



HEAD OF FUNDRAISING RECRUITMENT PACK

WHO ARE WE?

Sift is a UK charity providing specialist support, information and advocacy for people affected by self-harm. We work alongside people who have been directly affected by self-harm at every level of our organisation. We are service-user centred, and ensure our service users are at the heart of everything we do. Following an exciting rebrand and the launch of a new website, we are entering a new phase of growth, visibility and influence.

To support this next chapter, we are looking to develop a fundraising strategy to strengthen and grow our income. With 2026 marking our 40th anniversary, this role provides an opportunity to make a high impact and help to secure the future of the charity for generations to come.

 [Read Our Story](#)



Sift is a truly unique organisation. In my five years on the Board, I have seen first-hand what can be achieved when we put service users first and genuinely listen. As we launch our new identity, we're seeking a Head of Fundraising who can use their expertise to grow sustainable income and expand our reach. This is an opportunity to play a pivotal role in shaping our future, ensuring more people affected by self-harm can access compassionate, non-judgemental support.

Eilish Sorohan, Chair of the Board, Sift

VISION, MISSION & KEY OBJECTIVES

Our Vision

Is a world where anyone who self-harms can access support and care without judgement.

Our Mission

To improve support and knowledge around self-harm by providing trauma-informed, compassionate support to people who self-harm and those who care for them.

Our Values

Empathy: We meet people with compassion, listening without judgement and valuing their experiences as they are.

Collaboration: We work alongside individuals, communities and professionals to create lasting change.

Courage: We challenge stigma, confront difficult issues and push for systems that genuinely support those who self-harm.

Inclusivity: We strive to create services that are accessible and relevant to all, especially those who are often unheard or excluded.

Respect: We believe everyone deserves dignity, choice and autonomy, regardless of their experiences with self-harm.

Key Objectives

- Raise the profile of the charity and the stigma attached to self harm
- Scale Listening services to support more users from all communities
- Develop and grow our peer support services
- Develop training for frontline staff and families

THE ROLE:

HEAD OF FUNDRAISING

Working Hours: 2 days per week (Part time - 0.4 FTE)

Salary: £42,653.65 FTE (£17,061 pro rata + benefits)

Location: Bristol / Hybrid

Contract: 12 months (potential to extend)

Help shape the future of a growing, values-led organisation

This is an exciting opportunity to take a leading role in shaping Sift's future at a pivotal moment in our journey.

We support people affected by self-harm with compassionate, non-judgemental services, and demand for our work is growing. As we look ahead to the next phase of development, we are investing in fundraising to help us reach more people who need support.

We are looking for an experienced, values-led fundraiser who is excited by the opportunity to build, influence, and make a tangible difference.

Working closely with the CEO, you will lead our fundraising efforts and help us move from a reactive to a more proactive, strategic approach to income generation.

What You'll Do

You will play a key role in developing our fundraising including:

- Leading on trusts and foundations fundraising
- Building and managing a strong pipeline of funding opportunities
- Supporting the development of a major donor pipeline
- Overseeing delivery of targeted appeals and up to two campaigns per year
- Strengthening funder relationships and long-term stewardship



Key Responsibilities

Lead income generation:

- Develop and deliver a trusts and foundations pipeline
- Identify and prioritise high-value opportunities
- Write and submit compelling, high-quality applications
- Manage funder relationships and reporting

Support major donation development:

- Work with the CEO and trustees to develop a major donor pipeline
- Prepare briefings and support donor conversations
- Help structure and track relationships development

Deliver targeted fundraising activity:

- Plan and deliver light-touch general appeals
- Lead up to two focused campaigns per year
- Ensure activity is proportionate, targeted, and aligned with capacity

Shape approach to build foundations:

- Contribute to the creation of a clear, coherent fundraising strategy
- Strengthen the organisation's case for support
- Support diversification of income streams

Why Join Us?

- **Real impact:** Work that makes a tangible impact
- **Flexibility:** A part-time role with flexibility
- **Autonomy:** Scope to shape and develop our fundraising approach
- **Purpose-driven culture:** A small, collaborative team that puts people first
- **A pivotal moment:** Be part of an organisation evolving and growing its reach

Why This Role Matters

The role is central to our future. Your work will directly increase access to safe, compassionate support for people affected by self-harm and enable us to widen our influence across systems and communities.



Who We're Looking For

We're looking for someone who brings both experience and a strong alignment with our values:

Essential:

- Proven fundraising experience (particularly in trusts and foundations)
- Ability to work independently and prioritise effectively
- Strong writing skills and ability to tell compelling stories
- A thoughtful, proactive approach with a high level of self-direction
- Confidence in building and managing relationships

Desirable:

- Experience supporting major donor fundraising
- Experience delivering appeals or campaigns
- Experience in a small or growing organisation
- Understanding of trauma-informed or mental health-related work

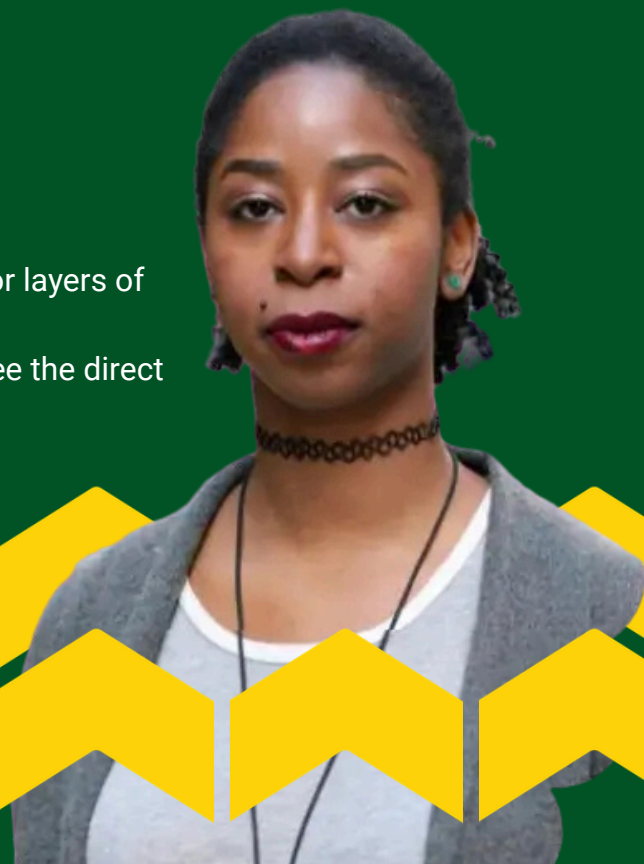
Personal qualities:

- Values-led and non-judgemental
- Thoughtful, reflective, and self-directed
- Comfortable with autonomy and responsibility
- Able to work with sensitivity and discretion
- Motivated by impact rather than volume

Additional Information

The role is best suited to someone who:

- Enjoys working at pace but with focus
- Is comfortable operating without heavy structure or layers of management
- Wants to take ownership of an area of work and see the direct impact



HOW TO APPLY

Joining the Sift team is an opportunity to make a meaningful contribution to a charity that listens deeply to people with lived experience of self-harm and works to challenge stigma at every level.

If you're looking for a role where you can shape strategy, work with purpose, and see the real-world impact of your work, we'd love to hear from you.

Please send a CV and covering letter to deelalljee@sift.org.uk. Please answer the following questions within your covering letter:

1. What motivates you to apply and why you are so well suited to this position?
2. The fundraising environment for small charities has become increasingly challenging. In this context, what do you think we need to prioritise to develop a successful fundraising pipeline?
3. What might you find most challenging in this role? Please explain why and tell us your strategies to address and overcome potential challenges.

Get In Touch

If you have any questions or for an informal chat about the role please contact:
Dee Lalljee on deelalljee@sift.org.uk.

Equal Opportunities

Sift is committed to equality, diversity and inclusion. We actively welcome applications from people with lived experience of self-injury, disabled people, people from racially minoritised communities, and others underrepresented in the sector.



It's nice to talk to someone who has had the same challenges with self-harm and really understand what it is and why it helps. They listen and really support even with one phone call.

Hussain, Listening Support User

WORK WITH US

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Registered charity number: 1092299.