YOUR NEW ROLE AT THE TRUST

JOB TITLE:	**Head of Prospect Development**	**PAY BAND:**
FUNCTION:	Fundraising, Brand and Marketing	Support Delivering Specialist/Managerial **Technical Lead/Function Head** Senior Leadership Team
THE TEAM:	The Supporter Performance and Operations Team drive and support our fundraising performance. We partner with colleagues to improve the quality and efficiency of our fundraising activities	

WHERE YOU WILL FIT

Director of Fundraising and Marketing	Deputy Director of Fundraising	**Head of Prospect Development**	Prospect Development Manager	Prospect Development Executive

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Young people need us more than ever and we will be there for them. This position plays a critical role in raising the funds we need to help young people. It will lead our Prospect Development Team to develop and implement our prospect research strategy to support and drive the performance of our corporate partnerships and philanthropy income.

WHAT WILL YOU DO?

- Develop and lead our prospect research strategy, alongside our Fundraising Leadership Team, to deliver the maximum ROI for our prospect research activities.
- As a member of the Supporter Performance and Operations leadership team, work collaboratively to develop our prospect pipeline reporting, identifying risk and opportunity and driving improved pipeline performance.
- Lead on our approach to high value portfolio and pipeline management to ensure we're delivering high fundraising performance with a particular focus on Philanthropy and Corporate income.
- To ensure that we are delivering quality, compliant prospect research across our fundraising department including approach to due diligence and ethical fundraising.
- Help shape our key high-value fundraising campaigns and identify top prospects across the fundraising department, links between teams, and networks and give greater visibility to the organisation's leadership team.
- Partner with fundraising teams to shape prospect portfolios through relationship mapping and network intelligence, unlocking warm connections from senior supporters, trustees, and volunteers to create transformational funding opportunities.
- Inspire colleagues and drive benefits of fully adopting technologies such as our CRM, AI and business intelligence tools to strengthen prospect development, portfolio management, and fundraising performance.
- Work alongside colleagues in King's Trust Group and other King's Trust entities such as King's Trust International and King's Trust USA to align prospecting strategies and frameworks.
- Lead, manage and develop the team of Prospect Development Managers and Executives to implement the prospect development strategy in our partnerships and philanthropy teams and deliver excellent prospect research.
- Responsible for actively contributing to an equitable, diverse, and inclusive workplace.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Excellent knowledge of high-value fundraising, UK and US philanthropic and corporate giving markets, broader international funding landscapes, and the role of high-quality prospect development and pipeline management	To be able to effectively partner with fundraising colleagues and drive our high-value fundraising efforts across in the UK and increasingly globally.
Demonstrable curiosity about emerging technologies such as AI and their potential to transform prospect identification, qualification, relationship mapping, portfolio management and fundraising performance.	To explore how emerging technologies can strengthen prospect development and help deliver our fundraising ambitions.
Exceptional research, data management and analytical skills – an evidenced track record of success in helping secure 6 or 7 figure donations and/or contracts through prospect identification and management.	To lead our prospect development function to help secure major gifts and deliver against ambitious income ambitions.
A strong understanding of, and empathy for, the challenges young people within The Trust's target groups face, together with a commitment to furthering The Trust's strategic aims around Equality, Diversity, and Inclusion.	To support the delivery of authentic fundraising that puts young people at its heart.
Leadership skills to inspire both direct reports and internal stakeholders to deliver exceptional results.	To support your team to deliver excellent results and inspire stakeholders to deliver shared goals.
Deep knowledge of ethical fundraising and due diligence considerations for major gift acceptance.	You will develop and lead our processes for major gift acceptance and refusal.
Experience	**Why do we need this?**
Significant experience in prospect research or development within a fundraising environment or equivalent commercial setting.	To be able to lead the development and implementation of our prospect research strategies and plans.
Experience of working at a management level within a charity or commercial organisation and leading teams to success within a target driven environment.	To set and manage clear objectives with the team and support them to develop and thrive.
Proven experience of establishing or implementing a prospect research / development strategy and driving the performance of fundraising pipelines or commercial equivalent.	To be able to lead the development and implementation of our prospect research strategies and plans.
Experience of working with senior level volunteers, supporters and stakeholders.	You will be working hand in hand with a range of colleagues across teams every day.
Experience of using research tools, fundraising / sales CRM databases accurately and with good attention to detail.	To take a data led approach to delivering our prospect research activities.

WE WOULD LOVE IT IF YOU COULD DO THIS

Skills & Knowledge	Why do we need this?
Skills and knowledge in the technical principles of data analytics and reporting, including using technologies such as Raisers Edge, Microsoft Dynamics, Tableau or equivalent.	To work closely with our supporter data and insight team on developing reports and insight to support and drive prospect identification and management.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, click here.

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through passion for what we do. You keep young people and our end goal in mind. You instil trust in others through consistency, professionalism and being accountable for team success. Resilient and determined in the face of challenges. You're authentic, bringing unique talents to work and encouraging others to do the same. Role models integrity and acts according to our Values	You understand the internal & external factors that demand change and innovation from The Trust You lead change processes with skill & positivity and help others see the benefits and opportunities. You take an entrepreneurial approach to improve how we do things. You take steps to further own development, coaching others to do the same. You encourage a culture of constant improvement. You role model a positive & constructive approach to giving and receiving feedback	You're approachable, clear, and inspiring. You effectively communicate information throughout The Trust You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way. You seek to understand multiple perspectives, listening to others' concerns or barriers before responding	You role model effective and mutually supportive teamwork with colleagues You bring the team together in pursuit of shared purpose. You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities. You share knowledge and information. You build a broad range of trusting relationships both across The Trust and externally. You have a broad organisation knowledge and awareness of how actions in one team will affect others	You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly. You make decisions through establishing facts, considering consequences, and making sound judgements. You address obstacles, finding workable solutions. You set quality standards & challenge others to maintain them. You empower the team and place trust in them to take ownership and deliver results. You manage resources to maximise their impact and deliver results

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.