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Candidate Brief

Head of Nordics Office / Trusts & Foundations Manager



Summary

BRAC is a unique development organisation, formed and led from the Global South. As part of an ambitious growth journey, BRAC Europe has identified the Nordic region as a key priority market and is therefore now looking to recruit a Head of Nordics Office / Trusts & Foundations Manager. This is a newly established role in an international environment, giving you the opportunity to become BRAC's senior representative in the Nordics and to lead, drive and develop their partnership development strategy. The role is a vital part of the BRAC Partnership team and works in close collaboration with the Program Team.

BRAC is known for its entrepreneurial, driven, and collaborative culture, where everyone is working towards the common goal of making a positive impact on society. The organization offers an international environment for those looking to be part of a global mission.

General

Company profile

BRAC is an international development organisation founded in Bangladesh in 1972 that partners with over 100 million people living with inequality and poverty to create opportunities to realise human potential. The global headquarter is located in Bangladesh and today the organisation is present in 12 countries.

BRAC stand committed alongside its partners to build a world that works for all and not just a few and is known for its community-led, holistic approach and delivering long-term impact at scale. BRAC works with communities in marginalised situations, hard-to-reach areas and post-disaster settings across Asia and Africa, with a particular focus on women and children. The work encompasses social development programmes, social enterprises, humanitarian response, a bank and a university.

BRAC differs substantially from other development organisations by being born and proven in the Global South. Today BRAC has become a world leader in developing and implementing cost-effective, evidence-based programmes by creating new, innovative models for emerging social problems.

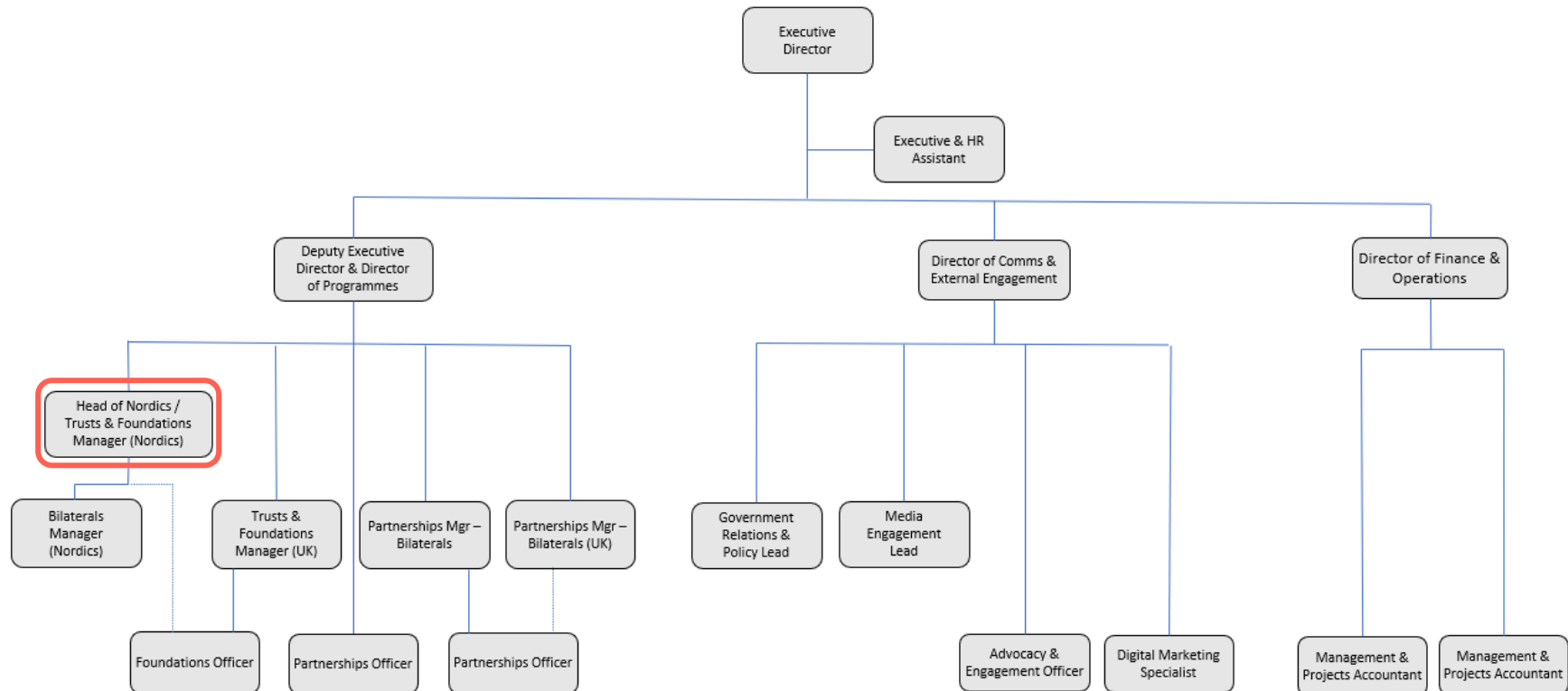
BRAC's net income in 2023 was 1,146 billion dollars and more than 90,000 employees. As BRAC moves beyond its fiftieth anniversary the organisation is embarking on a new, ambitious growth strategy which aims to reach over 250 million people worldwide by 2030. The latest annual report can be found [here](#).

BRAC in Europe

BRAC's office in Europe was founded in 2006 and is one of the four members of the BRAC Global Group alongside BRAC Bangladesh BRAC International and BRAC USA.

The European office plays a pivotal role in forging strategic partnerships in support of BRAC's programmes. The focus lies on building impactful, long-term relationships with partners whether they be governments, private sector organisations, or major donors. BRAC Europe also play a leading role in engaging with policymakers across Europe to tackle extreme poverty.

BRAC Europe 2025



Current Situation & Plans

BRAC is an ambitious organisation and for BRAC Europe the following KPI's have been defined for the coming year:

1. Diversify and secure quality, programme aligned funding secured from European based donors.
This includes an expectation on quality of funding that provide programming flexibility and enable growth at scale; that are co-created multi-year, leverage existing programs and enable BRAC to develop strategic partnerships.
2. Engage High-Level Stakeholders Awareness for building strategic partnerships.
This includes increasing awareness of BRAC among key high-level stakeholders in bilateral agencies and top trusts and foundations.
3. Refocus the strategy for High Net-Worth Individuals (HNWIs) to secure early stage successes.
This includes having developed a comprehensive strategy to raise high-value funds from (U)HNWIs.
4. Influence Governments to commit to stronger policies and priorities on Extreme Poverty and/or Locally Led Development
5. Take steps to become recognised as the pan-European office of BRAC
This includes an increased number of staff located outside of the UK.

Context & Purpose

As the BRAC progresses beyond its fiftieth anniversary, BRAC is embarking on a new, ambitious growth strategy which aims to reach over 250 million people worldwide by 2030.

To support BRAC's global mission and growth ambitions, BRAC Europe is launching a new strategy to secure long-term, collaborative partnerships in key European markets, including the Nordic countries. The goal is to build a team of exceptional fundraisers with the vision, passion and expertise to lead the organisation into the next phase of development.

With a strong foundation in the UK, BRAC has identified the Nordics region as a key priority market to enter as a next step of their growth strategy, as 9 out of 11 European donors already are in in the Nordic market . Therefore, BRAC is now looking to hire a Head of Nordics Office / Trusts & Foundations Manager located in Denmark, to shape and implement the strategy for establishing BRAC in the Nordics. A crucial element will be the securing of funding and transforming initial engagement into sustainable partnerships. The focus lies on strengthening already existing relationships with organisations, trusts and foundations such as Lego, Grundfos, Novo Nordisk, Hempel, Ikea and Lidl as well as establishing new, strategic partnerships with similar trusts and foundations in Denmark, Sweden and Norway.

Following a successful establishment of operations in the Nordic market, the strategy anticipates further initiatives to penetrate the Central European market.

Role description

Position

Title: Head of Nordics Office / Trusts & Foundations Manager

Reporting lines: The position reports to the Deputy Executive Director and Director of Partnerships.

Number of Direct Reports: One direct line report, and matrix management of the Foundation Officer Europe, with potential to build a team based on the needs/performance of the portfolio

Team and cooperation: The Trust & Foundation Manager Nordics will be part of the Trust & Foundations team with 16 colleagues across all over BRAC and expanding. Further, there is a close cooperation with Communications and Finance in BRAC Europe as well as with HQ in Bangladesh to secure mutual beneficial partnerships.

Location: Copenhagen, Denmark. The role will initially be home-based, with the option to work from a co-working space up to two days per week. Following the recruitment of additional team members it will switch to a hybrid arrangement – precise details are still to be confirmed but expected to include (as a minimum) monthly in-office meetings with Nordics Office colleagues and quarterly in-office meetings with colleagues from across BRAC Europe. A valid work permit for working in Denmark is required.

Travel: Due to the line of work the Trust & Foundation Manager Nordic should be able and willing to travel extensively within Europe (primarily the Nordics region) and outside Europe to visit BRAC programmes accompanying donors. Expected travel days are 40-50 days per year (approx. four trips à one week per year to Asia/Africa to visit BRAC HQ and programmes and approx. one trip per month within the Nordics region or to the UK).

Compensation & Benefits:

The salary level reflects that BRAC is an NGO and will be negotiated individually.

Full Pension will be paid (17,1% on gross salary)

Other benefits:

- 25 days annual leave plus 5 extra holiday entitlements (Feriefridage), plus Danish public holidays
- Flexible working
- Volunteer leave
- Up till 2 days of leave in case of children's sickness
- 2 yearly "omsorgsdage" per child (age 7 or younger)

Purpose

This position is BRAC Europe's senior representative in the Nordics and is BRAC Europe's first hire in the Nordics. The purpose is to grow BRAC's organisation presence, and fundraising activities in the region and thus the Trust & Foundation Manager Nordic is responsible for leading the efforts in the region to further strengthen and establish long-term collaborative partnerships, focusing primarily on private sector trusts and foundations. The Trust & Foundations Manager Nordic will play a pivotal part in ensuring BRAC Europe supports BRAC's global growth ambitions by identifying new funding opportunities, leading on stakeholder management in the region, and building BRAC's profile amongst the development sectors.

Success Criteria

Measures of success for this role

BRAC's ambition is to grow its existing and establish new partnerships in the Nordic region through innovative and impactful collaborations building on shared values and ambitions and the new Trust & Foundation Manager Nordic is responsible for building bridges and supporting the co-creation between BRAC and its financial partners.

Short term (12 months)

1. Has established solid relationships with existing trust and foundation partners in the Nordic region as well as established contact with new potential partnerships
2. Is fully integrated into BRAC, including having adopted the organization's DNA, strategy, and ways of creating impact
3. Has a well-established collaboration with its internal partners, i.e., Deputy Executive Director & Director of Partnerships, Finance, Communications, etc., as well as the headquarters in Bangladesh
4. Had formed and received approval for organizational and recruitment strategy for the Nordic region
5. Has begun the set-up of a physical office in DK

Longer term (+12 months)

1. Growth and Diversification: Achieve annual fundraising targets by securing new and renewed funding from trusts and foundations, with at least 50% coming from new partnerships. Increasing the value from today \$20m per year from Nordics trusts and foundations to approx. \$60-80m per year by 2030.
2. Strategic Partnership Development: Establish a minimum of 2-3 high-impact, multi-year partnerships, delivering approx. \$20m per year over a number of years, through co-creation and strategic engagement, aligning with both BRAC's mission and funder objectives.
3. Thought Leadership and Visibility: Contribute to the number of thought leadership activities (e.g. joint events, publications, knowledge products) annually to position BRAC as a sector leader with trust and foundations in the Nordics.
4. Partnership Impact and Satisfaction: Further engagement and strengthen relationships in Denmark with 3 existing foundations and achieve a 90% donor satisfaction score by ensuring clear and regular communication, and high-quality project impact updates to strengthen donor relationships
5. Having established a team and offices first in Denmark and subsequently in Sweden and Norway

Responsibilities and tasks

The main key responsibilities can be divided into three categories:

Account stewardship and management

As the lead for engagement with Danish, Swedish and Norwegian trusts and foundations, the role will spearhead the development of BRAC's strategic approach to collaboration. Duties include:

Crafting Engagement Strategy: Develop and implement a variety of partnership models (e.g. programmatic funding, advocacy, capacity building, innovation pilots) to meet the specific interests and priorities of different trusts and foundations.

Partnership Scoping and Co-Creation: Lead in-depth partnership scoping discussions with trusts and foundations, co-creating programs and initiatives aligned with both BRAC's mission and donor priorities. Design bespoke, high-impact partnership propositions that leverage BRAC's strengths and fulfil partner objectives.

Market Insights and Trend Analysis: Stay ahead of sector trends by conducting regular market analysis, mapping sector shifts, and tracking competitor activity.

	<p>Identify emerging funding priorities (e.g. climate adaptation, extreme poverty etc) that align with BRAC's goals.</p> <p>Thought Leadership: Position BRAC as a thought leader in the Nordics development sector by speaking at events, contributing to publications, and leading panels. Share insights on BRAC's innovations and approaches to development challenges.</p> <p>Piloting New Initiatives: Identify opportunities to pilot innovative initiatives which align with BRAC's programmatic approaches or funding approaches in partnership with trusts and foundations. These pilot projects can serve as case studies for larger funding and collaboration opportunities.</p> <p>Cross-functional liaison: Act as the focal point within BRAC, aligning partnerships with program, finance, and communications teams to ensure cohesive engagement. Facilitate cross-functional input to build proposals and partnership frameworks that resonate with funders.</p> <p>Knowledge Transfer and Internal Briefing: Regularly update internal teams on trust and foundation trends, partnership progress, and strategic priorities. Equip colleagues with relevant insights to foster a collaborative, informed approach to donor engagement.</p>
New business development	<p>In this capacity, the role will play a pivotal part in identifying and securing resources to support joint projects and initiatives, with a particular focus on donors with potential for long-term strategic relationships and flexible funding. Responsibilities include:</p> <p>Revenue Diversification: Beyond core foundations, explore new funding streams, including corporate foundation partnerships and innovative financing options. Drive strategy for diversifying income sources to improve financial resilience.</p> <p>Future Growth Pipeline: Develop a multi-year growth pipeline for new partnerships, identifying high-potential prospects and planning engagement steps well in advance. Ensure a steady stream of potential partnerships aligned with BRAC's growth strategy.</p> <p>Proposal/Bid Development: Collaborate with internal teams to create compelling, fundable proposals and grant applications. Ensure proposals are aligned with donor expectations and emphasise BRAC's unique impact potential.</p> <p>Due Diligence: Conduct and coordinate due diligence processes for new trusts and foundations, ensuring all partnerships align with BRAC's values and compliance standards. Review governance and compliance risks regularly with legal and finance teams.</p> <p>Resource Mobilisation Tracking: Track and document all resource mobilisation efforts, including funds raised and partnership commitments secured, demonstrating the value and impact of each partnership.</p> <p>Reporting and Performance Evaluation: Prepare regular, data-driven reports on partnership performance. Highlight key achievements, challenges, and lessons learned, using insights to refine engagement strategies and strengthen future collaborations.</p>

Staff management/office management

Development of BRAC's Nordics region cluster: Shape and then implement the strategy for establishing BRAC Europe's long-term presence in the Nordic countries, including recruitment and line management of additional staff members, and set-up of a physical office.

Team Development: In addition to core responsibilities, play a crucial role in managing and mentoring future Nordics staff, fostering their professional development, and enhancing team capacity. The role will matrix manage the Trust and Foundations officer based out of London. Includes setting clear goals, providing ongoing feedback, and empowering him/her to contribute meaningfully to partnership initiatives.

Strategic Alignment: Work closely with the Deputy Executive Director to contribute to the strategic leadership of the Partnerships function. Includes actively shaping partnership strategies, aligning efforts across the team to meet organisational objectives, and championing a culture of collaboration, innovation, and accountability. Regularly collaborate with the Deputy Executive Director to assess and adjust strategies, ensuring alignment with BRAC's broader mission and long-term goals.

Regulatory Compliance and Office Management: Work with the Director of Finance and Operations to ensure all country regulatory requirements are met, and that the Nordics office operates smoothly.

Requirements

Professional skills

The right candidate can have gained experience from different sectors (public, private, NGO), however it is vital that you have a solid background, experience and results from working with larger partnerships with or from a trust and/or foundation. You are capable of identifying and acting on market trends.

- Minimum of 7-10 years' professional experience and successful track record in identifying and securing strategic partnerships with trusts and foundations and with a strong network in the Nordics (Denmark, Sweden and Norway)
- Proven track record of stewarding strategic relationships with trusts and foundations
- Experience of proposal development, including bid writing and co-ordination of inputs from technical leads
- Experience of engagement with donors at the most senior levels (CEOs / Boards)
- Proven track record of contributing to the development of organisational fundraising strategies and approaches
- Deep understanding of global development issues, especially the challenges of extreme poverty.
- Significant experience of networking and representing an organisation

Education: Academic examen or corresponding level of work experience

Language: Fluent in English and Danish. Another Nordic language is meritorious

Capability requirements

To successfully establish business in the Nordics, this role requires an experienced and entrepreneurial fundraising expert with a business-oriented mindset, a can-do attitude and a proactive approach. The Head of Nordics Office / Trust & Foundations Manager is committed to BRAC's mission and values and has a passion for driving positive change and improving the lives of marginalised communities.

Furthermore, acting as a senior representative of BRAC Europe in the Nordics, the ideal candidate must hold strong communications skills and be exceptional when it comes to establishing relationships and stakeholder management.

Essentials skills and attributes required for this role:

- Strategic thinking and problem-solving abilities, with a proactive and results-oriented approach
- Entrepreneurial mind-set, high capacity and with the ability to overcome setbacks;
- Communicates clearly, engagingly, convincingly
- Highly organised with the ability to manage multiple priorities and deadlines simultaneously
- Ability to understand and navigate internal organisational systems in order to build consensus and collaboration;
- Outgoing, credible, can open doors at all levels and strives to create strong collaborations in- and externally (incl. CEO/Board level of a donor organisation)
- Comfortable with high levels of autonomy whilst also being a strong team-player who enjoys sharing knowledge and ideas with others and is confident in working in cross-cultural context

