Translate

Experience

- □□ Highly diverse and experienced fundraising team with average 5 years or more working experience
- □□ Fundraisers are mostly from other fields of work and dedicate some time to fundraising work
- □□ Fundraisers have some prior similar experience
- □□ Fundraisers are mostly freshers with no strong similar experience

□□ Highly diverse and experienced fundraising team with average 5 years or more working experience

> “ Highly developed: A team of diverse strength and capacity exists.

Reflection:

- No response required as we have high level expertise in the team.
- Others -

Action:

- No action necessary as we have highly developed FR team.
- Others -

Notes for Development:

1. A team of diverse strength and capacity exist.
2. Very developed team with strong experience. Evaluate the situation, once you are thinking of introducing fresh fundraising methods etc.

3. Consider enhancing the scope of some positions and introduce fresh responsibilities, keeping future needs and development in mind.

□□ Fundraisers are mostly from other fields of work and dedicate some time to fundraising work

> Developing: Refining the team structure around specific fundraising tasks and related skills will bring more precision and effectiveness.

Reflection:

- Work on an exposure plan for existing fundraisers.
- We need a proper FR plan first to create team structure and hire new talents.
- We can groom selected program staffs to fundraising experts over the next 1 year.
- Others -

Action:

- Consider extending program team's scope of work by including greater business development responsibility.
- Develop FR plan.
- Others -

Notes for Development:

1. Refining the team structure around specific fundraising tasks and related skills will bring more precision and effectiveness.

2. For a growing organisation and increasing complexity of program delivery, expansion etc., consider raising the fundraising team capacity and make the structure future proof.

3. Present structure and team capacity may be adequate to meet current funding need. But it may impede any further strategic development of the fundraising function to augment the organisational mission effectively.

□□ Fundraisers have some prior similar experience

> Under developed: Demands attention on development of the team.

Reflection:

- Can we hire senior level staffs around certain flexible or other inventive working arrangements?
- We need a proper FR plan first to create team structure and hire new talents.
- We can groom selected program staffs to fundraising experts over the next 1 year.
- Others -

Action:

- Consider extending program team's scope of work by including greater business development responsibility.
- Develop a detailed FR plan.
- Others -

Notes for Development:

1. Demands attention on development of the team.

2. It will be necessary to include middle or senior management positions in the current team. Or senior staffs from other domains could consider contributing fundraising hours.

3. Determine what kind of experirnce shall add best value in current fundraising operation. Act urgntly for making incremetal progress.

□□ Fundraisers are mostly freshers with no strong similar experience

> “ Poorly developed: Require leadership - attention to instil greater capacity in the team.

Reflection:

- Can we hire senior level staffs around certain flexible or other inventive working arrangements.
- We need a proper FR plan first to create team structure and hire new talents.
- We can groom selected program staffs to fundraising experts over the next 1 year.
- Others -

Action:

- Reach out to FF for connecting with other Partners with high level of FR skills and experience; and develop a skill sharing agenda subsequently.
- Develop FR plan.
- Others-.

Notes for Development:

1. Require leadership - attention to instil greater capacity in the team.

2. It may be necessary to include middle or senior management positions in the current team.

3. Determine what kind of experience shall add best value in current fundraising operation. Accordingly introduce new roles.