

<b>Job Profile, Responsibilities and Person Specification</b>			
<b>Post:</b>	<b>Director of Fundraising</b>	<b>Location:</b>	Islington (London) & home-based. This role is suitable for hybrid working.
<b>Hours:</b>	4 days per week (3 days also available); permanent contract	<b>Reports to:</b>	Chief Operating Officer
<b>Salary:</b>	NJC scale PO7 £55,165 to £58,355 pro rata (including £3,650 for regular attendance of London office), plus 5% pension contribution	<b>Purpose of post:</b> To build and strengthen all aspects of the charity's fundraising work. Working closely with the senior leadership team and other key roles the post will involve developing and executing a plan to secure significant increases in funding from trusts and foundations, corporates, and via individual giving.	
<b>Leave:</b>	27 days per year (increasing to 30 days) pro rata + bank holiday entitlement		
<b>Job Profile:</b>	Family Rights Group is seeking a highly experienced fundraising expert to oversee all aspects of funding at the charity, ensuring that we generate increases across different income streams. This ambitious new post will combine strategic and practical elements, including developing and implementing a new fundraising strategy, integrating new policies and processes, while helping to create a fundraising culture shift. Working closely with key senior roles in the charity, you will be tasked with the delivery of a high-value fundraising programme in the key income streams of trusts and foundations, individual giving, and corporate partnerships.		
<b>The Organisation:</b>			
<p>Family Rights Group's mission is to help to create a more socially just society in which the child welfare and family justice systems support children to live safely and thrive within their family, while strengthening the family and community networks of those children who cannot live at home.</p> <p>We seek to ensure that:</p> <ul style="list-style-type: none"> <li>• Families involved with the child welfare and family justice system are treated fairly, have their rights respected and are able to make informed decisions;</li> <li>• Children and families get the help they need, so wherever possible children can live safely and flourish within their family network;</li> <li>• All children, including those in care, have lasting and supportive relationships to sustain them throughout their lives;</li> <li>• Our child welfare and family justice system – and wider society – promotes social justice and creates the conditions that enable children to achieve their potential;</li> <li>• Children and families' voices and experiences drive decision making at an individual and strategic level within the child welfare and family justice system.</li> </ul>			

As a charity we have historically succeeded in building long-term relationships with key funders, particularly government (central and local) and trusts and foundations, despite not having a recognised fundraising lead.

We have grown significantly over the past three years, thanks to the ongoing success of our programmes and services, coupled with increased nationwide recognition of our work, and we now need to grow our fundraising function accordingly and bring about a culture shift in the way fundraising operates within the charity.

Following an external fundraising review commissioned earlier this year, we want to bring about a step-change in the rate at which we increase and expand our funding pipeline, with a focus on the key areas of trusts and foundations, individual giving, and corporate partnerships. We want to match the ambition and reach of our work including our policy and campaign activities, programmes and services with a high-value funding programme that establishes success now and in the years to come.

### **The Role:**

### **Key Responsibilities:**

#### **1. Running the fundraising function at Family Rights Group**

You will hold responsibility for:

- Delivering against ambitious funding targets, with individual responsibility for leading on and delivering an agreed annual income target
- Leading on research and qualification of potential partners, developing, managing and growing a pipeline of funding prospects, including both restricted and unrestricted funding, targeting priority areas of need
- Developing compelling applications for trusts and foundations, managing all aspects of the submission, acceptance and stewardship process, drawing on evidence and case studies from our expert teams
- Developing and cultivating relationships with prospective donors, including individual donors and corporates
- Developing funding opportunities in other (limited) areas, including through events and activities.

The above work will be achieved by working closely with different leads in the charity, and consistent with our values, including the way that we amplify the voices and experiences of families and young people involved in the child welfare system.

#### **2. Creating new opportunities via corporate partnerships and individual giving**

In addition to continuing and strengthening existing work with trusts and foundations, you will hold responsibility for the key areas of individual giving, including big gifts and legacies, and corporate partnerships. Working closely with our Chief Executive and SLT members, you will play a key role in leading the charity's relationship management with major donors, corporates and new trusts, ensuring that we are proactive, organised and time-efficient.

You will:

- Review and utilise our case for support, and develop effective pitches for different audiences
- Identify and cultivate new relationships, including with prospective donors

- Implement a plan for corporate partnerships, exploring mutually beneficial forms of collaboration (including arrangements of sponsorship)

### **3. Establishing a strong fundraising culture at Family Rights Group**

You will play a lead role in building a strong infrastructure and culture of fundraising in the charity, through a number of key initiatives which will be developed over time, including:

- Relationships, networking and visibility
- Strengthening our case for support
- Developing a detailed fundraising strategy, including the development of targets, priority actions, and a donor cultivation plan
- Involving other roles in fundraising, including with our trustees and other friends of the organisation

Through this work, you will bring about a step-change in fundraising in the organisation to match our increased size and scope.

### **3. Support with and attendance of events**

In line with what is manageable for a part-time role, you will support with the planning of events and activities which include an emphasis on securing additional funding. This includes our annual quiz, awards dinners, and new targeted campaigns for support and networking events.

### **4. Fundraising sub-committee**

You will play a key role in mobilising the charity's fundraising sub-committee, which includes staff, trustees and key fundraising contacts, and meets quarterly. You will work closely and strategically with trustees who are involved in and can support our fundraising activities.

### **5. General Responsibilities**

- Liaising with digital marketing, communications and content creation roles to strengthen our external-facing work from a fundraising perspective.
- Ensuring that all fundraising-related work is delivered in line with the organisation's equalities framework.
- Establishing and maintaining contacts with other relevant organisations and represent the charity at external meetings.
- Keeping alert to external fundraising opportunities in the media and in specialist publications.
- Ensuring that the work of the organisation responds to the experience and views of families involved with children's social care services.
- Keeping data protection as a key priority with our handling of supporters and funding partnerships, addressed at every level of our fundraising work and strategy.
- You will undertake any other tasks as requested by the senior leadership team which are broadly compatible with the remit of the post.

### **Person Specification:**

#### **1. Professional qualifications, knowledge and experience**

We are looking for an established fundraising lead with at least five years' direct experience of securing funds through successful funding applications, cultivating donor relationships, and overseeing other key initiatives to generate funds.

We are especially interested in someone who is confidently able to navigate the steps to be taken to engage with donors, and has a good track record of securing positive results, while involving key roles, including senior leadership, in fundraising work in the most effective ways. The ideal candidate will have a broad experience of the relevant fundraising responsibilities, alongside a genuine affinity with the work we do.

The following is essential for the role:

- At least five years' experience leading the fundraising function of a charity, including writing successful bid applications.
- An understanding of how to manage bid-writing processes skilfully and strategically, prioritising key opportunities, working closely with colleagues, and producing well-researched and well-written bids that reflect the values and methodologies of the organisation.
- Direct experience of managing key relationships with major donors (ideally both individual and corporate).
- Prior involvement in strategic responsibility for fundraising, including crafting strategic and plans to prioritise work and increase fundraising outputs.
- A highly developed understanding of the ways in which a charity's public profile can be increased effectively to generate more support from potential funders.
- Direct experience of communicating fundraising pitches and cases of support to different audiences effectively.
- A keen eye for detail and strong copywriting and editing skills for effective bid-writing.

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## **2. Anti-Discriminatory Practice**

You will be able to demonstrate and apply a knowledge and understanding of the way in which racial, religious, sex, gender, disability, age and class discrimination, as well as immigration and asylum laws and processes, impact on children, young people and families.

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## **3. Working effectively with colleagues**

You will have experience of leading and supporting colleagues to achieve high performance, in a busy and thriving work environment.

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## **4. Communication Skills**

You will have excellent writing and editing skills, and be able to communicate effectively to both professional and non-professional audiences.

You will be able to develop positive relationships with people from a range of organisations and backgrounds, and work with and promote the interests of children, young people and families.

You will be able to confidently represent Family Rights Group by presenting and discussing the organisation's work to a variety of audiences.

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## **5. Self-Management**

Highly motivated, you will be skilled in handling a busy workload, meeting deadlines and managing conflicting priorities.

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## **6. IT**

You will be experienced in using Microsoft Office applications including Word and Excel, and have a good

working knowledge of databases. You will have an interest in digital fundraising and the ways in which AI can enhance the charity's fundraising outputs. Experience of working with a fundraising CRM is desirable.

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### **7. Other Requirements**

You will have an understanding of and commitment to the aims of the organisation, and a real interest in the ways in which we are working to change the child welfare system.

Regular attendance of the office is recommended for this role, for which London Weighting will be awarded, although flexible requests can be made.

Please note that for this post you will be required to undergo an enhanced disclosure and barring check.