

## DEVELOPMENT DIRECTOR - BEACON

Do you want to play a pivotal role in shaping the next generation of African leaders?

Since 2009, Beacon Changers has been unlocking leadership potential through its School and University Scholarships, offered in top secondary schools across East Africa and at leading UK universities. We are now entering an exciting phase of growth: expanding into new African countries, starting with South Africa, adding more university partners, and scaling our spin-out enterprise — ARLLS (All Round Leadership Learning System), a commercial e-Learning venture whose profits directly support Beacon. We are seeking a driven, adaptable leader to help deliver this growth plan and to begin fundraising for Beacon's next phase of impact.

### The Role

This is a full-time salaried role, based in Southeast England, for an experienced professional who, at least initially, will work from home. It combines the challenge of growing two entities: an established charity operating school and university scholarships (Beacon); and a commercial start-up (ARLLS) in the e-Learning space. All profits from ARLLS will be donated to Beacon. You will be reporting to the Founding Trustees, one of whom is also a Director of ARLLS.

### Your Immediate Goals (next 12 months)

1. **Expand Beacon's university partnerships** – drive growth beyond the UK, building new collaborations and securing at least two universities each offering two fee waivers, helping open doors for talented students.
2. **Lead the Southern Africa school scholarship rollout** – shape the expansion strategy by country and bring on board five new partner schools, creating opportunities for young leaders to thrive.
3. **Kickstart fundraising for Beacon's West Africa expansion** – begin building relationships with donors and partners to reach a £5m target, aiming to secure at least £1m in commitments within the first year.
4. **Help to grow ARLLS' reach and impact** – establish B2B partnerships and B2C channels, and collaborate with the ARLLS team to convert at least one new potential partnership into a sale, generating funds for Beacon.
5. **Become the trusted Beacon interface for partners** – meet all current university partners face-to-face and nurture connections to ensure long-term collaboration, as well as proactively manage operational queries and help resolve challenges, ensuring partners feel supported and engaged
6. **Forge new connections with South African partner schools** – visit schools in person by January or Spring 2026, building trust and understanding on the ground.

### What You Bring

- You bring strong commercial acumen, with a wide-ranging skillset, and a track record of taking clear responsibility for performance and results.
- You are a graduate (minimum) with the ability to adapt quickly to new challenges.
- You are comfortable working flexibly from home, including occasional non-office hours.
- You are technically proficient, with solid skills in the MS Office Suite, Google Drive, and video software.
- You are willing to travel as needed to support our international and UK-based operations.
- You are ready to take full ownership of your responsibilities and outcomes.

### Who You Are

- You are a people person, confident in engaging with individuals at all levels, across cultures and institutions, with a strong record of working with senior executives and professionals.
- You are comfortable in a sales role, whether within a charitable or commercial environment.
- You are a natural networker who enjoys attending live events to create and nurture new partnerships.
- You thrive as a team player, working collaboratively and consultatively within a high-performing, geographically dispersed team.
- You are financially literate, able to build budgets, analyse results, and clearly report on performance.
- You are organised and detail-oriented, with excellent time management and the ability to prioritise effectively.

### Terms

Full-time salaried role with 20 days paid annual holiday plus bank holidays. Compensation commensurate with experience.

To apply for this role please email cover letter and CV to [ajaysood@beaconscholarship.com](mailto:ajaysood@beaconscholarship.com).

30 September 2025