

LEAD GLOBAL SENIOR PROGRAMME FUNDING MANAGER

A young girl with dark skin and braided hair, wearing a red school uniform with a white collar, is smiling and gesturing with her hands while sitting at a desk. In the background, another student is visible, and a stack of books is on the desk in the foreground.

ROLE INFORMATION PACK



ABOUT UWS

WHEN WE EDUCATE THE FUTURE, WE CHANGE THE FUTURE

Education accelerates poverty reduction, female empowerment, and improved infant mortality. Yet, 251 million children worldwide are out of school.

This changes now.

UWS works to ensure children have access to quality, inclusive education in remote and marginalised communities by collaborating with local partners, communities and governments.

We deliver schools, we train teachers and we strengthen education systems.

Our low-cost, high impact model builds capacity, not dependency. This ensures that education systems continue to flourish beyond our involvement.

Shifting focus from delivering change in the short term, to empowering change for the long term, we go beyond educating the future, to changing it.

Our vision is Zero Education Poverty.

UWS is an international nonprofit that was established in 2008 to provide children in remote and marginalised regions access to free quality, inclusive primary education. We currently operate in rural areas of Cambodia, Myanmar, Nepal, and Madagascar, working with over 320 communities and over 80,000 children to date.



Role summary

- **Role:** Lead Global Senior Programme Funding Manager
- **Remuneration:** \$2,500 pm
- **Working hours:** 40 hours per week
- **Reports to:** Exec Director of Global Fundraising and Comms
- **Line reports:** 3 Global team members - Senior Programme Funding Managers in Cambodia, Madagascar and Nepal
- **Type of contract:** Full time, renewable
- **Location:** Kathmandu, Phnom Penh or Antananarivo
- **Benefits:** Dependent on duty station



Role summary

The Lead Global Senior Programme Funding Manager is a senior role responsible for securing UWS' long-term financial sustainability by driving growth from international and national institutional, trust, and foundation sources. This role leads the global programme funding function, strategically aligning fundraising with programme design, compliance, and delivery to secure large-scale, multi-year grants.

The postholder will lead a geographically distributed team across Nepal, Cambodia, and Madagascar, championing in-country fundraising, supporting the localisation agenda, and embedding rigorous donor compliance and relationship management practices. A key focus will be working cross-organisationally to position UWS with a range of grant-making donors and build a pipeline of opportunities to grow UWS' impact and reach.

Key tasks and responsibilities

Strategic Leadership & Direction

- Lead the global programme funding strategy, aligning with UWS' organisational priorities and localisation goals.
- Position UWS as a credible partner for institutional funders, designing strategies to build relationships that lead to multi-year and multi-country partnerships.
- Embed a culture of collaboration between fundraising and programme teams to ensure project design, learning, and proposals are integrated and high quality.
- Provide strategic input to the Country Directors and senior leadership team on donor landscape, funding risks and opportunities, and income projections.
- Represent UWS externally in sector fora, donor networks, and strategic alliances.
- Support capability building for country and programme teams through coaching, templates, and training.

Team Management and Capacity Building

- Line manages and support a team of three senior funding staff based in Cambodia, Nepal, and Madagascar, setting clear KPIs, work plans, and development goals.



ABOUT THE ROLE

- Foster a high-performance culture across the programme funding function with a focus on delivery, compliance, and learning.
- Build capacity within the team to manage and grow regional donor relationships and secure complex grants nationally and internationally from a range of sources e.g UK and European foundations, Institutional donors and other In- Country sources
- Ensure Senior Funding Managers have robust pipelines and the value and volume of outreach is in line with UWS ambitions.
- Support cross-functional collaboration with finance, MEAL, and programme delivery teams.
- Ensure effective post-award handovers to programme and communication teams, including kick-off meetings and debriefs on MEL requirements and the reporting timeline.

Programme Funding Development

- Oversee and deliver on the development of high-value, multi-year grant applications to institutional donors, trusts, and foundations.
- Deliver income as per budget and plans.
- Build a programme that is capable of delivering c. £1m+ pa
- Lead the identification and qualification of strategic donor opportunities, ensuring alignment with UWS programme strengths and evidence base.
- Develop and maintain an innovative and responsive global pipeline of funding opportunities.
- Establish and manage prospecting and 'go/no-go' processes that support sound decision-making.
- Lead donor decision reviews and implement improvements to increase success rates and reduce cycle times.
- Drive the development of strong concept notes and proposals in coordination with global and in-country programme teams.
- Hold regular meetings with the COO to plan the programme funding function's strategic direction and ensure alignment with the UWS programmatic focus.



ABOUT THE ROLE

Proposal Development and Donor Engagement

- Provide leadership and technical support in the preparation of concept notes, proposals, budgets, and donor communications.
- Ensure proposals are underpinned by rigorous needs assessments, theory of change, gender and inclusion considerations, and strong MEAL frameworks.
- Ensure all grant budgets are realistic, meet donor requirements, and include adequate cost recovery.
- Engage donors pre- and post-submission to strengthen relationships and increase funding success.
- Ensure reporting requirements are managed effectively and all relevant teams are engaged in this process
- Track and respond to donor feedback and lead win-and-loss debriefs to strengthen future submissions.

Grant Compliance and Contracting

- Oversee all aspects of grant management, donor compliance, due diligence, and contracting across the programme funding portfolio.
- Ensure UWS meets all reporting requirements, including narrative and financial reporting, with a strong focus on timeliness and quality.
- Act as a key point of escalation for donor queries, compliance issues, or reputational risks.

Monitoring, Forecasting and Financial Planning

- Own and maintain the global programme funding pipeline and dashboard, providing accurate forecasts and scenario planning to leadership.
- Work with the finance team to track income and expenditure against budget, identify shortfalls, and adapt funding strategies accordingly.
- Lead annual income planning from trusts, foundations, and institutional sources, aligned to organisational strategy.

Cross Organisational Collaboration and Influence

- Work closely with Country Directors, Programme and MEAL teams to ensure programme funding reflects field-level needs, learnings, and priorities.
- Drive collaboration and shared learning across regions, embedding a joined-up approach to fundraising, programme design, and delivery.



Experience, Knowledge and Competencies

Essential

- Extensive experience (5+ years) in securing high-value (6-7 figure) funding from institutional donors and foundations and managing multi-year, multi-country funding portfolios.
- Proven track record of successfully leading and managing teams with in-depth understanding of programme design, results frameworks, and budgeting for development or education-focused NGOs.
- Strong working knowledge of donor compliance requirements (e.g. FCDO, UNICEF, USAID, EU).
- Excellent communication, relationship-building, and negotiation skills with both donors and internal teams.
- Exceptional strategic thinking, planning, and decision-making abilities.
- High attention to detail and strong project/grant management capabilities.
- Experience of managing proposals and funding in consortia with other actors
- Excellent written and spoken English
- Line management experience (3 yrs+)
- Evidence of establishing processes and embedding new ways of working cross organisationally

Desirable

- Knowledge of the global challenges and opportunities impacting the education of young people
- Experience working in a global or cross-cultural environment, ideally with in-country fundraising experience.
- Experience managing and working with remote teams
- Fluency in French or other languages relevant to UWS' countries of operation.

Every individual at UWS needs to:

- **Be committed to UWS vision, mission and values and apply them in their daily behaviour and work.**
- **Be committed to undertaking UWS' safeguarding training and adhering to relevant policies, to ensure everyone who comes to contact with UWS are as safe as possible.**



HOW TO APPLY

Application process

Send your **CV and a max 2 page cover letter** in English outlining your suitability to via [HERE](#) by 15th February.

Application guidelines

- Please include a CV and a cover letter as part of your application
- You must declare if you know anyone at UWS.
- UWS is a safe recruitment employer.
- If you require any reasonable adjustments as part of the selection process, please let us know.

Selection process: Expect to hear by w.c. 16th February. 1 technical round, followed by 2 panel interviews

251 million children are currently denied their right to quality education. We've been on a mission to end education poverty since 2008, together we have....



80,000+

students enrolled



359

schools established



1,913

teachers trained and employed

UWS
EDUCATE THE FUTURE
CHANGE THE FUTURE

UWS is committed to the safeguarding of children, and ensuring we recruit safely is central to this commitment. All applicants will be required to undertake a DBS (Disclosure and Barring Service) check (or country-equivalent background check) as a condition of employment. UWS is an equal opportunity employer and commits to treating all applicants fairly. We actively promote diversity and inclusion and encourage applications from under-represented groups. We oppose all forms of unlawful and unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.



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UWS is a UK registered charity under number 1187721
Learn more at www.uwsglobal.net