

Chief Executive Officer

Reports to: Chair, Board of Directors

Direct reports: 3-4

Location and working arrangements: Remote-first, Sydney or Melbourne, Full-time

About Rainbow Giving Australia

Rainbow Giving Australia is a national LGBTQIA+ community foundation supporting community-led solutions by mobilising funding, growing skills and expanding knowledge about funding needs across the LGBTQIA+ sector. Our vision is an empowered, sustainable and united rainbow community sector achieving better outcomes for LGBTQIA+ communities across Australia. Through grantmaking, fundraising, donor engagement, capacity building and research, Rainbow Giving Australia works to strengthen the resourcing and sustainability of LGBTQIA+ organisations and communities.

About the role

The Chief Executive Officer leads Rainbow Giving Australia and is accountable for the foundation's strategy, impact, financial sustainability, culture and operations.

Working closely with the Board, the CEO leads implementation of Rainbow Giving Australia's strategy, builds sustainable and diversified revenue, oversees grantmaking and fundraising programs, supports a high-performing team, and represents the organisation with communities, donors, partners and other stakeholders.

The CEO operates as both a strategic leader and a hands-on executive with a small high-impact team in a pivotal moment of growth. They maintain appropriate oversight while empowering staff, volunteers and project leads to manage day-to-day delivery.

Key responsibilities

1. Strategy and impact

- Lead the development of organisational strategy in conjunction with the Chair and Board.
- Lead business plans and annual priorities for Board approval.
- Translate strategy into clear objectives, budgets, workplans and measures of success.
- Monitor organisational performance and recommend changes where required.

- Ensure Rainbow Giving Australia's work is informed by community priorities, evidence, sector knowledge and good practice in LGBTQIA+ and community philanthropy.
- Identify opportunities for innovation, collaboration and increased impact.

2. Fundraising and partnerships

- Lead a multi-year, diversified fundraising and revenue strategy that supports core operations, programs and future growth.
- Develop and actively manage the fundraising pipeline, targets and associated risks.
- Build and steward relationships with trusts and foundations, major donors, corporate partners, community supporters and other funders.
- Lead significant funding proposals, grant applications and partnership negotiations.
- Ensure high-quality funder reporting, acquittals, communications and stewardship.
- Work with the Board, staff and volunteers to strengthen Rainbow Giving Australia's fundraising networks and capabilities.

3. People and culture

- Build and maintain a safe, inclusive, values-aligned and high-performing organisational culture.
- Lead, support and manage staff, including performance, professional development and wellbeing.
- Ensure roles, responsibilities, workplans and decision-making authority are clear.
- Align organisational priorities with available staff and volunteer capacity.
- Oversee workforce planning, recruitment and fit-for-purpose people policies and practices.
- Support the effective recruitment, engagement and retention of volunteers.

4. Programs, grantmaking and evidence

- Be accountable for the performance and strategic development of Rainbow Giving Australia's programs, including GiveOUT Day, Amplify Pride and Ignite Pride grants, Sweat with Pride, the Rainbow Giving Circle, capacity-building initiatives and research.
- Ensure programs have clear objectives, governance, budgets, risk controls, delivery plans and evaluation frameworks.
- Ensure grantmaking is community-informed, equitable, transparent and aligned with organisational strategy.
- Use program learning, research and evidence to strengthen Rainbow Giving Australia's work and contribute to the broader LGBTQIA+ and philanthropic sectors.
- Directly manage projects where organisational capacity, risk or strategic importance requires CEO involvement.

5. External relations and communications

- Act as Rainbow Giving Australia's principal representative and spokesperson.
- Build trusted relationships with LGBTQIA+ organisations, philanthropic partners, donors, corporate partners, government stakeholders and sector leaders.
- Identify and develop strategic partnerships that advance Rainbow Giving Australia's mission.
- Oversee the organisation's marketing, communications and brand strategy.
- Ensure communications with donors, supporters, partners and communities are clear, timely and values-aligned.
- Represent Rainbow Giving Australia at relevant events, forums and in the media, where needed.

6. Governance, finance, risk and operations

- Provide the Board with timely, accurate and strategic advice on organisational performance, opportunities and risks.
- Prepare CEO reports, Board papers and performance information, and oversee effective Board secretariat support.
- Support the Board and Company Secretary to meet governance, regulatory, charitable and legal obligations.
- Lead annual budgeting and financial planning in partnership with the Board, Treasurer and relevant staff.
- Monitor revenue, expenditure, cash flow, project budgets and financial sustainability.
- Ensure regular financial reporting, forecasting and analysis support effective decision-making.
- Maintain an effective organisational risk-management framework.
- Ensure Rainbow Giving Australia has appropriate policies, systems, controls and operational processes.

Measures of success

The CEO's performance will be assessed against:

- Delivery of the Board-approved strategy and annual plan.
- Achievement of fundraising and revenue targets, including greater income diversification.
- Effective delivery and development of Rainbow Giving Australia's programs and grantmaking.
- Organisational financial health and effective risk management.
- Staff engagement, performance, wellbeing and retention.
- Strong relationships with communities, donors, partners and sector stakeholders.

- Timely, transparent and effective communication with the Board.
- Evidence of increased organisational reach, credibility and impact.

About you

You are an experienced values-led leader with a strong track record in philanthropy, grantmaking, social enterprise or a closely related field. You understand how philanthropic capital can be mobilised to strengthen communities and create lasting social change, and you bring the credibility, relationships and strategic judgement required to lead a national LGBTQIA+ community foundation through its next stage of growth.

The successful candidate will bring:

- Senior leadership experience within philanthropy, grantmaking, a community foundation, philanthropic intermediary or a closely related organisation.
- A strong understanding of the Australian philanthropic landscape, including trusts and foundations, institutional funders, corporate philanthropy, major donors and community giving.
- Demonstrated experience developing and implementing philanthropic, grantmaking or funding strategies that respond to community priorities and deliver measurable impact.
- A strong track record of building trusted relationships with funders, donors, community organisations and other strategic partners.
- Demonstrated success in fundraising and revenue generation, including diversifying income, stewarding funder relationships and leading significant funding proposals.
- Experience leading a small, multidisciplinary and values-driven team.
- Strong organisational management capability, including strategy, financial management, governance, operations and risk.
- An understanding of community-led, participatory and social justice approaches to philanthropy.
- A strong understanding of LGBTQIA+ communities and the issues affecting LGBTQIA+ organisations in Australia, together with a demonstrated commitment to community accountability and inclusion.
- Excellent written, verbal and interpersonal communication skills, including confidence representing an organisation publicly and engaging senior stakeholders.
- Sound judgement, adaptability and an entrepreneurial approach to identifying opportunities and solving problems.
- A collaborative and accountable leadership style grounded in transparency, inclusion and respect.

Experience in LGBTQIA+ philanthropy, community foundations, donor engagement, capacity building, research or public advocacy would be highly regarded.

Values and workplace expectations

All Rainbow Giving Australia employees are expected to:

- Act consistently with the organisation's values.
- Promote equality, inclusion and anti-discriminatory practice.
- Contribute to a physically and psychosocially safe workplace.
- Communicate openly and respectfully with colleagues, directors, volunteers, partners and communities.
- Work collaboratively and contribute across the organisation where reasonably required.