

The opportunity

The Stone Family Foundation is at an exciting stage in its development. Over the next five years, the Foundation will be significantly increasing its investment in water, sanitation and hygiene (WASH).

To realise the potential of this investment, the Foundation has developed a small internal team which includes a Director of WASH, a Head of WASH Programmes as well as a WASH Programme Manager.

The Foundation is seeking to recruit an additional team member at the level of Head of Programmes, starting as soon as is possible.

This position will act as a maternity cover for an initial period of 9 to 12 months but it is a permanent full time position.

The Stone Family Foundation

The Stone Family Foundation is a UK-based charitable foundation established in 2005. Since 2010, we have focused much of our support on market-based solutions in WASH in sub-Saharan Africa and south and south-east Asia. The Foundation also gives around £2m per year to adult mental health and disadvantaged youth projects in the UK.

The Trustees wish to increase the Foundation's funding for market-based solutions in WASH from around £6M per year currently (2018), to £10M per year by 2021, continuing this growth to 2022 and beyond.

Core to our approach is our belief that entrepreneurship and business have a role to play in delivering improved and sustainable water and sanitation services for consumers living in Africa and Asia. We see our role as providing seed capital—as a grant or an investment—to help exciting and promising new approaches prove their model and grow in scale. We like to be an engaged funder with a high-risk appetite, willing to provide flexible funding in order to maximise social impact.

Scaling up: What the Foundation wants to achieve

Our vision is financially sustainable WASH enterprises delivering affordable, high quality and reliable services that a transformational impact on households in Africa and Asia.

We believe enterprises and the private sector have a role to play in accelerating the expansion of these services in certain geographies and in certain parts of the WASH sector.

Our goals for the next five years include:

- Growth in the number of business models and private operators delivering affordable and financially sustainable services at scale.
- Providing additional support through wider initiatives and programmes to help address complementary business challenges, facilitate investment and address any other barriers inhibiting their ability to scale successfully.
- Contribute to the knowledge and evidence base in the sector by supporting research, analysis and learning pieces.
- More funding, particularly private philanthropy invested in the WASH sector and spent in a way that maximises its impact by supporting high-quality and sustainable services.

The role

▪ **Purpose:**

To support the implementation of the Foundation's WASH strategy, working alongside the Director of WASH, WASH Programme Manager, and Board of Trustees.

The Head of WASH Programmes will work with the Director to support the Foundation's overall strategic direction, providing support across all aspects of strategy implementation and leading wider, strategic initiatives and key relationships for the Foundation.

They will provide strategic and technical input to the development of inclusive business models, manage a portfolio of relationships as well as leading on the management of some of the Foundation's internal systems and processes.

The role will be expected to be an ambassador for the Foundation's work and vision both in the UK and internationally, with reasonable amounts of travel mostly within sub-Saharan Africa and south and south-east Asia.

This role is based in the Foundation's London office and the successful applicant should have the right to live and work in the UK.

Responsibilities

▪ **Strategy design and implementation**

- Support strategic direction for the Foundation's WASH programmes.
- Lead specific component(s) of the strategy under guidance and support from the Director of WASH
- Support strategy updates to the Board of Trustees.

▪ **Grant-making and impact investment**

- Support the identification of potential enterprises and organisations, leading due diligence processes where relevant.
- Undertake business plan and financial model analysis to assess and design appropriate grant or investment finance for potential enterprises and organisations.
- Manage a portfolio of enterprises (c. 5 enterprises), partnerships and key relationships for the Foundation, ensuring the grant / investment cycle is well managed and deadlines achieved.
- Provide expert input to support monitoring and evaluation of enterprise performance, conducting field visits as needed.
- Provide technical assistance to and maintain an open, ongoing relationship with grantees.
- Seek opportunities to work with other funders to develop catalytic funding initiatives to support grantee growth when and where appropriate (i.e. national giving circles; funding pipelines; pooled funding mechanisms; co-funding / investments).
- Ensure the Foundation extracts and communicates learning from grants made, through a variety of platforms including written reports, social media, web and conferences.

- **Foundation's networks**
 - Maintain and develop further a wide network of contacts across a range of sectors engaged in similar or relevant activities.
 - Keep abreast of current research, policy, activities, and trends in the issues related to WASH, philanthropy and impact investment more widely.
 - Work with the Director to define and deliver the Foundation's thought leadership.
 - Represent the Foundation through verbal and written communications (blogs, reports) and through participating in outside conferences and meetings.
 - Support the convening of meetings of key government, philanthropic, and non-profit leaders to coordinate efforts and funding.

- **Working with the Board of Trustees:**
 - Support reporting to the Board of Trustees on a regular basis.
 - Provide strategic and technical advice to the Trustees.

- **Other**
 - Lead on the management of the Foundation's Salesforce grant management and CRM system
 - Partially manage the Foundation's communications work (i.e. website maintenance, blog series).
 - Provide programme related advice and support to Trustees, staff and external parties as appropriate.
 - Be prepared for extensive travel (6 to 8 weeks a year), with regular over-night stays, in order to meet the job requirement in full.
 - Fully participate in the professional life of the Foundation, including participating in away-days and conferences on a periodic or as required basis.
 - Supporting the day-to-day running of the Foundation, as required.

Person specification

Essential Experience

- Demonstrable experience of grant-making and / or impact investing and/or experience working in low/middle income countries in Africa or Asia.
- Proven experience of building relationships, and the ability to engage at all levels of business and government.
- Proven experience of supporting strategic processes, including strategy development and building consensus behind it.
- Personal presence to represent the Foundation in diverse forums and organisational relationships.
- Excellent written and oral presentation and communication skills.
- Well-rounded general analytical skills, including research and monitoring and evaluation skills.
- Able to assess and balance risks and demonstrate sound judgement skills.
- Well organised, able to prioritise work for self and others, and work effectively under pressure and to tight deadlines.
- A passion for and a commitment to the Foundation's mission.
- Willingness to travel nationally and internationally, as needed.

Desirable

- Expertise and work experience in WASH issues, including market-based approaches and enterprise development.
- Experience in impact investment at all stages, including due diligence, modelling, executing transactions, post-investment support.
- Experience in coordinating public/private efforts for long-term, systemic social impact.

Terms of appointment

Reports to: Director of WASH

Key Stakeholders:

Internal Chairman of the Board of Trustees
Board of Trustees
WASH Programme Manager

External Grantees
Other Foundations and funders active in the WASH sector
Research and academic institutions

Location: Foundation's London office with potential for travel

Package £52,000
5% pension contribution and access to company pension scheme
25 days annual leave