

CBM Global Disability Inclusion

Join us in Creating an Inclusive World!

Position Title: Director of Institutional Funding

Location: UK, Ireland, Netherlands, Germany, Switzerland, Belgium, Italy, Indonesia, Nepal, Bangladesh, Laos, Zimbabwe, Kenya, Nigeria, Burkina Faso, Philippines and Madagascar. Remote work is a common practice for global technical staff but right to work and tax residency in these countries is a must.



Reports to: CBM Global Executive Director

Application Deadline: Applications will continue to be accepted until the recruitment process concludes. Please note that we anticipate scheduling first-round online interviews for the first and second weeks of January 2026.

Contract Type: Full-time or 30 hours per week minimum, open-ended

About CBM Global

CBM Global works alongside people with disabilities in low- and middle-income countries to fight poverty and exclusion and transform lives. Check out our [website](#) and [LinkedIn profile](#) to learn more. Drawing on over 100 years of experience and driven by Christian values, we work with the most marginalised in society to:

- Break the cycle of poverty and disability
- Treat and prevent conditions that lead to disability; and
- Build inclusive communities where everyone can enjoy their human rights and achieve their full potential.

We work in over 20 countries, investing in long-term, authentic partnerships with the Disability Movement and multiplying our impact by delivering a combination of inclusive community-based programmes, advocacy for national and global policy change and inclusion advice to other organisations. CBM Global is a worldwide federation with the following Members: CBM Australia, CBM Ireland, CBM Kenya, CBM New Zealand, CBM Switzerland, and CBM UK.

About the Role

The job holder is responsible for leading CBM Global's Institutional Funding (IF) strategic approach, aligned to the CBM Global Federation Strategy. This involves leading a professional and high-performing IF function across the Federation, coordinated with Federation Member Teams who are the lead for institutional funding in their domestic donor markets.

CBM Global

Dr.-Werner-Freyberg-Str. 7, 69514 Laudendach, Germany

CBM Global Disability Inclusion Vereniging - Dutch Chamber of Commerce No. 75787032
CBM Global Disability Inclusion GmbH - Amtsgericht Darmstadt HRB 100174

Reporting to the Executive Director, the position holder will lead the core IF team. The role is primarily focused on strategic leadership in the organisation and setting of normative standards to guide the direction of the Federation's Institutional Funding approach. The role is responsible for driving growth, diversification and resilience in institutional income through the implementation of the IF Strategy 2026–2030, with a special focus on strengthening country capacity and coordinating a Federation-wide effort.

This will be your team:

The team that you will be joining will have 6 employees in 2026, with expectations that this will increase in subsequent years. You will report to the CBM Global Executive Director. You will have 5 direct reports in 2026.

Key Responsibilities

1. Strategic Leadership

- Responsible for implementing and refining the IF Strategy 2026-2030 and delivery against growth targets and diversification goals.
- Ensure a unified Federation-wide approach to Institutional Funding that enhances CBM Global's reputation, credibility and competitiveness in a challenging donor environment.
- Define and implement stage-gated rollouts for Business Development Officer (BDO) recruitment and integration in up to 8 priority countries.
- Champion analytics on proposal success rates and donor information to inform evidence-based decision-making.
- Coordinate with Member Team-led initiatives, ensuring coherence across the Federation, and lead on strategic bids (outside the domestic markets of the Member Teams), where agreed through Lead Team Selection and Go/No-Go processes.
- Serve as a member of the global leadership team, contributing to strategic planning, organisational growth and senior decision-making.

2. Team and Performance Management

- Lead, inspire and manage the Global IF Team, including surge capacity and learning coordination and line management support to Country Team BDOs, ensuring clarity of role, strategic alignment and professional development.
- Work closely with Country Directors and Programme Managers in Country Teams and promote pro-active Country Team engagement in institutional funding.
- Foster a culture of excellence, collaboration and innovation in institutional fundraising across all levels of the Federation.
- Embed clear accountability mechanisms, KPIs and feedback loops for performance tracking, pipeline health and success rates.

3. Donor Engagement and Positioning

- Provide an external voice for CBM Global in relevant global forums, advocating for approaches that align with CBM Global's strategy and approach towards inclusive development, disability and human rights.
- Promote and represent CBM Global externally, strengthening collaboration within the NGO sector and with the wider disability movement.

- Coordinate the Federation-wide engagement approach with strategic donors and consortia leads, multilateral agencies and foundations.
- Oversee the development and refinement of CBM Global's institutional value proposition, ensuring programmatic distinctiveness is well articulated to funders.
- Guide the creation and maintenance of donor engagement roadmaps and prospecting tools; contribute to positioning CBM Global for flagship, multi-country and high-value bids.
- Enable improving positioning and provide on-demand surge for donors where Member Teams lead. Lead bid management for strategic donors outside the domestic markets of Member Teams in accordance with the Lead Team Selection process.

4. Operational Coordination and Learning

- Facilitate the Institutional Funding Working Group and Institutional Funding Forum as central platforms for coordination, alignment and peer exchange.
- Develop and institutionalise processes such as Go/No-Go decision-making, lead team selection and bid management protocols.
- Ensure synergies with Programme colleagues, Technical Teams, Communications and MEL for high-quality, fundable programme design.
- Coordinate strategic learning reviews and annual IF performance reports for governance bodies including the CEO Forum.

Safeguarding responsibilities

Knowledge

- Understands what safeguarding means for the IF function. Understands power imbalances and ways in which team/organisational culture may be reinforcing negative stereotypes and biases, and the impact of these dynamics on the vulnerable and marginalised.

Skills

- Leads the team to develop the necessary skills and expertise to undertake their roles and responsibilities for safeguarding, challenging power imbalances, inequalities, gender bias and discrimination in our IF systems and processes. Leads the team to embed safeguarding in their work and processes.

Behaviours

- Holds the team accountable for delivering on safeguarding standards. Articulates and promotes the strategic importance of safeguarding in all aspects of the organisation's work. Demonstrates leadership in ensuring that staff, programmes and operations are safe for all programme participants, staff and volunteers.

Key outcomes expected from this role

1. Annual institutional funding income growth per agreed targets by 2030.
2. A high-performing IF function is embedded across Secretariat, Technical, Country and Member Teams.
3. CBM Global is recognised as a trusted, strategic partner by institutional donors and consortia leads.
4. Institutional funding efforts are evidence-based, well-coordinated, and aligned with organisational priorities.
5. Strong capacity and systems are in place for sustained, inclusive, and impactful funding partnerships.

Who We're Looking For

We are looking for a candidate who brings:

Experience and knowledge

- A proven track record in leading institutional fundraising at a director level within complex, international organisations.
- Experience in successfully defining and implementing an Institutional Funding Strategy for an International Organisation, defining growth targets, diversification goals and Federation-wide alignment.
- Demonstrable success in growing and diversifying institutional income from bilateral, multilateral and foundation donors.
- Deep understanding of donor trends and funding environments, particularly in disability inclusion, inclusive development and humanitarian action.
- Experience managing distributed teams, ideally across federated or networked structures.
- Deep understanding of grant management, co-funding mechanisms and cost recovery principles.
- Experience with localisation agendas and capacity building of teams in the Global South.

Skills/competencies/personal qualities

- Senior leadership and team management: able to lead through influence as well as formal authority.
- Strategic and systems thinker with strong analytical skills and ability to manage complexity.
- Excellent relationship-building, facilitation and negotiation skills with diverse stakeholders.
- Skilled communicator – persuasive, clear and inspiring across different cultural and organisational settings.
- Proficiency in adaptive planning, risk management and change leadership.
- Strong written communication, including donor-facing documentation and internal reporting.
- Commitment to CBM Global's values, with a focus on inclusion, partnership, and integrity.

- Proactive, solutions-oriented, and resilient in the face of complexity and ambiguity.
- Strong commitment to localisation, power-shift and equity in funding and partnerships.
- Experience working in cross-cultural teams and diverse environments.
- Committed, excited, and passionate about disability inclusion and the rights of people with disabilities.
- Open to work collaboratively.
- Alignment to our CBM Global values ([Our Vision, Mission and Values | CBM Global](#)) and our Safeguarding Policy ([CBM-Global-Policy-Safeguarding.pdf](#)) and Code of Conduct ([CBM-Global-Code-of-Conduct.pdf](#)).
- Highly collaborative and collegial – comfortable leading across functional and geographic boundaries.

Qualifications, training, and education

- Master's degree ideally in International Development, Public Policy/Administration, Business Administration, or a closely related field.
- Advance proficiency in English
- Proficiency in French desirable *

We welcome and encourage applications from people with lived experience of disability.

We proactively work on achieving a diverse and inclusive work environment for people from all backgrounds and abilities.

Why work with Us?

- A chance to be part of a global movement pursuing an inclusive world for people with disabilities.
- A supportive, flexible, and inclusive work environment.
- Flexible working arrangements.
- A culture that champions Mental Health and Wellbeing.
- Opportunities for learning, growth, and international collaboration.
- Competitive remuneration and benefits.

How to Apply

To apply, please submit your application through our recruitment system PeopleHR using the following link:

<https://cbmglobal.peoplehr.net/Pages/JobBoard/Opening.aspx?v=350f4249-5f71-4368-a624-1c6a0a913d08>

Applications by email will not be considered.

Prepare and upload the following documents:

- Your CV in English

- Completed Application Form (available when you apply in our HR system) or Cover Letter

If you experience issues with the system, please contact us at recruitment@cbm-global.org.

Please note that your data will be securely deleted after six months, in line with the EU General Data Protection Regulation (GDPR).

Hear from Our Colleagues

Colleagues from Bolivia Country Team say:

"Working at CBM Global means being part of an inclusive, supportive network where everyone matters and contributes to transforming lives worldwide."

Colleagues from Philippines Country Team say:

"Join CBM Global: We embody the culture of support, growth, and impact."

Colleagues from Nigeria Country Team say:

"At CBM Global you are not just a staff but a change maker."

Colleagues from Zimbabwe Country Team say:

"One Team. One Purpose. Transforming lives through Inclusive Partnerships."

Colleagues from Lao PDR Country Team say:

"We are privileged and honored to work with CBM Global, where we feel like a family and trust each other. We are satisfied with the learning opportunities and growth, and are truly motivated to continue promoting and advocating for disability inclusion and an inclusive society."

Colleagues from Nepal Country Team say:

"At CBM, we believe in a collaborative approach. Guided by a shared mission, we foster a strong sense of ownership and purpose in everything we do."

You are passionate, committed, and excited about disability inclusion and the rights of people with disabilities?

Then Join Us and Be Part of the Change!

