

Recruitment Pack

HEAD OF CORPORATE PARTNERSHIPS

April 2024

Tommy's
Together, for every baby

Together, for every baby



Welcome from Kath Abrahams, Chief Executive



A lot has changed in the 30 years since Tommy's started – not least the charity itself, which was founded by 2 obstetricians working from a hospital cupboard and has grown to become the UK's leading pregnancy charity.

In that time, we've heard from thousands of people sharing their stories of heartbreak and devastation, supported families at every stage of their pregnancy journey and built a very special community of support. Like you, we believe pregnancy and baby loss should never be 'just one of those things'.

We remain the largest charity funder of pregnancy research, and in 30 years, we've made huge progress researching causes of pregnancy complications and baby loss. We've found new tests and treatments that have made pregnancy safer and transformed families' lives.

We've ensured women and birthing people across the UK have access to the most up-to-date, evidence-based, lifesaving pregnancy information. We've shaped national healthcare guidelines and broken some of the silence surrounding baby loss. But there is still so much to be done.

Right now, 1 in 4 pregnancies end in loss during pregnancy or birth and 53,000 babies are born early every year.

We think that's unacceptable, and we are here to change that.

How do we do this? Tommy's is a medium-sized charity, but we think and deliver big. We are focused in meeting our goals, but we also want everyone to have a healthy work-life balance and feel well looked after. The wellbeing and personal development of our colleagues is a priority for us.

But don't just take my word for it. In our 2022 annual staff survey over 90% of the team feel teamwork is encouraged, that their director and line manager provides great leadership, and that we act with integrity. Our team also overwhelmingly feel this is a place where they can grow both professionally and personally.

I hope you will consider applying and joining the Tommy's family.

A handwritten signature in black ink, appearing to read 'Kath Abrahams'. The signature is fluid and cursive.

Kath Abrahams, Chief Executive

A bit about Tommy's



Pregnancy complications and baby loss should not be seen as 'bad luck'

Parents who suffer from miscarriage, stillbirth or premature birth may have heard one or more of the following common phrases:

'It's nature's way'

'You've just been unlucky'

'At least you can get pregnant'

Would this be an acceptable thing to say to someone who has a long-term health condition or disease?

We are supported by people who refuse to accept that a baby's death is just 'one of those things'. The people who support us want to do something about the lack of research and information around pregnancy issues. Like us, they believe every parent has the right to a healthy pregnancy and baby.

Our research saves lives

We fund 4 research centres in the UK that investigate the causes and find treatments for miscarriage, stillbirth and to improve maternity outcomes for women and birthing people.

Our research centres also have clinics where we provide specialised antenatal care for women who are at high risk of having miscarriage, stillbirth and premature birth. They also have an opportunity to be part of our research through taking part in trials for pioneering new treatments.

They are under the care of a team of people who have a huge amount of knowledge, experience and understanding of the psychological effects of pregnancy loss.

Together with our teams of scientists and clinicians, they are helping us provide the evidence that will make antenatal care better for all.

We support parents-to-be

We feel it's important to provide free, accurate and up-to-date information for medical professionals and parents-to-be around healthy pregnancy. We do this through our PregnancyHub.

Mission and impacts

- We lead research and transform care.
- We provide expert information and support throughout the pregnancy journey.
- Working with communities and partners we challenge inequities and campaign for change to make pregnancy and birth safer for all.
- Together, we save babies' lives.

We believe we've got the formula right for achieving this, because of the positive impact we've had to date:

50%

Stillbirth rates have halved in the UK since 2000



We can now spot who is at risk and we have pioneered predictive tests and treatments to improve outcomes

90%

of women attending a Tommy's pre-term birth clinic take home a full-term, healthy baby

100%

of parents attending a specialist Tommy's clinic for parents who've experienced stillbirth take home a healthy baby



Our pregnancy information services reach 70% of all pregnant women



Our campaigns are reaching millions and prompting behaviour change that is saving lives



Tools and guidelines created by Tommy's have been taken up by the NHS and midwives UK-wide

Future plans

Our main goals are:

- ❖ **Grow evidence**, because baby loss and pregnancy complications aren't 'just one of those things'.
- ❖ **Improve care**, because everyone should be provided with the best care and support.
- ❖ **Tackle inequalities**, because everyone deserves the same opportunities for a healthy pregnancy and birth.
- ❖ **Mobilise for change**, because together, we will make pregnancy safer and save babies' lives.

What's more, we want to better support partners, reach more men, tackle pre-conception health, drive more behaviour change to make pregnancy safer, continue to break the silence around baby loss and so much more!

Benefits of working here



An overview of the full range of contractual and non-contractual benefits Tommy's people can get.

- ❖ **25 days' paid holiday**, increasing by 1 day (after two years of service), up to 30 days after you have been with us for 5 years. Paid bank and public holidays on top.
- ❖ **Buy up to 5 extra days of holiday**, and spread the cost over the whole calendar year if you want. No qualifying period – you can start this from Day 1.
- ❖ **6 'flex' hours to use each month** to suit your lifestyle. Come in late, leave early or extend the weekend to suit your lifestyle – just make up the working hours within the fortnight.
- ❖ **No long-hours culture.** We work hard within our contractual hours, but we strongly discourage late working. We value the quality and efficiency of your work – not the length of time you put in.
- ❖ **Have a proper lunch break!** We insist our people have their lunch away from their desks, so you should always get a proper break. No one should work through their lunch at Tommy's.
- ❖ **And 'health breaks'** – have a long lunch (2 hours), and just make up the time on the day. No special arrangements to make.
- ❖ **Recognition of private time and space for prayer / religious observation** - just speak to your manager.
- ❖ **2 weeks' fully paid Sabbatical** after 5 years' completed service
- ❖ **Social committee** - Breakfast club, book club, karaoke, cinema, or just a good meal out: all suggestions are welcome, and everyone is invited to join in.
- ❖ **Be part of some of the greatest mass-sporting events in the UK** – our wonderful supporters run in the London Marathon and take part in Tommy's ground-breaking London Landmarks Half-Marathon, as well as many other community events across the country. As a Tommy's colleague you'll get to join in the fun and make sure our supporters have the best possible experience – and of course get Time Off in Lieu (TOIL) for the time you put in.

- ❖ **Keep your work and home life separate.** We like our colleagues to enjoy their personal life as well as their working life. No-one is expected to address work matters outside of working hours unless it's a pre-arranged event.
- ❖ **Career-development.** All our colleagues are encouraged to join in career-development discussions. As Tommy's goes from strength to strength, we want to know how you would like your career to grow with us. A quarter of our people have been with Tommy's for 4 years or more.
- ❖ **Season-ticket loan scheme**—or use the loan to buy a bike. Spread the cost of your purchase with an interest-free loan from Tommy's, after your probationary period is completed.
- ❖ **Free eye tests**—get your sight tested and Tommy's will refund the cost of the test. And there's a £50 contribution from Tommy's if you are prescribed glasses - even if they are not for computer use.
- ❖ **Home working allowance** - claim up to £50 per year on any home working equipment you may need.
- ❖ **Company sick pay** - We have a great attendance rate at Tommy's, but if you are sick in any rolling 12 month period you can qualify for up to 20 days' full pay. If you are sick within your probation period, you are entitled to 50% of this allowance.
- ❖ **Compassionate leave** - Unfortunately you may experience personal difficulties, such as a bereavement which may affect your work. As a result we offer 5 days of paid compassionate leave (pro-rata for part time employees) to assist employees during this period.
- ❖ **Parental Bereavement leave** - The pain of losing a child is incomparable, and in the unfortunate circumstance this should happen, we offer up to two weeks paid leave to support our employees during this painful time.
- ❖ **Enhanced maternity & parental leave pay** - No surprise here, babies are close to our hearts! We are mindful of the financial impact that may come with having a new bundle of joy, and as a result offer both enhanced paternity and maternity pay.
- ❖ **Training** - We offer a number of different training programmes to assist with your personal development, such as structured training for line managers and other role specific training - to be agreed with your line manager.
- ❖ **Pension scheme** - You'll be enrolled in the first month of you starting: stay in the scheme if you wish, or opt out if you prefer. Contribution rate is 4% employer and 4% employee.
- ❖ Centrally located, attractive offices—with a wide range of shops, cafes and bars right on the doorstep.
- ❖ **Hybrid Working** - We are that Tommy's employees come in to the office a minimum of 2 days per week (full time roles) and we provide you with a laptop and locker to facilitate this.
- ❖ **Brilliant people doing their jobs well!** This is who we are: come and talk to us!

Equity and diversity

At Tommy's, we know how important it is to recognise and value differences in our team. That's how we can build a passionate, effective workforce who are all driving together to meet our vision to halve the number of babies who die during pregnancy and birth by 2030.

We are committed to making our organisation a place where everyone is treated fairly, has the same opportunities, is supported to achieve their very best and feels welcome, included and part of the Tommy's team.

Our Equality, Diversity and Inclusion group is at the heart of our workplace and strives to make Tommy's an organisation whose work and culture reflect the families that we work with, our supporters and the baby loss community as a whole.

We strive to create an inclusive culture where people feel valued, involved and appreciated, with a sense of belonging regardless of their differences. We aspire to achieve this by learning from peoples' lived experience, listening to their views, adjusting how we interact with our staff and reviewing processes, training and policies to ensure they align with our goal of being an inclusive employer.

Our vision

Tommy's is here for every baby, parent and parent-to-be. Whoever you are or wherever you live, everyone should be able to have a healthy pregnancy and baby and we want to bring about change so fewer babies die during pregnancy and birth. Black women, Asian women and women from other diverse ethnic groups are currently the most vulnerable and high-risk when it comes to pregnancy outcomes.

Workplaces that welcome parents and pregnant people and are diverse in age, ethnicity, gender identity, marital or civil partnership status, race, religion and belief, sexual orientation, physical or mental abilities are better and more innovative organisations and more representative of those we seek to help.

Tommy's embraces and harnesses the talents, skills and experiences of everyone who wants to help us in our mission to make pregnancy and birth safer for all. We are determined to be an organisation that truly values what all people can contribute to our cause and passionate about helping everyone who needs our advice and support.

Our recruitment process could involve one or more interviews; a written or oral assessment; and the online completion of psychometric questionnaires. If you are invited to an interview and you have a disability or condition which could impact on your ability to participate in Tommy's recruitment process, please let us know before your interview by emailing the Manager who is recruiting for this position.

We will be very pleased to make any reasonable adjustments to our recruitment process that are necessary to accommodate any long-term medical condition or disability you have. If you share such information with us, we will keep it confidentially, and we will only use it to make sure that we fulfil our employer responsibilities towards you.

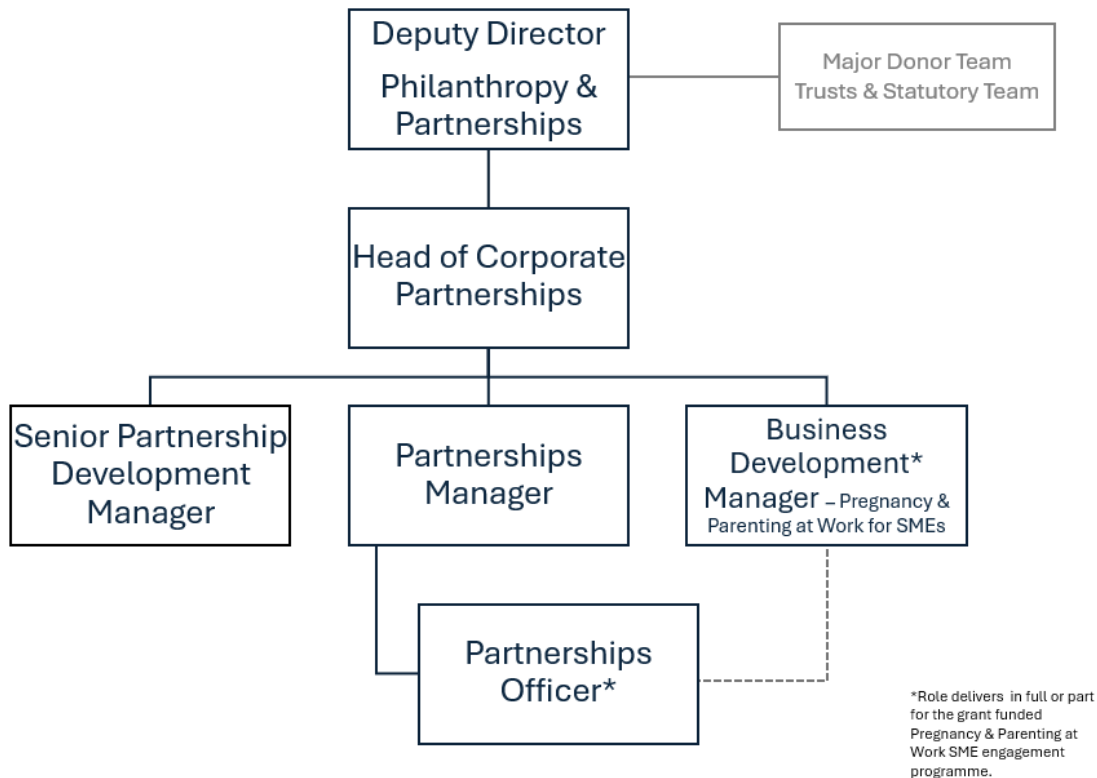
We will only keep it for as long as we need to, and we will then destroy it confidentially.

Role details

Place of work	Nicholas House, 3 Laurence Pountney Hill, London, EC4R 0BB Hybrid between home and office, with a minimum 2 days per week in the office for full time employees.
Salary	£50,000 - £53,500 pa (full time, 35 hours per week)
Contract type	Permanent
Reports to	Deputy Director, Philanthropy & Partnerships
Hours	Full time 35 hours per week and open to speaking to candidates looking for 0.8FTE.

The Corporate Partnerships Team

The Corporate Partnerships team are the interface between the charity and businesses, raising over £800k pa with plans to hit £1m, through commercial and charitable partnerships, and our workplace training programme Pregnancy & Parenting at Work. Our partnerships play a big role supporting our strategic goals by raising money, but also helping extend our awareness and reach, and create change in how businesses support employees through their pregnancy journey.



Head of Corporate Partnerships

<p>Position purpose:</p>	<p>Leading the Corporate Partnerships team to raise £1m per annum annually by 2025/26, managing and winning ambitious new strategic partnership opportunities with businesses. Strong emphasis will be on developing new six figure opportunities and developing our passionate team of fundraisers for success in role.</p>
<p>Number of reports:</p>	<p>Leading a team of 4, 3 of which are line reports.</p>
<p>Major/Key Responsibilities:</p>	<p>Income Generation</p> <ul style="list-style-type: none"> • Lead the team to deliver £870k in income this year, ensuring plans are in place to support raising £1m in 2025/26. • Regularly monitor income ensuring monthly reforecasting is accurate; contribute to budget setting for the department and develop financial models to predict growth and manage risk for partnership income. <p>Strategic Planning, Research and Innovation</p> <ul style="list-style-type: none"> • Develop and deliver the next stage of our corporate fundraising plans that are aligned to our Philanthropy and Partnerships strategy and organisational key results (OKRs). This will include scoping the opportunities partnerships can play in upcoming brand development campaigns. • Develop potential products into business cases to take to market, including the development of the Pregnancy & Parenting at Work workplace training programme. • Conduct research to identify quality prospects and new opportunities across the team. <p>Business Development</p> <ul style="list-style-type: none"> • Take a lead and active role in developing and nurturing a robust pipeline of new opportunities, working closely with the Deputy Director to ensure our engagement with businesses enables strategic fundraising plans. • Lead your own pipeline of opportunities with six-figure potential, taking prospects through from research and ideation, to cultivation and pitch. • Develop and evaluate budgets, KPIs and plans for new business as part of the Philanthropy & Partnerships strategy. <p>Relationship Management</p> <ul style="list-style-type: none"> • Build and manage relationships with key partners/prospects, inspiring and motivating them to exceed fundraising targets & other non-financial KPIs, whilst leading the team to deliver high quality partnership management throughout the portfolio. <p>People Management and Leadership</p> <ul style="list-style-type: none"> • Play an active role in developing a high performing culture across the Philanthropy & Partnerships team through effective and inspirational management and development of the Corporate Partnerships team. <p>Compliance</p> <ul style="list-style-type: none"> • Ensuring compliance with GDPR, charity regulation and Tommy’s own Ethical Policy.
<p>Measures:</p>	<ul style="list-style-type: none"> • Annual income generated towards £1m target and wider organisational goals • Pipeline value and volume that supports strategic growth and income plans • Return on investment • Partnerships won and retained • Partner satisfaction and impact • Team experience, development, and success

Scope:	As Head Corporate Partnerships you will lead on all Corporate Partner fundraising and engagement activity, and the successful delivery of our plans and strategy for this income stream. You'll play a key role in the leadership of the Philanthropy & Partnerships team. The role works with other colleagues in teams from across the organisation including Marketing on partnership development, campaigns and promotion, Pregnancy Information and Research, and the Finance & Support teams.	
Authority/Decision Making:	This role will be able to make the majority of decisions relating to Corporate Partnerships fundraising in consultation with the Deputy Director. You will take the lead on the income and expenditure budget and future projections for your area.	
Challenges:	<ul style="list-style-type: none"> • Changing and challenging corporate partnerships/CSR landscape • Tommy's brand awareness and reach 	
Key Contacts:	Internal	External
	Deputy Director Philanthropy & Partnerships Fundraising Director Deputy Marketing Director Senior Managers, Marketing team Head of Pregnancy Information Heads of and Senior Managers across Fundraising	Stakeholders and key contacts at partner and prospect organisations Agencies
Qualifications:	Required	Desirable
	N/A	N/A
Experience:	Required	Desirable
	<ul style="list-style-type: none"> • Significant experience of high value and/or corporate partnerships and income development. • A proven track record of winning and managing corporate partnerships at five and six figures. • Successfully developing your own pipeline of opportunities, taking prospects through from research and ideation to cultivation and pitch. • Developing proposals and delivering pitches externally that secure new relationships. • Line management experience including developing and motivating a target orientated team or multiple line reports. • Deep knowledge of different corporate fundraising models and a good understanding of the current corporate fundraising landscape and core principles • Experience of establishing a new strategy and working collaboratively to turn this into activity plans and 	<ul style="list-style-type: none"> • A good understanding of best practice with regards to Fundraising Code, Data Protection, and risk management • Experience of account managing multifaceted, high value (five & six figure) partnerships between charities and businesses, ideally through a mixture of Charity of the Year, Strategic and cause marketing and/or sponsorship.

	<p>deliverables across a team or line reports or project group.</p> <ul style="list-style-type: none"> • Experience of developing business cases with budget forecasts and scenarios. • Experience of the process involved in innovation and product development for corporate fundraising products. • Working with data, insight to identify opportunities and make strategic decisions. 	
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Person specification Skills required

	Required	Desirable
<p>Qualities, Skills & Knowledge:</p>	<p>Qualities</p> <ul style="list-style-type: none"> • A team player who values collaboration. • Results driven; motivated by meeting ambitious targets. • Action-orientated. • Commercially aware: has a good understanding of the current corporate partnerships landscape and applies data and insight to achieve goals. • Enjoys the freedom, flexibility and challenge to build on existing foundations to make things better. <p>Skills & Knowledge</p> <ul style="list-style-type: none"> • Persuasive and inspiring verbal and written communication to support influencing and negotiation. • PC Microsoft Word, Excel and PowerPoint so that no further training is required to do the job. • Excellent understanding of the current corporate fundraising landscape. • Understanding and use of the new business / sales cycle process from prospect research to close. • Full range of management and leadership skills, including the ability to establish team objectives, to use 	<p>Skills & Knowledge</p> <ul style="list-style-type: none"> • Using a coaching approach to develop people and performance. • Good experience of using Raiser’s Edge for partnership or relationship management. • Good understanding of best practice with regards to Fundraising Code, Data Protection, and risk management.

	<p>resources effectively and to bring about change.</p> <ul style="list-style-type: none"> • Knowledge of the commercial drivers of decision making behind charity/business partnerships. 	
Languages:	Required	Desirable
	<p>English - a high standard of documentation and communication skills.</p>	
Competency Success Profile:	<ul style="list-style-type: none"> • Drive for change • Results driven and commercially aware • Proactive • Quick to connect • Ability to reflect with high levels of emotional intelligence 	

Tommy's values

We are **evidence-driven**: we fund, find and follow evidence, and it guides us in achieving the greatest impact.

We are **inclusive**: we put tackling inequity at the heart of everything we do and treat everyone with empathy, consideration and care.

We are **collaborative**: we know we're stronger when we work together in true partnership with communities.

We are **courageous**: we are bold and unafraid to challenge established systems and thinking.

Data protection

Tommy's collects information about its job applicants, employees and others. Such information is collected and used fairly, stored safely, not disclosed unlawfully and destroyed when it is no longer required.

A copy of Tommy's Employee Data Protection and Privacy Policy, including Retention of Employee Records, is available on request from Tommy's Data Protection Officer.

Find out more

tommys.org

020 7398 3400

mailbox@tommys.org

Nicholas House
3 Laurence Pountney Hill
London EC4R 0BB

