

# JACQUELINE HARDWARE GLIN

Westport, CT • 202.492.7610 • jhglin@gmail.com • www.linkedin.com/in/jacqueline-hardware-glin

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The Strategy Group, LLC  
[dwhertz@thestrategygroupllc.org](mailto:dwhertz@thestrategygroupllc.org)

## RE: P2P Chief Philanthropy Officer Position

Dear Sir/Madame:

I am seeking a role as Person to Person's next **Chief Philanthropy Officer** and submit my resume and application to you outlining how my qualifications align with P2P's long standing support to families and individuals as they move toward economic stability.

Being a proud resident of Lower Fairfield County, who's worked in the non-profit and philanthropic sectors for over two decades, I'm experienced operating at a global scope while driving impact at a hyper local level for families and households, communities and countries. I possess a deep passion for fostering equitable access and social economic mobility for women, youth, children and families. My success has been driven by my ability to work at the nexus of program design and delivery, and donor engagement and relationship building to create pathways for economic stability for those who most need it.

I bring a unique perspective and honed expertise to P2P's vision for "thriving, hunger-free homes." My career has spanned work in local communities in more than 20 countries addressing the most complex social development challenges via an expertise and leadership in the development and implementation of fundraising strategies, inclusive of donor segmentation and grants management

A few highlights of my expertise include:

- Recognized as a strategic leader and key resource for communities and stakeholders, fueling change and favorable outcomes surrounding key philanthropic causes. I most recently **served as Vice President for Global Partnerships at Global Fund for Women (GFW)**. As a member of the executive team, I contributed to the development of their annual donor engagement, operating plan, partnership strategy, and multi-year grant portfolio development including the development of their fundraising and investment strategy.
- I identified gaps in grant making processes and systems and created strategies to address those gaps thus ensuring our capacity to mobilize funding would continue to meet organizational ambitions. As **Vice President at GFW**, I led the merger of two cross-functional teams (program and fundraising) into a single unit which led to the creation of the Global Partnership team. With the newly merged team, we scaled our philanthropic culture and ambitions and worked on developing programs that aligned with fundraising strategies and our partner's needs.
- Formerly, as **Senior Program Director for Creative Associates International**, I led strategy and new business development that generated over \$25M dollars from individual and institutional donors. Over 50% of funding was used for social impact grant funding focused on women's inclusion and youth employment.

I would welcome the opportunity to discuss how I can positively impact P2P's fundraising objectives. I look forward to scheduling time to speak. I can be reached at 202.492.7610 or [jhclin@gmail.com](mailto:jhclin@gmail.com).

Thank you for your consideration.

With appreciation,

*Jacqueline H. Glin*

Jacqueline Hardware Glin

Confidential

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**Mission-driven executive leader** with expertise in fundraising strategy, donor management, strategic planning, program design, and partnership development. Drives innovation and collaboration, fostering collaborative, trust-based relationships with communities and stakeholders, and providing leadership to meet short- and long-term goals. Leads cross-functional teams designing and planning community-inclusive initiatives and develops strategies to optimize business planning efforts to achieve revenue goals.

**Thought leader who provides global perspective** to mobilize, deploy, and leverage resources supporting community-driven and locally led social impact initiatives. Leads strategy and execution for non-profit operations while managing day-to-day programmatic, administrative, and financial operations. Secures multi-year partnerships with governments, corporations, foundations, organizations, and High Net-Worth Individuals (HNWI), building constructive relationships and satisfying deliverables.

## PROFESSIONAL EXPERIENCE

### Global Fund for Women | New York

2023-2024

*Non-profit foundation funding women's social and economic development.*

**Vice President – Programs & Global Partnerships:** Provided leadership during key transitional period, including launching several key initiatives and leading a team of 40+. Drove strategy to identify priorities and solutions to accelerate gender equality and sustainable climate change. Co-led Global Partnerships Team, enabling deployment of resources for core initiatives.

- Served on Global Fund for Women's executive team, and contributed to development of annual operating plan, partnership strategy, and multi-year grant portfolio development and investment strategy.
- Led and directly oversaw the design, concept testing, strategy development phase, and operations of a \$25M Climate Justice US government Initiative, focusing on accelerating gender equality, addressing climate-related crises, and enhancing sustainability.
- Developed and determined programs to provide capacity-building assistance, and convening opportunities to build, grow, and scale locally owned, sustainable solutions that are helping to create pathways to prosperity and strengthened gender equality initiatives.
- Increased opportunities for local women's organizations to strengthen influence and reach through grant funding using a unique movement-led funding approach and strengthened internal systems to shift power to locally led women and feminist organizations working on advancing gender equality.
- Conceptualized and launched strategy and plans to merge 2 cross-functional teams into a single unit; led newly established Global Partnership team to work collaboratively on designing programs in priority areas and aligning fundraising strategies with movement needs.
- Facilitated cross-functional learning to ensure effective response to movements' needs.
- Shaped and scaled strategic solutions to promote organizational goals to build resilience for local gender justice movements and to advance policy within the global gender justice ecosystem in alignment with the organization's mission.

### Creative Associates International, Inc. | Washington, D.C.

2019-2023

*International development organization dedicated to supporting communities globally to overcome hardship and live peaceful and fulfilling lives.*

**Senior Program Director:** Served as a senior leader providing new business development, donor management strategic planning, program design for the East/West Africa democracy, and governance programs. Championed collaboration with local partners to catalyze innovative solutions and collective action on strategy, and implementation for conflict prevention and economic development initiatives. Managed 60+ in-country field teams and oversaw technical implementation, budget, and grant compliance, client relations, and held accountability for \$50M USG funding and \$1M in social impact grant funding focusing on women's inclusion and youth employment.

- Established Mali country team, including overseeing office infrastructure, assets, and developed the strategic direction for \$25M USG partnerships program within the first 90 days of tenure in the role.
- Identified, secured, and established pipeline of strategic partnerships with influential stakeholders working in governance and social services space; generated new revenue and opportunities, based on developing and executing clear strategy with local partnership team to break down silos, achieve programmatic milestones, and improve contractual outcomes.
- Instituted predictable, consistent operational planning, prioritization, and performance assessment process for country programs, spanning budgeting, hiring, grant-making, and compliance; identified and reversed areas of weakness and resolved series of complex, sensitive, and contractual issues through analysis and implementation of new policies.
- Established systems to track program performance; provided oversight and collaborative leadership support to in-country leadership team, ensuring budget and contractual targets were met and timely execution of programmatic deliverables.

- Managed legal mechanisms including grant management systems and partnership agreements; deployed \$15M+ in funding and ensured compliance with documentation, work plans, staff records, communications, and transactions.
- Deployed \$2M in funding, utilized as recoverable grants and blended finance for women and youth social enterprises contributing to amplification of program impact.

### Social Impact/International Development Consultancies | 2015 through 2019

#### **Banyan Global | Mali**

**2018-2019**

*Development consulting firm that works on improving livelihoods, strengthening markets and systems for developing and transitional economies*

**Gender & Organizational Development Advisor:** Served as organization's gender advisor to Women in Law and Development in Africa, a Pan-African women's rights organization – and provided technical assistance which served to enhance organizational capacity, and strengthened internal systems which improved transparency, and supported their work to advocate for government reform.

#### **DAI | Burkina Faso, Mali, & Niger**

**2017**

**Senior Consultant:** Provided technical leadership for USG-funded AfricaLead II program, strengthening local partner organizations including developing quality technical products, improving data management capabilities, overall organizational management policies, and report development. Synthesized data collection necessary to inform policy actions by member states and external audiences.

#### **Planned Parenthood Federation of America | Burkina Faso**

**2015**

*Non-profit providing reproductive and sexual healthcare.*

**Strategic Communications Advisor:** Provided technical support to develop a communications campaign, targeting marginalized groups, including youth and women to understand their reproductive health rights and ways to access contraception and health services.

#### **National Democratic Institute (NDI) | Kenya**

**2012-2015**

*Non-profit and non-governmental organization with mission to strengthen democratic institutions worldwide.*

**Senior Program Manager, Somalia:** Led design, planning, and implementation of NDI's programs in Somalia; provided technical legislative support to Office of the Prime Minister and worked on strategy to enhance organizational efficiency and boost political participation among underrepresented groups, especially women and youth.

- Led multi-channel advocacy campaigns reaching 1M+ Somali youth/women, with engagement with provisional constitution.
- Created policy development manual and managed 6 Advisors in Somalia's Prime Minister's Office.
- Conducted focus groups to address governance issues, using feedback to improve Prime Minister's Office transparency and communication strategies.

#### **Education Development Center | Washington, DC & Kenya**

**2009-2012**

*Global non-profit organization dedicated to improving education, promoting health, and expanding opportunities.*

**Project Director – Chief of Party:** Directed multimillion-dollar USAID youth workforce program, managing 25+ staff. Drove efforts to provide 40K youth and livelihood opportunities via job training, counseling, leadership development, and business support services. Designed \$1M Grant Fund, supporting youth start-ups in agriculture, ICT, hospitality, tourism, and waste management.

- Formed Program Advisory Council of top Northeastern Kenyan business leaders to mentor youth and advocate for improved youth lending policies.
- Established strategic partnerships with Kenyan government, CISCO, Barclays, and Equity Bank to provide scholarships, financial services, and business advisory support for women and youth entrepreneurs.

#### **OIC International | Nigeria**

**2004-2007**

*Global non-profit organization focusing on youth workforce development, livelihood education, and business development services.*

**Country Director – Nigeria:** Established OIC's country programs across Lagos, Kano, and Cross River states in Nigeria, with funding of \$10M+ while managing 40+ staff members and 3 sub-regional offices. Supported over 30K youth and young women in workforce development training, job placement counseling services, and business development goals.

## EDUCATION

**Master's International Management, International Commerce** | University of Maryland

**Bachelor of Science, Business Administration - Minor: French** | Washington Adventist University

**Diploma of French** | Institute Adventiste du Salève