



JUSTICE

Director of Development

Salary: circa £75,000 | Full Time | London / Hybrid | Great Benefits |
Important Purpose | Inclusive Culture

Candidate Pack

*We are **recruiting on a rolling basis**, reviewing applications as they arrive. Early applications are encouraged, as the role will close once a suitable candidate is appointed.*

A message from our Chief Executive

Thank you for your interest in this role at JUSTICE. My name is Fiona Rutherford and I've been working for JUSTICE for 4yrs. In that time, I've met and worked with some incredible people. And, as a team, JUSTICE has delivered some groundbreaking work to improve the UK justice system so it is fairer and within everyone's reach.



This pack sets out some helpful information about JUSTICE, the team, what we do and how we do it. At its heart, JUSTICE is a values-led organisation and you can read more about our values below. If you are serious about applying but have some hesitations or questions then I would be happy to have a short meeting to discuss the role. If you would like to have a brief meeting, please email: jobs@justice.org.uk

About JUSTICE

JUSTICE is a law reform charity working to build a fairer UK justice system within everyone's reach.

For nearly 70 years, we have transformed the legal landscape for the better, led by evidence, expertise, and a focus on practical solutions.

We are the only non-governmental organisation whose work spans the whole of the UK justice system. Key legal bodies we now take for granted such as the Ombudsman, the Crown Prosecution Service, and the Criminal Injuries Compensation Board were all proposed and supported into being by JUSTICE.

JUSTICE's work is known for its independence and rigor, and grounded in deep subject matter expertise. We bring together experts from within and beyond law – including people with lived experience of interacting with the justice system – to develop realistic solutions to key challenges.

For more information, please see take a look at our [Strategy for 2024-2030](#).

Our Values

Inclusivity:

We prioritise meaningful collaboration and learning. We seek a wide range of views, perspectives and expertise when conducting our work, ensuring the voice of those with lived experience are heard loud and clear.

Integrity:

We are trustworthy and evidence based. We work transparently and with intellectual rigour. We speak out with expertise and courage when appropriate.

Independence:

We prize our objectivity and impartiality, and we are pragmatic and considered in our approach. This enables us to influence and hold key decision-makers to account.

Innovation:

We're not afraid of thinking differently and challenging the status quo when it is not working. We strive to be forward looking and to set the agenda for justice system reform.



Our People

JUSTICE has around **20 staff** who work collaboratively across policy, fundraising, communications, membership, administration and governance.

Our work is overseen by **the Board of Trustees** led by our Chair, Dame Alison Saunders DCB.

We also have a **Council**, led by our President, Baroness Helena Kennedy of the Shaws KC and Vice Presidents Dominic Grieve KC and Baroness Sarah Ludford, who support our work.

JUSTICE is assisted by a considerable amount of volunteer and pro bono support each year from a range of people who join our working parties, help with research

How We Work

Leading research:

Our research highlights key problems and proposes practical solutions, hundreds of which have been adopted.

Advising policymakers:

JUSTICE's strong reputation across Westminster and beyond is based on the quality and independence of its work.

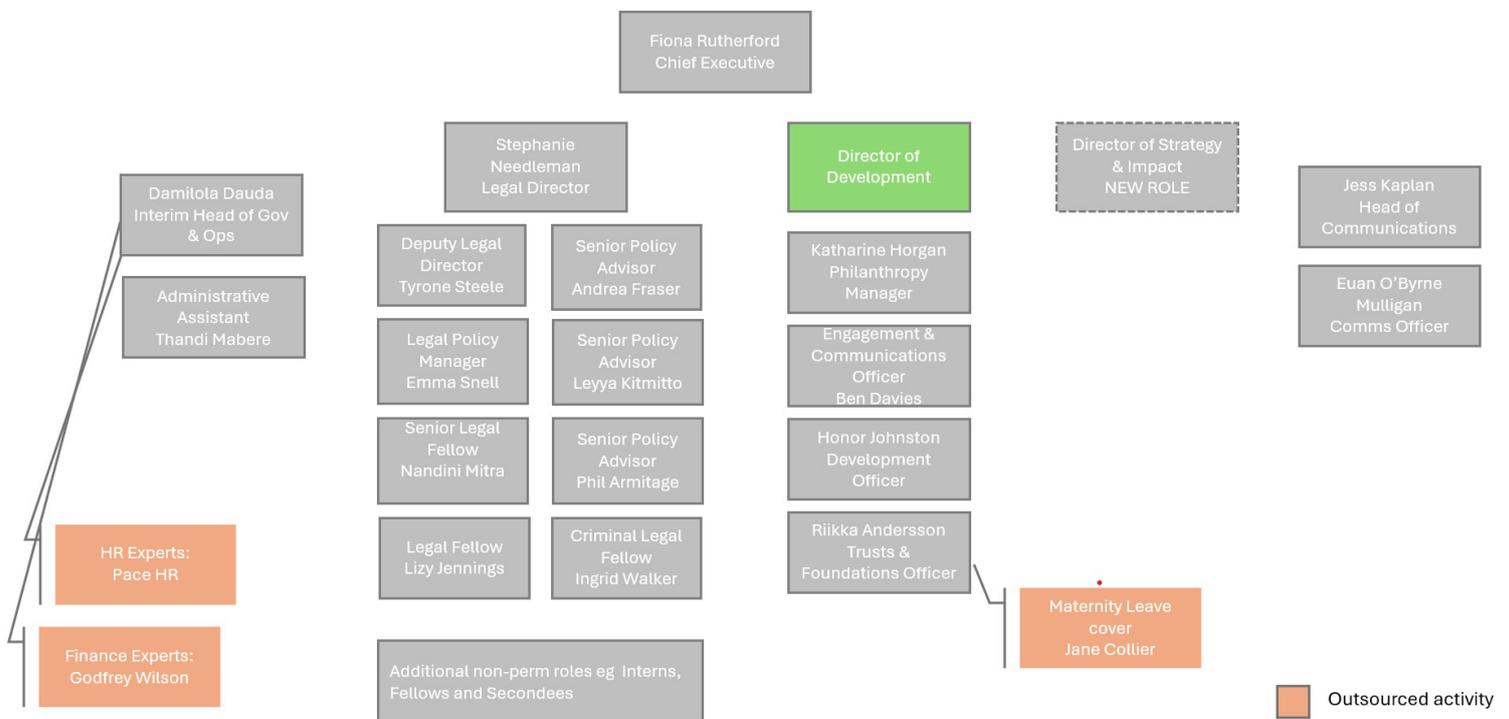
Convening experts:

Our events, working groups, and roundtables bring together leading experts across a wide range of justice topics.

Building understanding:

Our spokespeople regularly appear in the media to set out why a fair justice system matters and how it can be achieved.

JUSTICE Organogram





Key Details:

Job title	Director of Development
Salary	Circa £75,000
Location	London (Hybrid)
Hours	Full time
Reporting to	Chief Executive (Fiona Rutherford)
Direct reports	Philanthropy Manager, Engagement & Communications Officer, Trusts and Foundation Officer, Development Administrator (these roles may be subject to change)
Start date	As soon as possible

Benefits Include

- 27 days annual leave plus bank holidays.
- Time off between 25 Dec-1 Jan (inclusive) in addition to annual leave
- Two additional leave days to look after your wellbeing and to celebrate your birthday
- Generous pension scheme (8% employer contribution, rising to 10.5% after 2 years)
- Annual salary review (measured against inflation)
- Employee Assistance Programme
- Headspace subscription
- Working with a lovely, diverse group of people who care about building a fair, accessible justice system!



About the Role:

JUSTICE is looking to recruit a new Director of Development to join our friendly, outcome-focused, values-led team. This is a permanent role and provides an exciting opportunity for someone who is an experienced fundraiser who is able to provide strategic direction as well as get into the nitty gritty, when needed.

We are looking for an individual who has an interest in the purpose of the charity (to improve the UK justice system so that it is fair and within everyone's reach). The successful post holder will be a confident leader who has worked as a senior fundraiser in previous roles and someone who enjoys autonomy and is able to lead and empower their team.

This role will really suit someone who thrives in a role where no two days are the same and who wants to be part of the effort to grow our small but mighty charity.

The Director of Development will lead the organisation's income generation strategy to support its work to advance legal reform, human rights and the rule of law. The role is responsible for diversifying, growing and achieving income through existing income streams, including: trusts and foundations, major donors, giving circles (JUSTICE60 and NextGen J60), corporate partnerships, membership as well as seeking out and creating new streams.

By working closely with the Chief Executive and senior leadership team, the Director will build long-term, strong relationships with funders and partners, strengthen the organisation's case for support and ensure fundraising is aligned with the charity's strategic priorities.

If this sounds like something you'd be interested in and something you would enjoy doing, please do apply!

Job Description

Key responsibilities:

Strategic Leadership

- Develop and deliver a multi-year fundraising and development strategy aligned with the organisation's strategic plan;
- Diversify income streams, prioritising where needed;
- Identify new funding opportunities to support our strategic priorities;
- Advise the Chief Executive and Board on income growth and long term sustainability.

Fundraising and Partnerships

- Lead relationships with major donors, philanthropic foundations, large trusts and foundations and other funders;
- Develop compelling cases for support that articulate the organisation's impact on legal reform, and protecting and advancing the rule of law and human rights;
- Oversee the preparation of high quality grant applications, funding proposals, and donor reports;
- Cultivate partnerships with law firms, Chambers, other corporate partners and philanthropic networks.

External Engagement

- Represent the organisation with donors, philanthropic networks and strategic partners;
- Work with the Director of Strategy & Impact to strengthen the organisation's public profile and philanthropic narrative;
- Develop fundraising events and engagement opportunities that deepen relationships with key supporters.

Team and systems Leadership

- Build and lead a high-performing development function;
- Proactively and positively contribute as a member of our Senior Management Team;
- Establish effective fundraising systems, pipelines, and donor stewardship processes;
- Ensure compliance with UK charity fundraising regulations and best practice, including guidance from the Fundraising Regulator and the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

Governance and Reporting

- Provide regular fundraising and income forecasts to the Chief Executive and Board;
- Support trustees, JUSTICE Council members and other key supporters in their fundraising and external engagement;
- Ensure appropriate due diligence and ethical fundraising standards (including our Gifts Acceptance Policy).

Any other duties as appropriate.



Person Specification:

Essential Experience

- Significant senior experience in fundraising or development within the charity or non-profit sector.
- Proven track record of securing major grants or philanthropic gifts.
- Experience working with trusts and foundations in the UK and internationally.
- Strong relationship-building skills with donors, partners, and senior stakeholders.
- Experience developing and implementing strategic fundraising plans.

Desirable Experience

- Experience fundraising for legal, justice, or human rights organisations;
- Familiarity with the UK legal sector and relationships with law firms, Chambers, other corporate entities likely to have an interest in the justice system;
- Experience securing funding for policy, research, and advocacy programmes;
- Experience of using Raisers Edge and/or other fundraising databases.



Application Process:

Please note, we are **recruiting on a rolling basis**, reviewing applications as they arrive. Early applications are encouraged, as the role will close once a suitable candidate is appointed.

To apply, please submit your CV (maximum 2 pages) and, in a separate document, a two page Expression of Interest to [via our Charity Jobs posting](#)

The application process will close as soon as we find the successful candidate, so please don't delay in applying now!

Your application will be sifted by the Chief Executive and a Director and if successful you will be invited to interview. Your interview panel will consist of the Chief Executive (Chair), a Director and a JUSTICE Board member. We will ensure that you have a minimum of a week's notice of the interview and do everything possible to find a time that is convenient for you.

JUSTICE is an equal opportunities employer. We encourage applications from people of all backgrounds and welcome everyone who shares our values and purpose regardless of age, gender, race, region, socio-economic background, education, sexuality, identity, disability and neurodiversity.

Expression of Interest (maximum 2 pages)

Carefully go through the job description for this role and provide evidence that addresses the criteria in the Person Specification. This should cover Knowledge and Experience, Skills & Abilities and Values & Behaviours. You should avoid statements without evidence to support the assertion you might be making.

For example, avoid: 'I am proactive and adaptable when it comes to challenges and opportunities' without adding any examples or evidence to support the sentence.

Instead, ensure there is an example of your work/experience included: 'Evidence that demonstrates my ability to be adaptable and proactive includes my approach to a change programme I was leading last year. There were a number of barriers I encountered, one of which was the need find a more cost-effective solution. I adapted my approach by reviewing a number of alternatives and then produced an options paper for the Director with my recommendation and my rationale for this recommendation.'