

Feedback Labs

Fundraising & Capacity Building Consultant

Our Vision

Feedback Labs is a global network, with over 500 organizations asking “*What do regular people want to make their lives better? Are we helping them get it? If not, what should we do differently?*” Our ultimate goal is to create new norms whereby organizations spanning aid, philanthropy, civil society, government and impact investing regularly seek and act on feedback from the people they seek to serve.

Feedback Labs members believe that feedback is the Right thing to do, morally and ethically; the Smart thing to do in terms of leading to better outcomes; and the Feasible thing to do at scale. Feedback Labs’ objective is to create a ‘tipping point’ so that good feedback practice becomes the Expected thing as well.

We succeed by harnessing and unleashing a wide variety of viewpoints, perspectives, insights, experience, and expertise from many different networks and groups. We believe that new norms that cement good feedback practice will help contribute to a more equitable world.

www.feedbacklabs.org

Your Role

You will help us answer the following question: “Of all the ways that Feedback Labs can generate funding to sustain itself, which are the most effective in also helping further the mission of shifting feedback norms and practices at scale?” We will address this question against the backdrop of significant momentum - a demonstrated ability to work with partners to raise awareness globally and to create value through convenings, research, and collaboration.

In this role, you will work closely with the team to:

1. Review current FBL strategy and initiatives, related messaging to foundations, and our current funding pipeline
2. Interview current funders to understand why they have funded Feedback Labs; how they view FBL’s value and impact; and whether they, or other funders they know, might be interested in supporting Feedback Labs’ future work
3. Refine and possibly extend FBL messaging and fundraising with current funders, while maintaining focus on FBL’s core mission and competencies
4. Compile an initial list of potential new funders, along with a range of issues/messages that may be of interest to them

5. Interview a selected number of potential new funders to assess their interest in funding FBL, and to better understand strategic fit and funding opportunities
6. Develop an initial pipeline, with associated messaging
7. Put in place a more efficient and effective funding pipeline process to a) identify additional funders in the future; b) make contact and reach out (via, CEO, board members, existing funders or others) and c) execute on proposals and follow-up.

Qualifications

All Feedback Labs team members strive to be:

- Highly adaptable - always open-minded about what it will take to have an impact
- Driven and hungry to succeed
- Able to create their own direction and roll with the punches
- Collected and proactive under pressure
- Thoughtful *and* action oriented
- 100% at all times committed to excellence
- Committed to changing the world.

The ideal candidate for this role will:

- Understand and be highly motivated by the fundamental value of feedback loops in aid, development, and governance
- Have experience working with, and excellent connections to, foundations in relevant sectors - leading to the ability to open doors
- Have experience with an Equity, Diversity and Inclusivity framework, from community organizing, justice work, or movement building.
- Have experience developing and managing fundraising pipelines and managing philanthropic capacity building, while understanding the role that funders play as a lever for change.
- Have stellar team-working abilities.
- Be able to represent Feedback Labs in external meetings.

Compensation, period of contract, and work environment

This position is a fixed-term contractor position. Compensation will be competitive and based on market rates. The work is estimated at 40 to 60 days over the period January to June, 2019. Depending on availability, qualifications, cost, and final scope, the negotiated level of work may be greater or less, and may be split between two consultants.

Feedback Labs is based at the OpenGov Hub, located in the heart of Washington DC, a short walk from key global institutions. This creative space allows for collaboration and innovation among different groups; it also offers networking opportunities, brown-bag lunches, happy hours and other activities.

Feedback Labs provides a fun, flexible, and healthy work environment. We ensure all team members receive in-house training and opportunities to develop new skills through

challenging on-the-job assignments. We provide resources for external workshops and conferences to help team members meet their personal missions and grow in their careers.

FBL offers flexibility to accommodate team members' schedules. Though we work hard, we also support efforts to maintain a healthy balance between serving our shared mission and pursuing personal passions and family. All FBLers have unlimited access to the building's well-equipped gym and twice-weekly yoga classes.

Feedback Labs seeks to build a diverse team that reflects and amplifies the diversity of voices that need to be heard within societies from around the world. FBL encourages applications from people of all races, genders, orientations, ethnicities, backgrounds, and identifications.

How to apply

To apply, please email jobs@feedbacklabs.org with the subject line *Fundraising & Capacity Building Consultant – Your Name* with your:

1. Resume
2. Cover Letter of no more than 2 pages detailing three experiences you've had helping an organization raise money from a foundation for either general operating support or a project that fulfills the organizations' mission
3. Response to the following prompt (see below). This is an example of the work you would do if you join the Feedback Labs team. There is no 'right' answer - we are looking for clear recommendations with thoughtful rationale.

Applications will be reviewed on a rolling basis. The deadline for expressions of interest is December 21, 2018. We aim to make decisions by made by mid-January 2019.

Prompt

Feedback Labs has worked closely with a number of leading funders and partners to create momentum for a new movement/field that is beginning to resonate widely across sectors and geographies. The Labs has established that it creates value through by a combination of raising awareness, exploring frontier issues, generating operational collaboration, and helping develop tools and processes. Labs revenue comes from a combination of core support and contract-based revenue, from both foundations and other sources.

Against this background, your task is to focus specifically on philanthropic funders, and to help us devise an approach for the coming years that will help us maintain and grow support from a diverse base of foundations, both for core operating and program-specific activities - in a manner that ultimately helps us achieve our mission.

Instructions

Answer one or two of the following in no more than two pages. There is no right “answer” at this stage, since the purpose of the assignment would be to work with us to come up with a strategy. We are more interested in your thought process and demonstrated ability to generate results based on the your past experience.

1. Pick a foundation with whom you have worked closely. Given what you know about FBL, how you would pitch a general operating support grant to that foundation and why?
2. Take any example of a product or service we have piloted:
 - [Sprint-Relay Process](#)
 - [Feedback 101 Intro Course](#)
 - [Crash Course](#)
 - [LabStorms](#)
 - [Summits](#)

Propose how we might scale it through funding by foundations. For example, if you pick the [Crash Course](#) you might hypothesize that foundations might be interested in contracting FBL to provide the Crash Course to their grantees. Pick a foundation with whom you have worked closely. How would you go about finding out:

- a. Whether they would be interested
- b. How we should approach them with a pitch to do the Crash Course (or other example you choose) for their grantees
- c. How you would go about building the relationships we need to then be able to pitch to them.