



Director of Development

Salary: £60,000 per annum

Length of Contract: Permanent, full time

Start date: ASAP

Direct reports: Development Managers (x3), Alumni and Careers Manager

Location: Remote with some UK travel

About In2scienceUK

Our mission is to support young people from low income and disadvantaged backgrounds to achieve their potential and progress to science, technology, engineering and maths (STEM) degrees and careers to become the innovators and pioneers of the future.

This role is an exciting opportunity for a passionate, experienced and creative professional to build on our success and to drive forward our ambitious strategy.

Role summary

The Director of Development role at In2scienceUK is at the forefront of developing and funding our ambitious plans. In this role you will creatively engage with external stakeholders to convert them into passionate and loyal supporters. You will develop key new strands of work for the organisation that will transform our work and the lives of young people in years to come. You will be a driving force behind our strategy and lead a fantastic team who are dedicated to empowering young people.

You will have a clear understanding of how to develop a robust and sector-leading fundraising portfolio. You will be excited about motivating a talented team around your innovative ideas.

Role profile

As Director of Development you will grow our fundraising capacity in key areas aligning with our organisational strategy as well as supporting the development of our alumni community.

Your specific duties will include:

Strategy and team development

- Own the development and delivery of appropriate strategic aims and driving progress across the organisation.
- Build on and develop fundraising focus areas for the team that can grow into major income streams. Recruit experts in these areas to drive the work forward.
- Own multiple distinct and mature programmes of work with autonomy of decision-making and budget management.
- Work with your team to develop creative fundraising and marketing strategies to shape how we leverage the support of existing donors and drive new business. Link this strategy with the overall organisational strategy to ensure that we are working towards the same goal.
- Set a collaborative and collegiate team culture with clear objectives and milestones for each fundraising focus.
- Understand and comply with charity fundraising law.

Delivery

- Meet fundraising targets agreed annually with the CEO and Trustees. Escalate financial risks early and often with the CEO.
- Build a multi-year fundraising pipeline that is aligned to the five-year strategy.
- Lead on key partner stewardship, with support from the CEO and Trustees where appropriate.
- Represent In2scienceUK externally at key events.
- Track, analyse and report upon the team's performance using agreed measures.

Networking

- Proactively builds strong networks with relevant organisations and individuals that can drive the work of the organisation forward.
- Play an active role in the senior management team with a particular focus on linking fundraising activities with the rest of the organisation.
- Play an active role in the wider In2scienceUK team, and across the organisation as a whole, upholding In2scienceUK's values and behaviours and fostering good working relationships and enhanced communications with colleagues.
- Deputise for the CEO where appropriate.

Innovation

- Develop the existing In2careers programme into an ambitious, internationally recognised portfolio of work.
- Scale opportunities for young people from disadvantaged backgrounds (including alumni of our other programmes) to successfully gain their first job in a STEM field.
- Align the In2careers work to national and international skill gaps recognised by experts. Use this intelligence to strategise the next areas of engagement.
- Develop a programme of engagement to support alumni of In2scienceUK's programmes that complements the employability work.

Governance

- Develop a fundraising ethics and gifts acceptance policy and act as the steward of this policy and any aligned processes reporting to the CEO and Trustees.
- Lead the establishment and development of the Industry Advisory Group with support from the CEO.
- Co-lead on the staff connection with the Board of Trustees' growth sub-group alongside the Head of Programmes.
- Lead on fundraising, income and regular finance update discussions with the Board.

- Engage with recruitment of new Trustees where appropriate.

As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder. The postholder will carry out any other duties as are within the scope, spirit and purpose of the job as requested by the line manager.

Person specification

Essential:

- Varied experience of income-generation, especially developing new business and approaching cold prospects
- Experience of starting and scaling innovative programmes
- Experience of developing a team with skills that are beyond your expertise
- Experience of giving presentations, pitches and a proven ability to close deals
- Experience writing successful proposals for a range of donors, including trusts and foundations
- Understanding of the strategy development process and a creative approach to future planning
- Excellent communication skills (written and spoken) and the ability to build and develop effective relationships with partners at all levels
- Experience of line management and a well thought-out approach to team development
- Excellent IT skills to enable the production of appealing and professional Word, Excel and PowerPoint documents

Desirable:

- Experience of working in a growing organisation
- Knowledge of issues around diversity in STEM, access to education and social mobility

We are looking for a person with a can do attitude, a willingness to learn on the job and be a team player. If you feel you meet this requirement but are missing some of the above attributes please do still apply.

For more information on the work we do please visit our website.