

**Senior Fundraiser (Philanthropy & Partnerships)**  
**Application Pack**



Dear Applicant,

Thank you for your interest in working with Peer Power Youth. This pack contains information about the role and how to apply.

Peer Power Youth was founded as a response to what children and young people across England and Wales said needed to change to improve support services like youth justice, mental health and social care, and because of my own lived experience of adversity and trauma. We are a diverse and friendly team, and the successful applicant can expect to work in a flexible, positive, and wellbeing-focussed environment with generous staff benefits. More on these [here](#).

It's an exciting time to join Peer Power as we recruit this role of **Senior Fundraiser** due to growth across London, the southeast and nationally. We are keen to find the right people who live our values, are passionate about shared decision making, committed to social justice and have a deep understanding of the effects of inequality for young people especially those linked to systemic oppression and experiences of Youth Justice, Children's Social Care and Health systems.

We are embedding anti-racist and anti-oppressive practices across our business plan, projects, policies and recruitment processes and are committed to being an equitable workplace. Our recruitment process is built to eliminate unconscious bias, e.g. applications are anonymised before review by the panel. We encourage applications from people who are underrepresented in the charity sector, and particularly those who have lived experience of the systems it is our mission to change, such as in justice, social care or healthcare.

Even if you feel you don't meet all the essential criteria, please do still apply or get in touch for a chat to discuss if you feel called to the role. Please also let us know if we can do anything at any stage to make the application process accessible for you.

With our kindest wishes,

Anne-Marie Douglas    &    Nic Kidston  
Founder & Co-CEO                      Co-CEO

### **About Peer Power Youth**

We are an empathy-led charity. We work alongside young people who have experienced injustice, inequalities, trauma, and childhood adversity. We work to heal trauma and adversity through empathy & caring relationships.

We then support young people to use their lived experience voice to make change happen for others. You can learn more about us at our socials or our website [here](#).

At Peer Power Youth, everything we do is centred around young people and we work alongside young people who have designed and developed our organisation from the start. We want to make sure that the young people who are not usually heard in society ARE heard. The young people we work alongside are passionate about using their experience in a positive and powerful way to improve services.

We are a small charity of around 16 people in the core team across London and the southeast. We work a mix of at home, in the community, in the justice or care system settings, and in the office dependent upon the role. Most people work 3 to 4 days a week dependent on their weekly hours, and we offer flexible working.

### **About the role of Senior Fundraiser (Philanthropy & Partnerships)**

The Senior Fundraiser (Philanthropy & Partnerships) role covers Major Donor, Individual Giving and Corporate fundraising streams at Peer Power Youth, with oversight of Trusts and Foundations funding stream. You will deliver in your specialist area, also exploring and developing different income streams alongside specialist contractors to achieve the income target.

Peer Power Youth has a successful track record of securing income from Trusts and Foundations and earned income through training sales, contracts and consultancy, which has enabled us to achieve individual impact for young people and tangible system change impact for thousands more children and young people. In this role, you will help us to build and deepen this impact, therefore you must have a track record of securing support and income from local/national businesses, brands and corporates and individuals through regular giving and one-off gifts.

You will be excited by developing a multi-income stream portfolio, including creative events that link to our charity mission and brand, with high profile supporters. You will be ambitious, passionate about our charity mission and be a natural at developing trusted relationships and income generation. You may be in a charity fundraiser role already, or from a different sector with transferable experience of business development or partnerships. At Peer Power Youth, you will have autonomy in your role to build the fundraising department in the charity by

growing a team and working closely with the responsible Co-CEO, and Communications team in a supportive and flexible environment.

**An average week might look like:**

- ★ Working from our shared co-working London office or your home, having meetings with the Co-CEO, Head of Communications, Trustee Lead for Income Generation, and sometimes young partners from Peer Power Youth. You might be working creatively on materials, ideas or events.
- ★ Meeting with contractors, overseeing their work and being informed by their fundraising specialist areas to income generate for the charity
- ★ Identifying and stewarding donor and partner relationships, securing donations/or other support from corporates, HNWI's, Philanthropists etc
- ★ Developing regional (Westminster/London and Southeast/ South West) and national partnerships and new relationships that income generate for the charity
- ★ Keeping abreast of, and co-ordinating funder application deadlines and reporting across income streams
- ★ Producing impact and progress reports, writing funding applications (sometimes with contractor support)
- ★ Meeting with Co-CEO and Finance team to update on pipeline and the fundraising budget, using our CRM.
- ★ Engaging our wider Peer Power Youth community and networks in fundraising, planning, and delivering on exciting fundraising events and challenges
- ★ Working with our communications team to deliver on digital marketing, or producing assets and materials to increase our supporter base.

**How to Apply:**

- ★ Please [apply here](#) by submitting your contact information, attaching your CV and cover letter, and answering the questions below.
- ★ If you have any questions, please email [recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk). The team will be on hand to answer any questions.
- ★ The recruitment panel will only see your anonymous application form when shortlisting. Your name and CV will only be viewed if you reach the next stage in the recruitment process.

### Questions for Application ( no more than 2 sides of A4)

- What do you enjoy about fundraising/income generation?
- What in your professional and life experience has brought you to apply for this role at Peer Power, and how does it fit with your values?
- Tell us about a fundraising/income generation application a sales 'pitch', new partnership or event you are proud of and why
- What does it mean to you to have a commitment to anti-racist and anti-oppressive practice and how have you demonstrated that commitment in your previous roles? How can you see yourself impacting this at Peer Power Youth?

★ If you prefer, you can apply via a **video or voice recording**, answering the four questions above: (no more than 15 minutes for all questions)

★ **If you would like to** you can also share any other relevant content with us, so that you can tell us about yourself, your interests and expertise. This can come in any form of media, for example - a mind map of ideas, a timeline or portfolio; a recording; a PowerPoint or other form of presentation.

### When you apply:

- ★ Please complete this [Equal Opportunities Monitoring form](#).
- ★ GDPR/Privacy - Ensure you have read our [Applicants Privacy Notice](#) before submitting your application
- ★ Application forms will automatically be sent to us but if there are any issues, please let us know. If you have any queries or if we can help in any way with your application, or access needs, please contact - [recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk)
- ★ If you would like to apply using a different method to the form, please send applications to: [recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk)

**Please apply by closing date of Monday 8<sup>th</sup> April 2024 - Midday**

### Next steps

If successful in reaching the next stage, will be invited to attend an introductory telephone screening process on Thursday 11<sup>th</sup> April 2024 (am). The set interview dates and times will be discussed as part of this conversation. If successful to

interview stage, the *provisional* interview date is **Thursday 18<sup>th</sup> April 2024** at our workspace at Five Fields, 8-10 Grosvenor Gardens, Victoria, London, SW1W 0D

The interview will involve some questions from young people, and we will send our panel interview questions in advance so that you have time to read, reflect and plan.

**Equal Opportunities:** We are committed to equal opportunities and welcome applications from all sections of the community, especially those who are underrepresented in charities. We aim to be representative of the community we are working with. We encourage applications from people of colour, those who identify as LGBTQIA, working class as well as differently abled people, those living with mental health conditions, refugees and migrants. We welcome people from all identities who are made to feel marginalised.

Peer Power Youth, in compliance with the Disability Discrimination Act 1995, will seek to make reasonable adjustments to overcome barriers to employment caused by disability and/or neurodiversity, and encourages applications from these candidates. As an employer we make all reasonable adjustments to support employees in their work if they are disabled or have a health condition. We support the Access to Work scheme which could provide you with financial support to get the help you need to do all tasks successfully. We are happy to facilitate Access to Work assessments and reclaims, and actively welcome applicants who need this in order to do the job. Please let us know if we can do anything at application or interview stage to make the process more accessible by contacting: [recruitment@peerpower.org.uk](mailto:recruitment@peerpower.org.uk)

**Safeguarding:** We recognise our responsibility to safeguard the welfare of all children and young people and commit to recruitment practices which protect them. Our work involves regulated activity with children, young people and vulnerable adults and it is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). We require all staff undertaking regulated work with children and young people to have an enhanced DBS disclosure and pre-employment checks. If you are offered a conditional role at Peer Power Youth, you will then need to complete a Declaration of Criminal Convictions Form and complete a satisfactory Enhanced DBS, Work Assessment & References check before the role offer is final

**Recruiting Applicants with Criminal Records:** People who have criminal convictions are welcome to apply for roles at Peer Power, and we consider each person on their own merit and in relation to the role offered. You can request our policy on recruiting people with criminal convictions.

Further advice and guidance on disclosing a criminal record can be obtained from [Unlock](#).