



WHALE AND  
DOLPHIN  
CONSERVATION



**DEPUTY DIRECTOR  
(DEVELOPMENT)  
CANDIDATE PACK**

# OUR VISION

**A world where every whale and dolphin is safe and free**

## OUR AIM

To reverse the global decline in whale and dolphin populations by:



**Stopping cruelty from deliberate harms such as whaling and captivity.**



**Creating safe seas, free from the threat of pollution, collisions with vessels and accidental entanglement in fishing gear, with havens where whales and dolphins can live wild and free.**



**Winning recognition of whales and dolphins as sentient, socially complex beings, and our allies in the fight against climate and nature breakdown.**

# OUR VALUES

These are the values WDC live by and how you will deliver your work:

## Passion

We care deeply about whales and dolphins, and we share this passion with our supporters.

## Integrity

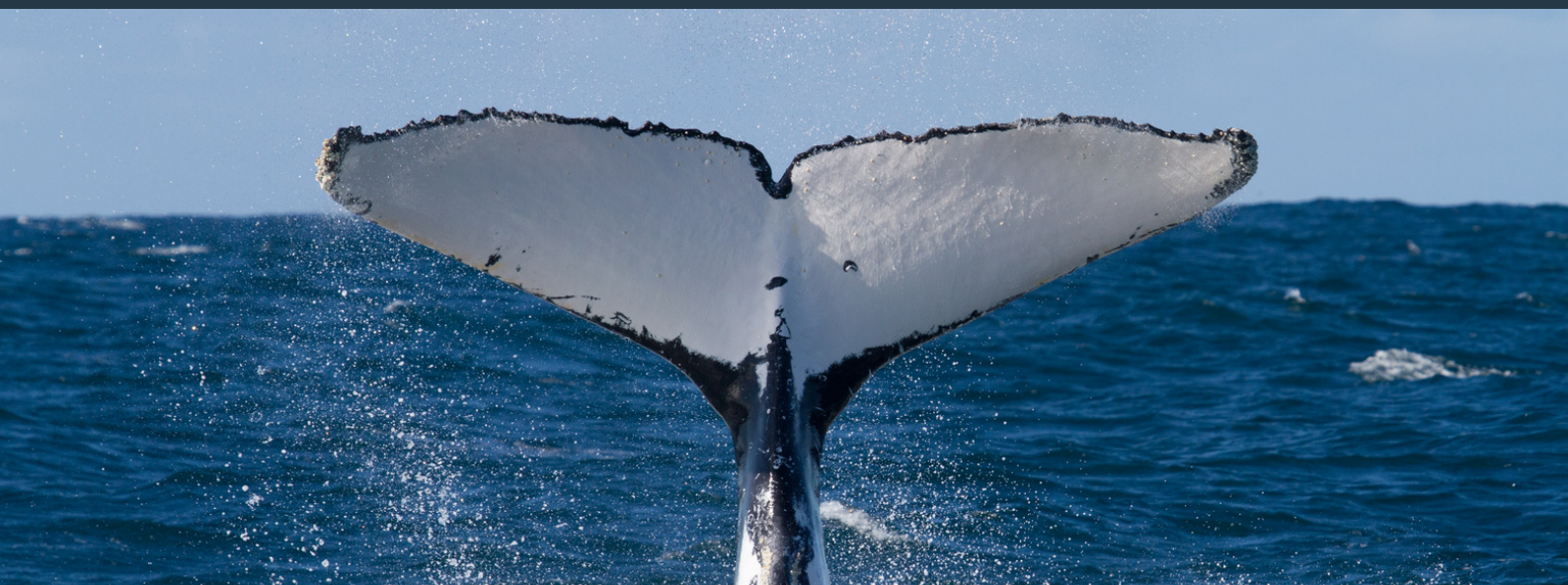
Our work is backed by robust research, science and philosophy. We are the authority on whales and dolphins and the threats they face.

## Inclusiveness

WDC does not work alone. Our supporters are at the heart of what we do. We also work with other NGOs, communities and governments to achieve real protection for whales and dolphins.

## Courage

We are not afraid to take on big business, governments or industries whose actions harm whales and dolphins.



# DEPUTY DIRECTOR (DEVELOPMENT)

**Type:** Full-time, permanent

**Responsible to:** Director of Development and Outreach

**Responsible for:** Development Team, including five direct reports

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The Deputy Director (Development) is a new role and a key member of the WDC team. The role will oversee the delivery of successful income generation strategies, with line management responsibility for the development team. The role requires excellent communication and interpersonal skills. The post holder will be responsible for sustaining and developing our income from voluntary and institutional sources, including individual giving, philanthropy, partnerships, trusts and grants and new initiatives, in line with our strategic objectives.

## **Your Duties and Responsibilities:**

**Passion – Seek every opportunity to end harm caused to whales and dolphins.**

**Integrity - Identify and outwardly promote knowledge and science.**

**Inclusiveness - Collaborate across the organisation and externally.**

**Courage - Be bold, confident and ambitious to save whales and dolphins.**

- Lead accountability for income generation.
- Lead on the creation and implementation of WDC's Fundraising strategy to fulfil our strategic objectives.
- Develop new funding opportunities whilst sustaining existing income and ensuring a long term, strategic approach to developing fundraising activities.
- Proactively explore, scope and test new markets and opportunities.
- Support the Director of Development and Outreach in ensuring the effective integration and coordination of activities within the department, and with colleagues in other departments and offices.
- Work effectively with the Director of Finance and Finance Team to ensure effective budget and KPI setting, monitoring and timely reporting on fundraising performance.
- Provide strategic input into the growth of all income streams, with a particular focus on philanthropic income which has been identified as a strategic priority, and be responsible for the management and stewardship of a number of prospects and contacts, in line with WDC's 10-year strategy.
- Work with Country Executive Directors and their teams to support fundraising initiatives on an international basis, as appropriate.

- Attend Senior Management Team meetings as requested by the Director of Development and Outreach, to support organisation management, performance, and culture.
- Work closely with other WDC departments to ensure that fundraisers have access to up-to-date project information and clear funding priorities.
- Responsible to the Director of Development and Outreach for the leadership, motivation, and management of the Fundraising team.
- Represent WDC at international meetings and conventions.

### Skills, knowledge and experience:

#### You will have:

- Proven, demonstrable fundraising success in a variety of organisations.
- Good understanding of all income streams and specialist knowledge and demonstrable experience of fundraising success from philanthropic sources .
- Deep understanding of the charitable sector and experience of developing and implementing successful income generation strategies.
- Knowledge of best practice and legal frameworks for fundraising.
- Confident communications skills, and the ability to build effective relationships with stakeholders and write engaging content for different audiences.
- Strong organisational and project management skills, able to work on own initiative and meet deadlines.
- Ability to work with a diverse, worldwide team.
- Excellent interpersonal skills, with ability to motivate others, share feedback and inspire excellence.
- Willingness and ability to take the initiative to identify problems but also in suggesting and implementing solutions.
- Passion for the cause.
- Willingness to undertake occasional national and international travel.

#### You will have experience in:

- Developing income generation projects and achieving targets.
- Working to and achieving team income budgets in the region of £3million+.
- Substantial line management and leadership.
- Managing a hybrid team.



# WORKING FOR WDC

## Salary:

Starting salary will be related to your experience and skills but will be within the region of £50k-£55k. All employees are paid monthly in arrears on the last working day of the month.

## Hours of work:

This role is for 35 hours a week. The standard working week is 35 hours, Monday to Friday. However, this senior level role may require occasional flexibility in work patterns.

## Place of work:

The post will be based at the WDC office in Chippenham, Wiltshire, with hybrid working options available. You will ideally work from the office two days per week. You must be living in the UK, and will be required to travel occasionally within the UK and abroad.

## Holidays:

Holiday entitlement is 28 working days per year, three of which must be taken during the Christmas closure, plus bank holidays for full time staff. Entitlement increases by 2 days in the fifth year of employment. We also offer an additional day's leave on your birthday.

## Pension:

All eligible employees will be automatically enrolled into the workplace pension scheme, managed by Royal London. WDC will contribute matched funding of up to 5%. You will have the option to opt out of the scheme.

## Life Assurance:

All employees are covered under our life assurance policy (three times annual salary).

## Benefits:

Sabbatical and work break options are available after a qualifying period, Cyclescheme, Techscheme and Computershare Childcare voucher schemes.

