates are welcome to send a CV and cover letter to Sam Tunney, Head of Operations, LEAD Network, at operations@lead-eu.net **no later than 16.00 CET on Friday 14th April 2023**. You must clearly state the title of the position you are applying for, as we are recruiting to multiple positions.

We are looking for someone who can ideally start immediately, or within one month of a decision to appoint being made.

[Click here to learn more about working with the LEAD Network!](#)



www.lead-eu.net



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