



## **THINK EQUAL Partnership & Programmes Development Manager**

### **Role profile**

**Role:** Think Equal Partnership & Programmes Development Manager

**Reports to:** Director of Partnerships & Programme Development

**Contract:** Full time (40 hours per week) for 12 months

**Location:** Remote, Country-based (with possibility of occasional travel within the country) We are seeking candidates based within two hours ahead or behind GMT

**Start date:** October 2025 (or as soon as possible)

**Salary:** To be discussed

### **About Think Equal**

Think Equal is a global not-for-profit initiative pioneering Social and Emotional Learning (SEL), psychosocial support, and values-based education in the early years. We believe that just as every child is taught to read and write, they must also be taught to be kind, inclusive, emotionally intelligent, and responsible global citizens.

Grounded in neuroscience showing that 90% of brain development occurs before the age of six, our programme focuses on children aged 3-6; the formative years in which identity, empathy, relationships, and a sense of justice are first shaped.

Think Equal was founded by human rights activist Leslee Udwin, recipient of the UN Women for Peace Award and the Anna Lindh Human Rights Prize, and named the second Most Impactful Woman of 2016 by *The New York Times*. The organisation has been operating in 39 countries across six continents, reaching more than 582,000 children every year. Our work has been recognised globally, winning the 2020 WISE Award, being selected for the HundrED Global Collection of the most innovative practices in K-12 education, and named a Best Practice by the UN Transforming Education Summit in 2022. Our programme is also underpinned by a robust evidence base: three Randomised Controlled Trials conducted in Botswana, Colombia, and Australia have shown consistent, significant outcomes, including reduced anger and aggression, improved emotional regulation, decreased anxiety, and increases in empathy, kindness, and prosocial behaviours.



## **Purpose of the role**

The Partnerships & Programmes Development Manager will play a central role in advancing Think Equal's global expansion, with a target of launching in 10 new countries each year.

This role bridges partnership-building, programme design, and fundraising, working closely with Ministries of Education, Implementing Partners, and internal teams to:

- Design and deliver high-quality, cost-efficient, and sustainable programme plans;
- Secure funding from philanthropists, foundations, and institutional donors;
- Strengthen partner engagement and ensure the smooth transition of projects from design to delivery

The role is ideal for a dynamic relationship-builder with strong project management and fundraising skills who is motivated by the opportunity to deliver systemic, global change in early childhood education.

## **Key Responsibilities**

### Partnerships & programme development

- Coordinate engagement with Ministries of Education, Implementing Partners, and Think Equal colleagues to co-design programme plans and rollout strategies.
- Conduct scoping research on early childhood education systems, national priorities, and contextual risks to inform decision-making.
- Draft, review, and refine programme proposals, co-design documents, and partnership agreements.
- Draft Letters of Intent and Memoranda of Agreement to formalise partnerships and follow up to ensure timely signature.
- Support smooth handovers from programme design to delivery, including preparing documentation and coordinating with programme teams.



### Fundraising & resource mobilisation

- Maintain an effective pipeline of funders and partners through timely updates in Think Equal's CRM system and donor management tools.
- Conduct prospect research and identify new funding opportunities aligned with organisational goals.
- Support cultivation and stewardship of funders, strengthening relationships and diversifying income streams.
- Draft high-quality expressions of interest, concept notes, proposals, and grant applications.
- Produce compelling presentations, pitch decks, and promotional materials for donor engagement.
- Undertake pre-positioning and capture planning to strategically position Think Equal for funding.

### Project & stakeholder management

- Keep the Director of Partnerships and the CEO updated on priorities, upcoming deadlines, and stakeholder engagements.
- Support coordination across teams to ensure deliverables are met to high standards and within agreed timelines.
- Monitor fundraising activities, track progress, and prepare reports for internal and external stakeholders.
- Ensure accurate filing and documentation for all projects and donor relationships.
- Represent Think Equal at external events, workshops or conferences.
- Provide flexible support to Senior Management on cross-cutting initiatives and special projects as required.

### **Candidate profile**

#### Essential skills & experience

- Degree (or equivalent professional experience) in Education, International Development, Public Policy, Social Sciences, Business Administration, or a related field.
- Proven experience in fundraising, partnerships, or programme development within a nonprofit, education, or international development context
- Strong track record in writing successful proposals and donor communications



- Demonstrated ability to build and manage relationships with senior stakeholders, governments, and institutional funders
- Excellent project management and organisational skills with the ability to prioritise and meet tight deadlines
- Research and analytical skills to assess risks, opportunities, and country contexts.
- Exceptional written and verbal communication skills, including drafting clear, persuasive documents and presentations
- Proficiency in CRM systems, data management, and Microsoft Office/Google Suite tools

#### Desirable

- Experience working with Ministries of Education or other government partners
- Familiarity with early childhood education, SEL, or international development
- Multilingual skills (particularly in Spanish or French)

To apply for this role, kindly complete the application link [here](#) no later than 30 September 2025