



Fundraising & Partnerships Lead

September 2026



Creating local permanent woodland

Come and work with us

Avon Needs Trees (ANT) is a registered charity creating new, permanent woodland throughout the Bristol-Avon catchment to fight the climate and ecological emergencies.

We fundraise to buy land to create woodlands that will stand for generations, locking up carbon, boosting local biodiversity, and providing natural flood management as well as publicly accessible green space where appropriate.

ANT was founded in 2019 by environmentalist Nikki Jones and a small band of volunteers. They were concerned by how deforested our area had become and that no charity existed to buy land in our catchment to guarantee the permanence of new woodlands.

Since our formation in 2019, we have had two incredibly successful projects in Wiltshire, purchasing two sites of 47 acres, planting and caring for 22,000 native trees with the help of hundreds of volunteers from local and surrounding communities.

In 2023 we started planting Great Avon Wood; a ground-breaking partnership with the Forest of Avon Trust. With over 100 acres of land and 40,000 trees to plant and care for, it was our most ambitious project to date. We have also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We have now completed the second planting season of 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation.

Our Values

Ambitious: Our people are nimble and take opportunities, take urgent action to tackle the climate and nature emergencies, are bold in our ambition and scale

Reasoned: We are thoughtful, ethical and reasoned in how we deliver our ambitions

Positive: We are optimistic about the future and our ability to shape it, meeting our mission and challenges with positivity

Working with us

- Flexible working with an employer with a proven record of sensitivity to range of personal circumstances and needs
- Hybrid working
- 26 days leave per annum, plus bank holidays (all pro rata for part-time staff)
- Wellbeing and resilience focussed employer
- Paid leave for emergencies
- 24/7 free, impartial and confidential support service
- 24/7 free helpline with health professionals
- Pension scheme, with a 3% employer contribution
- Real Living Wage employer, as a minimum

Fundraising & Partnerships Lead

Reporting to: Head of Fundraising - Director of Income

Hours of work: 0.8 FTE to full time (35 hours per week) depending on your preference

Duration: Fixed-term contract to 31st March 2028, with the potential to extend

Salary: £33,280 pa, starting salary (pro rata as relevant), with opportunities to receive performance related pay increases within the salary band over time.

Location: Flexible working between home, our office at Lower Chew Forest, near Compton Dando, and with travel across our catchment area.

Job Purpose

To develop and grow ANT's income from corporate partnerships, major donors and individual giving, building strong relationships and compelling fundraising propositions that support ANT's mission and long-term financial sustainability.

The role

This role will play a key part in delivering ANT's fundraising strategy, with a particular focus on corporate partnerships, major donor development and individual giving.

You will develop new fundraising opportunities, manage and grow relationships with existing supporters, and coordinate fundraising campaigns and stewardship activity. You will work collaboratively across ANT to develop compelling offerings, demonstrate impact and deliver an excellent experience for partners and donors.

The role offers the opportunity to develop new approaches to fundraising and help shape how ANT builds sustainable income as the organisation grows.

Main responsibilities

Corporate Partnerships

- Work with the Head of Fundraising to review our current corporate partnerships offerings & processes. Develop a set of recommendations for improvements, with the potential to shape the proposition in your own vision
- Manage our new business pipeline and generate new leads, with a focus of onboarding partners who share our values, vision & ambition
- Develop relationships at all levels, from senior decision makers to more junior staff in companies, inspiring them with our vision and ensuring long-term buy-in
- Attend or arrange events to facilitate networking and lead generation
- Delivery:
 - Manage volunteering days on site alongside ANT colleagues
 - Manage a programme of employee engagement that looks beyond volunteering days
 - Work with the project teams to manage a timetable of tree planting and tree care days
- Provide reporting that demonstrates impact & shows the effectiveness of our partnership. Provide end of year reviews for multi-year partners
- Support partners in their work to communicate the partnership with internal and external stakeholders
- Work with the Natural Capital & Corporate Partnerships Lead to develop relationships in the Biodiversity Net Gain and natural capital markets

High Net Worth Philanthropy

- Work with the Head of Fundraising on developing an exceptional high net worth philanthropy programme
- Coordinate the production of marketing assets for these audiences
- Coordinate the pipeline of HNW contacts, building strong relationships directly and supporting others across the organisation who might hold major donor relationships
- Ensure high quality of donor stewardship with appropriate reporting and inspiring content
- Other duties and opportunities as required

Individual Giving

- Work with the Marketing & Communications Lead to deliver our one-off individual giving campaigns including crowdfunders
- Work with the Head of Fundraising to design and pilot new individual giving programmes inline with the fundraising strategy
- Responsibility for ensuring excellent donor stewardship journeys. This will include a review of current stewardship journeys and making recommendations for improvements where appropriate

Working relationships and expectations

- As a member of the Income team, you will work closely with the Head of Fundraising, alongside the Trusts & Foundations Lead, Communications team & Engagement roles that work with a range of stakeholders related to our projects. You will also collaborate more widely across the organisation coordinating the corporate partnerships offering.
- Hybrid working between home and our office at Lower Chew Forest (BS39 4NU) between Bristol and Bath with the expectation of being present in our office or on site for at least one day in a typical week
- Occasional evening and weekend working will be required but this is not a substantial feature of your role
- Our staff maintain an appropriate level of confidentiality, professionalism and discretion at all times
- Our staff comply with organisational policies, procedures, and guidance, and external regulations and laws

Person Specification

Essential / desirable	Specification
Essential	Commitment to addressing the climate and nature emergencies in general and woodland creation in particular
	Demonstrable experience developing new business opportunities, generating leads and managing a pipeline from prospecting through to conversion
	Strong relationship-building and interpersonal skills, with experience developing relationships with people at different levels of seniority
	Demonstrable experience managing and developing relationships with external partners, clients, donors or other stakeholders
	Strong organisational and project management skills, with the ability to

	manage multiple priorities and deliver concurrent workstreams.
	Experience using data and information to monitor progress, evaluate activity and produce clear reports and presentations
	Ability to work proactively and independently, managing competing priorities and taking responsibility for delivering agreed outcomes
	A willingness to learn, reflect on performance and improve approaches based on evidence and experience
	Experience developing or coordinating communications and materials that engage and influence external audiences
Desirable	Good financial skills & an understanding of income tracking
	Experience engaging a target audience through a range of digital channels including LinkedIn for corporates
	Experience of collaboratively using or managing relationships using a CRM
	A valid UK driver's licence and access to a vehicle would facilitate travel to our sites where required

How to apply

Application deadline: Sunday 18th October 2026 at noon

Interview date: Week commencing 26th October 2026

Start date: As soon as possible and ideally in Dec 2026

To complete an application [please follow the link to the form](#) - if you have any concerns or issues completing the application please email: contact@avonneedstreets.org.uk

Please include the job title "Fundraising & Partnerships Lead" in the subject line of your email, and submit by the deadline above.

Our commitment to equality and equity

We would be grateful if you could also complete our [equal opportunities monitoring form](#). This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application, or seen by anyone involved in the decision-making process.

Your application will have all personal details redacted before being assessed by our short-listing panel.

As a Disability Confident employer, we will offer an interview to disabled candidates who meet the essential criteria for the role.

To address any diversity gaps in our team we will also offer an interview to candidates who meet the essential criteria and are from under-represented groups. At this time this applies to

those from Black, Asian and minority ethnic groups.

Avon Needs Trees is a Living Wage and Disability Confident accredited employer, and a supporter of the West of England Good Employment Charter. We especially welcome applications from under-represented groups.

