

Share our joy in transforming vulnerable children's life stories

With 75 years of experience, our focus is on helping the most vulnerable children overcome poverty and experience fullness of life. We help children of all backgrounds, even in the most dangerous places, inspired by our Christian faith.

Come join our 31,000+ staff working in nearly 100 countries and share the joy of transforming vulnerable children's life stories!

JOB ADVERTISEMENT

Deputy Director – Resource Development

World Vision Bangladesh is seeking a dynamic and experienced professional for the position of Deputy Director – Resource Development. This senior leadership role will provide strategic direction for grant acquisition, capture planning, bid management, donor engagement, pipeline management, and resource diversification to support World Vision Bangladesh's growth and impact.

The position will play a critical role in strengthening donor relationships, leading high-value funding opportunities, building institutional resource development capacity, and ensuring effective collaboration across technical, finance, operations, People & Culture, Support Offices, and regional teams.

POSITION INFORMATION

Position: Deputy Director – Resource Development

Department: Resource Development

Location: National Office, Dhaka

Employment Type: Fixed Term Employee

Reports to: Senior Director - Operations

Salary: Negotiable

Travel: Frequent domestic travel; up to 15% international travel may be required.

JOB PURPOSE

World Vision Bangladesh manages a fund grant portfolio of over USD 50 million, with a significant volume of new opportunities that are actively processing through the current pipeline. There is significant potential for further growth, which will require more proactive and coordinated capture planning and management in seamless partnership with key World Vision Support Offices (SOs) and regional partners globally.

The Deputy Director Resource Development, a key leader within the Extended Senior Leadership Team (ESLT), provides strategic leadership in capture planning and implementation, bid management, oversight of donor research and analytic and pipeline management and execution of World Vision Bangladesh's grant acquisition strategy. Additionally, the Deputy Director Resource Development ensures resource diversification, strengthened donor networking, and improved resource acquisition capabilities.

Furthermore, the Deputy Director - Resource Development will lead and train the capacity of all resource development staff, ensures strategic inter-departmental collaboration with the Program Quality and Technical teams, Finance staff (Particularly in cost proposal development) and Operations. The role also ensures the provision of any and all requisite support to the Refugee Response program (Cox's Bazar) development team.

The Deputy Director Resource Development is expected to clearly communicate World Vision's Christian ethos and demonstrate a strong spiritual life and leadership behaviour that serves as a model for others.

KEY RESPONSIBILITIES

- Lead strategic resource acquisition and capture planning for high-value institutional, corporate, and private funding opportunities.
- Manage the bid lifecycle, including go/no-go decisions, bid action plans, compliance matrices, proposal preparation, and color-team reviews.
- Engage and maintain relationships with key donors, including bilateral, multilateral, foundation, corporate, and HNWI, to strengthen WVB's positioning.
- Oversee donor research, competitive landscape analysis, and opportunity qualification to inform strategic decision-making.
- Maintain and manage the opportunity pipeline system (Horizon) ensuring real-time updates, ranking, and tracking of all major funding opportunities.
- Develop and implement strategies for resource diversification, including CSR, payroll giving, volunteer engagement, co-branding initiatives, and local fundraising.
- Coordinate with internal stakeholders (Technical Teams, Finance, Operations, P&C, National Director, and Cox's Bazar Response team) to ensure seamless proposal development and submission.
- Lead, supervise, and develop Resource Development staff and other grant-related personnel, ensuring capacity building, training (ProposalPro, G2G), and succession planning.
- Provide mentorship, performance management, and career development support to strengthen a high-performing, accountable Resource Development team.
- Participate in national and regional strategic donor meetings and coordinate with Support Offices to align donor engagement strategies.
- Ensure compliance with donor requirements, internal policies, and quality standards throughout the grant acquisition process.
- Develop and oversee dashboards, reports, and analytics to monitor pipeline progress, win rates, and performance against acquisition targets.
- Contribute to the development and implementation of the National Office Resource Acquisition Strategy in alignment with organizational priorities and global fragile context strategies.
- Represent World Vision's Christian ethos and values in leadership, team engagement, and external stakeholder interactions.
- Undertake additional responsibilities as assigned by the National Director or Senior Director Operations, including participation in devotional meetings and cross-functional initiatives.

KNOWLEDGE, SKILL AND EXPERIENCE

- Master's degree in International Development, International Relations, Rural Development, Social Sciences, or a related field.
- Minimum five years of hands-on experience in grant acquisition, capture planning, bid management, and proposal development.
- Demonstrated experience in managing large funding opportunities with major bilateral, multilateral, institutional, and private donors.
- Proven experience in acquiring funding from foundations, corporate donors, and private-sector partners.
- Experience in developing and managing public-private partnerships.
- Strong understanding of donor requirements, compliance standards, and proposal development processes.
- Proven ability to develop high-quality technical and financial proposals in collaboration with cross-functional teams.
- Strong knowledge of business development systems, opportunity pipeline management, and donor market analysis.
- Familiarity with major donors such as USAID/BHA, FCDO, UN agencies, DFAT, EC/ECHO, KOICA, GAC, WFP, ADB, World Bank, and Global Fund.
- Demonstrated ability to build and maintain strategic donor relationships and external partnerships.
- Excellent written and verbal communication skills in English, particularly in proposal and report writing.
- Strong analytical, negotiation, networking, and partnership-brokering skills.
- Ability to work effectively with Support Offices, regional teams, technical teams, Finance, Operations, and senior leadership.
- Ability to solve complex problems, exercise sound judgment, and work under pressure to meet tight deadlines.
- Strong people management, coaching, mentoring, and team capacity-building skills.
- Experience using or supporting systems and tools such as Horizon, ProposalPro, G2G, and other grant acquisition platforms.
- Ability to work effectively in a multicultural and cross-functional environment.
- Strong commitment to World Vision's vision, mission, Christian ethos, and values.
- Willingness to travel nationally and internationally as required.

KEY WORKING RELATIONSHIPS

- National Director & Senior Leadership Team - Strategic guidance, donor priorities, and bid approvals.
- Program, Finance, Operations, P&C Teams Technical, financial, operational, and HR coordination for proposals.
- Cox's Bazar Response Team - Emergency funding support and donor engagement.
- Support Offices & Regional RDUs - Donor intelligence, capture planning, and pipeline alignment.
- Major Donors & Government/Multilateral Stakeholders - Grant opportunities and strategic partnerships.
- Corporate, Foundations, HNWI - Diversified funding, CSR, and long-term partnerships.
- Communications Team - Donor-facing materials, branding, and visibility.

Application deadline: **June 03, 2026**

JOIN US IN MAKING A DIFFERENCE

Apply Online

Contact us to learn more and explore partnership opportunities

World Vision

