



Deputy Charity Director & Fundraiser

Appointment brief • April 2025



HarrisHill
charity recruitment specialists

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Welcome

Make a meaningful impact where it matters most

The Countess of Brecknock Hospice is seeking a dedicated, experienced and inspirational Deputy Charity Director & Fundraiser to help lead our charity into its next chapter. This is an exceptional opportunity to play a central role in shaping our fundraising strategy, growing our income, and strengthening our impact in the local community.

We're looking for someone who brings both heart and drive – someone with a proven track record in fundraising, a proactive and strategic approach, and a deep belief in the value of high-quality, compassionate hospice care.

The Countess of Brecknock Hospice provides specialist palliative care to people with life-limiting illnesses in Andover and the surrounding areas. We are proud to offer expert, compassionate care both within our inpatient unit and out in the community – and we rely on the generosity and support of local people to make that possible.

This is an exciting time to join our team. With brand new premises, a strong foundation, and deep local support, we are now looking to expand our charity's reach, income and impact in response to growing public need. Our goal is to increase our income from £800k per annum to substantially over £1m, which will require building a larger team with a broader set of skills, and you could be right at the heart of this journey.



About us

Serving the community

The essence of the Countess of Brecknock Hospice extends far beyond our hospice walls. Our dedicated team – consultants, doctors, nurses, care assistants, housekeepers and volunteers – work tirelessly to ensure that no one faces the journey's end alone. We are with people in their homes, in the inpatient unit, in our day centre, in outpatient clinics, available on the phone, every hour of every day, offering expert care, relieving pain, a listening ear and a hand to hold.

Our services, offered completely free of charge, are a testament to our belief that dignity, comfort and peace should be accessible to all, regardless of circumstance. Yet, this commitment is only made possible through the generosity and support of our local community – through the generosity of caring and compassionate people.

Hospice services

- The hospice cares for adults with a life-limiting illness and provides palliative and end of life care, together with support for their family and carers.
- Patients can be admitted to the inpatient unit. This can be for symptom control and pain management or end of life care. 50% of all patients are discharged to home or their place of care when their condition is stabilized.
- Patients are also cared for in their own homes by our Community Palliative Care Team, supported by our Home Care and Hospice at Home services.
- They can also attend our Day Centre which operates three days a week.
- In conjunction with Sue Ryder, the hospice offers a weekly Grief Kind Space, a volunteer-led drop-in bereavement support service

Hospice outreach

- Pre-pandemic: we were caring for 80 patients in the community.
- Post-pandemic: this increased to 160.
- By 2022, it had increased to 180.
- Today, we are caring for 250+ patients and in addition, supporting up to 300 of their family members.



Facts and figures

- Ten inpatient beds with an occupancy rate of 90-95%. Our average stay is 7-10 days.
- 250+ community patients under the care of the hospice team.
- 1,500 calls taken and 240 home visits each month by the highly qualified Community Palliative Care Team.
- 6-8 home visits every day by our Home Care team.
- 48 calls and 3-4 home visits every week by our Hospice at Home overnight and weekend nursing service.
- 30 clients attend the Day Centre each week.
- Approximately 1,000 individuals and family benefited from our services last year.

The need for our service is growing

Our Community Palliative Care Team has seen an increase of over 200% in their caseload in the last four years. CoBH is not just a resource for the elderly, but this is the age group in most need.

In the Test Valley the population is getting older.

- In 2001 there were 16,500 people over the age of 65.
- By 2026 this number is projected to grow to over 28,000.

Source: Test Valley Local Govt.Plan

We are also seeing an increasing number of patients with young families who are requiring palliative and end of life care.

Hospice establishment

The Countess of Brecknock Hospice in Andover is run and managed by Hampshire Hospitals NHS Foundation Trust (HHFT). The original hospice, built and funded by donations, opened in 1990. The current hospice is a purpose-built, state of the art building which opened in 2020. The hospice works with nine GP surgeries in Andover, Ludgershall, Stockbridge, Sutton Scotney, Whitchurch and the surrounding villages.

The Hospice Charitable Trust, an independent charity, was created in 1998 to financially support the hospice. The charity raised £4.8 million to fund and equip the new hospice. As well as making a significant financial contribution to running costs, the charity funds additional nursing posts, the Hospice at Home overnight on-call and call out service; Day Centre programme, specialist equipment purchases and repairs, as well as staff welfare and development.

In 2025, the charity will be celebrating 35 years of a very special and unique working relationship with the hospice and HHFT, which has resulted in the provision of outstanding hospice services.

The Countess of Brecknock Hospice Trust charity funds:

- A significant annual contribution to the hospice running costs.
- An additional Community Palliative Care Nurse Specialist to enable a 24/7 service for patients being cared for in the community.
- The Hospice at Home overnight and call out service.
- The Day Centre programme and activities.
- Special equipment such as syringe drivers, raizer chair lifts, rise recliner chairs, cuddle beds.
- Staff training – for example: funding training to upskill our senior nursing staff to be non-medical prescribers.

Our vision and values

The Hospice is run and managed by Hampshire Hospitals NHS Foundation Trust (HHFT) and, as partners, the Charity supports its vision to provide outstanding care for every patient.

HHFT uses the acronym **CARE** to present its values, and the Countess of Brecknock Hospice Trust embraces these values:

- **C**ompassion, caring about our patients, their families, staff, supporters and volunteers.
- **A**ccountable and responsible, always improving.
- **R**espect for all.
- **E**ncouraging and challenging each other to always do our best.



About the role

As Deputy Charity Director, you will:

- Work closely with the Charity Director to deliver the charity's strategic vision, structure and plans.
- You must also be capable of deputising for the Charity Director, operating at the most senior level of the charity, and representing the hospice within the community.
- Make a significant contribution across the full range of fundraising activity – including major gifts, events, legacies, trusts, corporate partnerships, and community giving – and be prepared to take the lead in some of these areas.
- Build strong, lasting relationships with donors, supporters and stakeholders
- Identify new opportunities for growth and innovation in income generation
- Help to develop our brand, communications, and engagement across the region
- Act as an ambassador for the hospice within the community

And as our principal fundraiser, you will:

- Be responsible for significant additional fundraising targets: £250k in year one, £325k in year two and £400k in year three by leading and managing all fundraising activities
- Review, research and develop new opportunities to grow and secure additional income from new and current supporters.

This is a varied and hands-on role, ideal for someone who wants to make a real difference and isn't afraid to take the initiative. You'll be a key part of a small, passionate team with a shared commitment to excellence in hospice care.

About you

We're looking for someone who is:

- An experienced fundraiser with a solid track record of securing income and delivering results.
- Ideally experienced in charity governance, with a willingness and interest in learning more.
- A confident and enthusiastic relationship builder who can inspire trust and enthusiasm across diverse audiences
- Strategic and creative, with excellent project and time management skills
- A reliable individual who is comfortable working independently and collaboratively
- Motivated by the mission of the hospice and deeply aligned with our values of compassion, dignity, and respect
- IT skills, including the use of Microsoft office tools and CRM database, or similar.

Terms of appointment

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| Position | Deputy Charity Director/Head of Fundraising |
| Reporting to: | Charity Director |
| Direct reports: | Currently no staff reports, although this has the opportunity for future development. You will be expected to manage volunteers. |
| Location: | Offices based at the Countess of Brecknock Hospice in Andover, with some flexibility for hybrid working |
| Salary: | circa £50,000 per annum depending on experience |
| Hours: | A full-time permanent post – 35 hours per week <i>Flexible working hours - evening and weekend working is an essential part of this role. For your well-being, we expect you to manage your workload within 35 hours per week: for example, if you have an evening event, you start later in the day. If you have a weekend event, you take the hours the following week. Time Off in Lieu will be granted, when necessary, although we expect this to be kept to a minimum.</i> |
| Annual leave: | 25 days holiday plus bank holidays, more annual leave based on length of employment |
| Maternity allowance: | Statutory Maternity Pay |
| Pension: | Contributory Stakeholder pension to which we contribute 3% of qualifying earnings on your salary. |
| Any other benefits: | Personalised development with a wide range of training courses and opportunities to gain new skills. New, modern offices that embrace working together both in-person and remotely. Parking on the Andover War Memorial Hospital Site Subsidised restaurant on the Andover War Memorial Hospital Site <i>Some benefits are not available until you have successfully completed your probation period which, for this role, is six calendar months.</i> |
| Notice period: | Three calendar months. |

How to apply

If you would like to apply, please send the following:

- An up-to-date CV
- A completed data capture form (which Harris Hill can share with you)
- A Supporting Statement (no more than 2 x A4 pages) outlining why you are interested in becoming Deputy Charity Director & Fundraiser and relevant experience for the role.

Please submit your completed application to faye.marshall@harrishill.co.uk by 9am, Tuesday 27th May 2025

Dates for your diary:

Closing date for applications:

9am, Tuesday 27th May

First interviews:

Tuesday 3rd June 2025

Please could you also let us know if you will require any special provision should you be called forward for interview.

Please state in your application if you have any commitments during the interview period that may coincide with these dates.

For an informal and confidential conversation about this position, please contact Faye Marshall at the above address.



Advertisement

The Countess of Brecknock Hospice provides expert, compassionate palliative care to people with life-limiting illnesses in Andover and the surrounding areas. Care is delivered both within the hospice's beautiful new premises and out in the local community — and made possible by the generosity of local people and the work of our dedicated charity team.

The Countess of Brecknock Hospice Charity is now seeking an experienced and inspirational **Deputy Charity Director & Fundraiser** to help shape and grow our future. This is a pivotal new role, created at an exciting moment of expansion, and offers the opportunity to significantly increase our fundraising capacity, strengthen our impact and deepen our reach across the community.

If you are a strategic, hands-on fundraising leader with a strong track record of income growth across a variety of streams, we would love to hear from you. You will bring fresh thinking and proven experience in engaging individual supporters, trusts, corporates and the wider community — along with the drive and resilience to grow income from £800k to over £1m in the next few years.

This is a varied, rewarding role in a small, passionate team, where your ideas will be welcomed, and your impact will be clear.

Role: Deputy Charity Director & Fundraiser

Location: Offices based at the Countess of Brecknock Hospice in Andover, with some flexibility for hybrid working

Salary: circa £50,000 per annum depending on experience

Contract: Full-time, permanent (35 hours per week)

Amongst other criteria, the successful candidate will have:

- A proven track record of successful income generation across multiple fundraising streams, ideally including major donors, events, trusts and foundations, legacies, corporate partnerships and community fundraising.
- A proactive and strategic mindset, with the ability to spot opportunities, shape compelling cases for support, and deliver results.
- The confidence to operate at a senior level and deputise for the Charity Director when needed.
- Outstanding interpersonal skills and the ability to build meaningful, lasting relationships with supporters, donors and volunteers.
- A deep connection to the mission of hospice care, and a commitment to our values of compassion, dignity and respect.

If you would like to receive a full candidate information pack for this role with details on how to apply, please contact **Faye Marshall** at Harris Hill: faye.marshall@harrishill.co.uk | 020 7820 7303.

Closing date for applications: 9am, Tuesday 27th May

Interview Date (in person): Tuesday 3rd June

Harris Hill is a certified B Corp™ and a leading charity recruitment agency, committed to equitable and inclusive recruitment practices. Applications from all sections of the community are actively welcomed, regardless of age, disability, gender, race, religion, sexuality or other protected characteristics.

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