

Terms of Reference (TOR)

Director & Video Editor Alfanar Venture Philanthropy

Location: Flexible

Timeline: July – October 2026

Deadline to Apply: 28 July 2026

1. Background

More than two decades ago, Alfanar pioneered a new way of investing in the Arab region. Moving away from short-term aid, we opted for long-term backing of the organisations driving change in their communities. Since 2004, we have stood behind more than 224 local organisations across Egypt, Lebanon, Jordan and Palestine – because we believe those closest to a challenge are the ones who can solve it. We provide funding, training, strategic guidance and the connections that turn a promising organisation into a lasting one. In doing so, we work alongside organisations transforming access to education, employment and income-generation for women, young people and children across the Arab region.

Alfanar is looking for a Video Editor & Director to create a short, trailer-length film about impact in the Arab region, to be showcased at a major convening in early October. Rather than documenting projects, the film will tell a broader story grounded in place and in the people building stronger communities every day. Drawing together voices and footage from across the region, it will explore the threads that connect impact across generations and explore how our region can build a stronger, more connected and more self-determined society and economy.

We are looking for an experienced Director & Video Editor to lead the creative development and production of this film. We are seeking someone with a distinctive artistic vision who can shape the narrative from concept through to final edit – bringing together interviews, landscapes and sounds into a cohesive cinematic story.

The successful consultant will work collaboratively with Alfanar while taking ownership of the creative process. They should be comfortable translating broad ideas into a compelling visual narrative, coordinating filming across multiple countries, directing contributors, and producing a final film of excellent creative and technical quality.

2. Scope of Work

The Director & Video Editor will lead the creative development and production of a short film that captures the people, places and ideas shaping impact across the Arab region.

Working closely with Alfano's Communications Manager and a small team of staff and partners who will provide advisory support for the video, the Consultant will translate an initial creative concept into a cinematic film that is emotionally compelling, visually distinctive, and authentic to the region. The successful candidate will be expected to take ownership of the creative process and logistics, overseeing day-to-date direction as agreed upon with Alfano's Communications manager.

This role is an exciting opportunity for someone with a background in creative direction, production management and post-production skills. It requires someone comfortable in narrative storytelling, directing interviews, coordinating filming across multiple geographies, and crafting a cohesive final film.

The consultant will be responsible for:

- Developing the creative vision, narrative structure and visual identity of the film
- Translating broad creative ideas into a compelling script and storyboard, interview approach, and production plan
- Advising on visual style, pace, tone, sound design and storytelling throughout the project
- Coordinating with videographers in other geographies to ensure consistent visual look and feel across footage
- Manage communication, timelines and production logistics with videographers
- Review footage throughout production, identifying any additional filming requirements
- Editing footage into a cohesive, cinematic film – including color grading, sound design, graphics and subtitles (AR/EN)
- Delivering final assets in line with project timeline

3. Deliverables

3.1 Pre-Production

- **Creative development:** Developing narrative structure and visual identity for the film in collaboration with the Alfano team.
- **Storyboarding and scripting:** Supporting the development of the script, interview approach and visual direction to create a cohesive cinematic narrative.
- **Production planning:** Coordinating filming schedules, contributors and logistics across multiple countries, ensuring a smooth production process.
- **Creative direction:** Preparing guidance for local videographers to ensure consistency in style, framing and storytelling across all footage.

3.2 Production

- **Direction:** Directing filming; providing creative oversight to videographers in other locations.
- **Interviews:** Conducting and directing interviews that encourage authentic and emotionally engaging conversations.
- **Cinematic storytelling:** Capturing footage that reflects people, place and environment in a way that meets the objectives of the film
- **Quality control:** Reviewing footage throughout production to ensure consistency and identifying any additional filming requirements.

3.3. Post-Production

- **Editing and narrative:** Crafting a compelling final film through professional editing that brings together interviews and footage into a cohesive story.
- **Sound design:** Incorporating sound design – with a focus on natural sounds
- **Colour grading and finishing:** Applying professional colour grading, graphics (if relevant) and any final touches to achieve a cinematic visual style.
- **Subtitling:** Subtitled AR/EN.
- **Final delivery:** Delivering all agreed assets in the required formats, resolutions and timelines.

4. Qualifications

- Proven experience directing and editing documentary, cinematic or short-form films from concept through to final delivery.
- A portfolio showcasing strong visual storytelling, creative direction and editing.
- Experience developing scripts, interview approaches and visual treatments from an initial creative brief.
- Strong project management skills, with the ability to coordinate multiple contributors and filming locations independently.
- Proficiency in professional editing software, including colour grading, sound design and subtitling.
- Fluency in Arabic and English *highly desired*, with the ability to conduct interviews in Arabic (if not, then a track record of working with Arab-speaking videographers)
- A strong understanding of the social, cultural and political contexts of the Arab region
- The ability to portray people and communities with authenticity, dignity and sensitivity
- A collaborative approach, balanced with the confidence to take creative ownership in line with the film's objectives and our organisational values.

4. How to Apply

Consultants interested in being considered should send an expression of interest to applications@alfanar.org.uk with the subject line: **Video Editor & Director**. Please include:

- **A proposal** (maximum two pages) outlining your creative approach to this assignment, including how you would coordinate the production of a cinematic film across four countries in the Arab region. *Please include whether you have existing videography contacts in the region and if so, how you have worked with them.*
- **A financial proposal**, including a breakdown of costs for creative development, production management, filming, post-production and the coordination of videographers across multiple locations.
- **Three examples of previous work** that best demonstrate your experience directing and editing cinematic or documentary-style films
- **A current CV** highlighting relevant experience.
- **Contact details for two professional references**, who will be contacted upon successful selection.