



Dear friends, colleagues, and partners,

After ten incredible years, I will be moving on from Development Initiatives. I will step down as DI's CEO in late October 2022 and take up the position of Executive Director Europe for Mercy Corps from November.

Finding the right time to move on from a great role with an exciting organisation was never going to be easy, but now feels like the right time for me and my family to set off on a new adventure and explore pastures new.

Over my ten years, DI has seen a lot of change and development, both within the organisation and in the work it does. I leave behind an organisation I dearly love, and I am proud of our achievements and impact, particularly the work we have done to push the agenda on the importance of data for inclusion.

We have supported many partners around the world, and I know DI will go on to support many more. It has not been easy to lead a small organisation through challenging times and transition it into a medium-sized organisation. However, I am confident the direction of travel set out in our [recent ten-year strategy](#) is the right one for DI, and an exciting one. It sets out a roadmap to 2030 and places paramount importance on DI being closer to its partners and delivering its ambition to regionalise.

To help deliver this, we are reshaping how we work so that our teams are closer to partners and better placed to support the delivery of shared goals and achieve impact. We have started a programme of internal change to not only transform how DI is structured but also to ensure we continue to build the skills and abilities needed to work in a rapidly changing world. It is a crucial time for the organisation, as DI increases its value and impact, and the diversity and experience of [our board](#) will ensure this journey continues.

I will be leaving DI in very capable hands: a committed Chair and a strong board, a great executive team, and a talented staff body. The organisation's focus – meeting the needs of our partners (with actionable, data-led analysis) and building confident data users to support the movement towards more locally led development – will set it in good stead for the future.

Over the coming months, our Board Chair [Sue Wardell CBE](#) will lead a Search and Transition Committee in the process of finding a new CEO. We aim to appoint a successor before my departure at the end of October. The search will go live this week and we would really appreciate it if you could [share it with your networks](#), and help us reach a global audience so that we can be sure of having a strong and diverse pool of candidates. I plan to remain on the board to ensure a smooth and successful transition.

It has been a real honour to be the CEO of Development Initiatives and lead such a dynamic organisation. I have learnt a lot, grown tremendously and made some friends for life along the way. My focus now will be on supporting a smooth transition and getting the organisation ready to welcome in new leadership.

Harpinder (Pin)