



# Development Manager

Tøyen Unlimited

August 2018

# Job Description

---

**Role Title:** Development Manager

---

**Reports to:** Board

---

**Group/Department:** Business Development, Management and Fundraising

---

**Location:** Nabolagsinkubator Tøyen and Grønland

---

**Terms:** Full-time kr 500'000 p.a.

---

## Role purpose / mission

Our ambition is that social entrepreneurs become recognised as key players in building sustainable local economies while addressing wicked social problems. We unleash the potential of enterprising individuals to change their communities for the better through building and running place-based social enterprises.

Tøyen Unlimited was created to focus on breaking down the key barriers that social entrepreneurs face: being valued for their expertise and knowledge of social issues, raising capital, establishing routes to market, accessing specialist advice, understanding public sector service provision, building cross-sectorial networks, finding talent, and communicating their social impact and services.

Building on asset based community development and joining the global network of social enterprise support organisations (GSEN) Tøyen Unlimited has paved the way for the growing understanding of social enterprise in Norway. As part of our strategy we have established Norway Unlimited, with the role of scaling our knowledge and methodology to other Områdeløft areas and other interested places in Norway.

To do this we will build on and further develop partnerships across business, government and civil society at a national level. Our unique relationship with the public sector will be maintained while new partners for local and national co-creation of the Unlimited model will be identified. This requires a unique combination of experiences and competencies in organisational development as well as joined up efforts in communications, policy and funding - across both the public and private sectors in Norway.

The Board and Director have created this new leadership role in Tøyen Unlimited to drive these efforts forward. Our Development Manager will be an exceptional individual with expertise in:

- Organisational scaling and development
- Foundation and private sector fundraising
- Public sector relationship building and partnerships
- Communication and digital influencing

We particularly welcome applications from minority ethnic groups.

---

## Key accountabilities / outcomes

They key outcomes of this role are:

- Contributing to the overall mission, strategy, leadership and impact of Tøyen Unlimited and Unlimited Norway (and local Unlimited divisions as required)
- Leading the building of Unlimited's organisation nationally and locally including significant income growth over time, and diversifying with major strategic fundraising initiatives.
- Overseeing Unlimited's influencing and policy work within social enterprise and place-based development, in collaboration with the Tøyen Unlimited Director
- Overseeing Unlimited's brand communications, public campaigns and digital presence, in collaboration with Unlimited Information officer
- Building a unique Unlimited culture and approach to co-creation with local individuals and fostering long term partnerships for social impact.

## Key relationships (Internal / External)

The Development Manager reports to the Board of Trustees and works closely with the Unlimited employees to ensure performance and reporting is meeting funding requirements.

The key stakeholders in this role are local replication partners, local authorities, the Områdeløft offices, corporate partners, as well as donors and foundations. In addition the residents of each community within which an Unlimited incubator is located are included as key stakeholders. Building strong relationships with these stakeholders is essential to the success of our future ambitions and growth.

In order to effectively build strong relationships with funders and partners the Development Manager needs to be informed and understand the needs of social entrepreneurs in the early stages of their businesses. The ultimate success of the organisation is measured based on our ability to support the growth of social entrepreneurs and through them demonstrate a contribution to building stronger, fairer societies.

Experience and Capabilities	Essential	Desirable
Substantial track record of success in raising major funds from private sector, foundations, high net worth individuals and/or the public sector.	x	
Experience of building an organisation through replication and scaling	x	
Knowledge of asset-based community development (and preferably how social enterprise can contribute to this).	x	
Extensive skills and success in engaging partners and building valued, trust-based relationships at decision-making levels in public, private and civil sectors.	x	
A deep understanding of, and network within, the Norwegian public sector and how it works with funding and supporting civil society through co-creation and developmental support.	x	
Excellent and genuine interpersonal skills and can communicate effectively with people at all levels and from all backgrounds, across a diversity of sectors	x	
Experience and demonstrable capacity in design of brand proposition and services which are understood and valued		x
Experience and demonstrable success in leading, managing and developing staff and teams		x
A track record of successfully introducing and then embedding bold, positive disruptions		x
Demonstrable success in drawing together diverse views and ideas, harnessing the best initiatives and gaining support for them		x
A degree or equivalent		x
Experience of starting and building a social business in Norway		x

## Prior experience

Most pivotal qualities are of someone with a passion for creating positive and lasting social change through principles of social entrepreneurship and asset-based community development.

It is essential to be a people person who enjoys listening to the lived experience of others with compassion and understanding.

Excellent verbal and written Norwegian language is essential in this post.

Confidence and experience of applying the culture, practices, processes and technologies' of the digital era.

It is also a requirement to have at least 3 years of fundraising and financial reporting experience related to organisational building responsibilities.

Ideally someone with experience of working in a social enterprise or a start-up environment.

---

To apply please submit a cover letter and your CV to

Laura Marano: [laura@toyenunlimited.no](mailto:laura@toyenunlimited.no)

Deadline for applications is: **31 August 2018**