

## **Development Director (Fundraising and Revenue)**

*November 2023*

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*The Bureau of Investigative Journalism is looking for an ambitious and entrepreneurial fundraising and revenue professional to lead on the next phase of TBIJ's funding. The ideal candidate will be passionate about the role that public interest journalism plays and be able to inspire and secure opportunities in the funding environment.*

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### **About the Bureau of Investigative Journalism**

TBIJ is the UK's largest not-for-profit news organisation. We have no political agenda, no hunger for clicks and no shareholders to please. Instead, we exist for two simple reasons:

- to expose injustice through bulletproof reporting
- to spark lasting real-world change.

Co-founded in 2010 by the trailblazing journalist Elaine Potter, TBIJ has lifted the lid on international cybercrime gangs, unmasked the spies working for Big Tobacco and exposed the high-street banks financing climate disaster. Collaboration is at the heart of everything we do.

We've reported alongside Deliveroo drivers to lay bare their £2-an-hour earnings, and worked with Indigenous filmmakers to expose deforestation in the Amazon.

Our work has appeared in hundreds of major and local news outlets around the world, from the New York Times and Le Monde to the Ipswich Star and the BBC. This co-publishing model ensures our stories are seen by the people at the heart of the issue – and by those with the power to enact real change.

As the climate crisis nears tipping point and democracy faces chilling new threats, the need for unflinching reporting into urgent systemic issues is greater than ever. But the short-term news cycles and tough financial pressures of today's media has left this type of journalism battling for survival.

The reporting we do takes time. It takes skill. And because of the legal

intimidation our targets like to put us under, it takes money too. But the rewards are huge. As the UK's only impact-led newsroom, we only report the stories we think will affect change.

Our stories have led to:

- Supermarkets banning beef products linked to deforestation in Brazil
- Proposed new legislation against 'SLAPP' lawsuits that protect the powerful
- A landmark union deal for low-paid TikTok moderators in Colombia
- Government intervention in the unheard-of budget gap at Thurrock Council
- Milestone pledges to transform access to medical oxygen in poorer countries
- Settlements for women who alleged abuse by a fellow police officer
- Disabled people in the UK being given vital home adaptations

At the heart of the Bureau is its people – its creative, energised and talented team of reporters, data specialists, editors, community organisers, impact producers, organisational support and development.

## **Our fundraising**

Our funders and supporters are absolutely vital. We're almost entirely funded through grants and donations so without their support, we wouldn't be here. Although they may have very different backgrounds or interests, all our supporters have a shared desire to tackle issues across our society that are corroding democracy and driving inequality. They support our investigations to hold those with power to account, uncovering new evidence that could be used to support positive change and empower citizens.

The organisation has grown significantly over the past three years in terms of our impact, our outlook, and our size. We've increased our income to £2.9m a year (forecast for 2023) and have an exceptional team of more than 40 people. The majority of our income comes from grants and there is strong potential for further fundraising growth, with a particular focus on diversifying our income streams beyond grants.

This is an exciting time to join the Bureau to lead on opportunities to shape the next phase of fundraising, maximising potential for support from major donors and high worth individuals and developing strong relationships with existing and new grant makers who share our values.

## **Key accountabilities**

### *Strategy*

- Leading on developing and delivering the organisation's fundraising strategy will be your main objective, which will include meeting ambitious fundraising targets in support of core activities and projects (£3m target for 2024)
- Being an ambassador for outstanding fundraising practice for our team and for our donors

- Developing monitoring and evaluation processes that support the team to track progress and measure success
- Working with the SMT to progress the overall strategy for the organisation

### *Fundraising delivery*

- Designing and communicating an annual fundraising plan focused currently on grants and individual giving.
- Developing strong relationships with grant makers and other supporters.
- Securing high-value grants from trusts, foundations, and other grant makers through superb applications.
- Overseeing and supporting the grant fundraiser with grant application, reporting, administration, and regular check-ins with funders.
- Coordinating the grant fundraiser's work priorities and setting them targets.
- Overseeing communications with funders and supporters including newsletters and events.
- Designing and delivering a high-net-worth-individual strategy.
- Identifying and delivering revenue generating commercial opportunities, including training and other ways to commercialise our expertise.
- Working with the CEO, team, and board to identify and develop connections with potential funders to maintain a strong prospect pipeline.
- Providing strategic vision and leadership on fundraising applications, renewals and other approaches.

### *Brand-building and messaging*

- Working closely with the CEO and Head of Audience on the audience strategy and our Membership Lead on our membership growth.
- Bringing achievements and learnings from eg, fundraising reporting, into our wider messaging to engage our audiences.
- Ensuring delivery of engaging and compelling communications across the year for supporters including the Bureau's annual report.

### *Budgeting and finance*

- Working with the CEO and Head of Operations to set ambitious and achievable annual targets for fundraising.
- Developing project budgets with support from the Finance manager and alongside editors that work to current grant giving and also scopes out potential funding for projects.
- Overseeing financial reporting to funders

### *Culture and team*

- Ensuring an inclusive and welcoming culture at the Bureau.
- Recruiting new members of the development team.
- Supporting all members of the development team to work to fundraising best practice, and to define and shape their roles and strategies.
- Embedding fundraising knowledge and practices across the organisation and at

Board level and working across TBIJ to coordinate fundraising efforts at a strategic level.

## **Skills and experience**

Please note, we realise it's unlikely that any one candidate will possess all these skills and experiences. As we evaluate applications, we will look for demonstrable experience in at least some of these areas, and evidence of capacity to develop and build skills in other areas.

### *Essential*

- Demonstrable track record of raising significant funds for charities or non-profits and building long-term relationships with supporters.
- An established knowledge and good networks in the grant fundraising landscape, particularly in the UK, Europe, and the US.
- Strong leadership skills, with experience of fundraising at a senior/director level.
- Experience of successfully delivering a fundraising strategy that brings new philanthropic income through major, multi-year grants as well as donations from individuals.
- A leader in fundraising best practice who can develop the systems we have in place to support our team and our donors.
- Excellent written and verbal communication skills.
- Ability to work to tight deadlines and manage multiple priorities.
- Experience of creating and managing funding pipelines.
- Exceptional time-management skills, a professional attitude and meticulous attention to detail.
- Proactive, resilient, and resourceful; able to think creatively and offer strong problem-solving skills.
- Strong interpersonal skills, able to collaborate, inspire, and motivate people at all levels across the organisation.

### *Desirable*

- Experience in securing funds for journalism, social justice, civil society, or human rights organisations.
- Understanding of the important role public interest reporting plays in supporting a strong civil society and driving positive change.

## **Benefits**

TBIJ recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements such as flexible hours and hybrid working across our office and remotely. Our core benefits include, access to an employee assistance programme; 25 days annual leave (excluding Christmas break during office closure); as well as enhanced sick pay and enhanced maternity and paternity pay after 12 months service. We also provide staff development opportunities and a learning culture.

## Salary and contract

Contract: Full-time role

Salary: £65,000 - £70,000 depending on experience

Location: London based, with a mixture of office and home working

Reports to: CEO

## To apply

Potential candidates should send a CV and cover letter to our Head of Operations, Juliet Nagillah, at - [developmentdirector@tbij.com](mailto:developmentdirector@tbij.com).

*If you need support with your application, such as reasonable adjustments, or want to ask any questions about the job before submitting an application, please contact Juliet Nagillah, at - [developmentdirector@tbij.com](mailto:developmentdirector@tbij.com)*

For an informal and confidential conversation, you can contact our retained executive search consultant Jago Channell at [jago@jagochannell.com](mailto:jago@jagochannell.com) and you are also welcome to speak to our CEO, Rozina Breen [Rozinabreen@tbij.com](mailto:Rozinabreen@tbij.com)

*You will need to have the right to live and work in the UK.*

Deadline for application is **December 6 2023** and we aim to schedule interviews week commencing December 11 2023.

The Bureau is committed to being an equal opportunity employer. We strive to create a diverse, inclusive and adaptable environment where people are motivated and supported to do their best work. We strongly encourage and welcome applicants from backgrounds underrepresented in the industry. And we are committed to building a team with a diverse set of skills, experiences, and perspectives.

Please also fill out our anonymous equality monitoring form [here](#), so we can better track who we are reaching.

## Our values

- **Just:** We are committed to pursuing what is right. We act with integrity and fairness to bring injustice to light.
- **Honest:** We deal plainly and truthfully with each other and what we uncover. We reveal the truth even when it is uncomfortable.
- **Courageous:** We aim to break new ground. We are ambitious, tenacious, and innovative.
- **Inclusive:** We seek to build equity. We embrace diversity, different experiences and perspectives.
- **Collaborative:** We believe people are stronger when they work together. We take a collective approach to how we tackle problems, share skills, and enable change.