

STEM Learning Limited

1. Role Particulars	
Role Title: Head of Fundraising	Reports to: Chief Executive Officer
2. Organogram	<pre> graph TD CEO[Chief Executive] --> HOF[Head of Fundraising] HOF --> BW[Bid Writer] HOF --> NFL1[National Fundraising Lead] HOF --> NFL2[National Fundraising Lead] HOF --> PDO[Partnerships Development Officer] HOF --> AML[Account Management Lead] AML --> AMO1[Account Management Officer] AML --> AMO2[Account Management Officer] </pre>
3. Purpose of role	<p>The role of Head of Fundraising, part of the Senior Management Team, is to drive new funder engagement – including from Philanthropy and major donors - and secure sustainable, multi-year income, building on current foundations. This pivotal role will accelerate our progress to ensure STEM Learning has the resources and partnerships needed to achieve our vision — improving lives through STEM education for all young people, whatever their background.</p> <p>Our mission is to empower young people with the skills and knowledge to thrive through effective teaching and learning. To achieve this, we provide a range of support activities for formal and informal education, including subject-specific professional development for educators in science and computing, quality-assured resources, and <i>Destination STEM</i> – a suite of student-facing experiences. We also lead the <i>STEM Ambassador Programme</i>, enabling 28,000 volunteers from over 5,000 employers to share their enthusiasm and expertise with young people and teachers across the UK.</p> <p>Reporting directly to the CEO and managing a 5 people-strong team, the Head of Fundraising leads our fundraising strategy with major donors, trusts and foundations and corporates, focusing on developing long-term, high-impact partnerships to maximise our income and financial sustainability. The role is responsible for:</p> <ul style="list-style-type: none"> • Driving new funder engagement and positioning STEM Learning as a trusted, high-impact partner delivering measurable social value. • Securing sustainable, multi-year funding through a balanced portfolio of income streams, ensuring financial resilience and growth, including with major donors and high-net-worth individuals. • Building and maintaining strong relationships with existing and new funders and supporters, ensuring they are continually inspired and engaged by the outcomes their support enables, including with the forthcoming STEM Learning Fellows. • Collaborating across the organisation to ensure proposals and partnerships are aligned with STEM Learning’s strategic priorities and key offering and that funded activities are delivered to the highest standards. • Championing a culture of excellence, partnership and innovation in fundraising.
4. Key Results / Accountabilities expected from role	

Accountabilities include:

- **Secure high-value, multi-year funding partnerships** with major donors, high-net-worth individuals, trusts and foundations and corporates, achieving six-figure and above income targets to support long-term organisational sustainability.
- **Identify, cultivate, and steward new supporters**, including Fellows, positioning STEM Learning as a trusted, high-impact organisation that delivers measurable social value and inspires meaningful investment.
- **Develop and maintain a robust pipeline** of new and repeat funders to meet current and future income targets, ensuring all funding aligns with our ethical policies — in particular, avoiding funds derived from activities harmful to young people.
- **Collaborate with the Chair, the Chief Executive, the Chair of the Enthuse Charitable Trust and other Trustees, the Senior Management Team, and wider fundraising and delivery teams** to engage, inspire, and secure new supporters, leveraging networks and relationships at the highest level.
- **Work closely with internal teams across STEM Learning** to ensure excellent account management and strong relationships and support the outstanding delivery of funded projects, demonstrating impact, accountability, and great stewardship to all partners.
- **Hold responsibility for organisational strategy improvements** as a member of the Senior Management Team.

Successful candidates will demonstrate STEM Learning's values:

- **Sustainable** - We are committed to the well-being and development of our employees, stakeholders, funding partners and wider community (caring for people), nurturing the environment we live in (a thriving place) and the achievement of economic success (reinvesting profit) in a responsible and ethical way.
- **Innovative** - We embrace new ideas, challenge the status quo, and foster a culture of creativity whilst we expand our network of partners.
- **Proactive** - We take initiative and make positive contributions to address challenges and seize opportunities.

5. Key challenges faced in the role

- **Collaborating across a matrix structure:** The role requires working effectively and collaboratively with colleagues across multiple teams and functions, as well as with external stakeholders and partners. Success will depend on the ability to manage expectations, influence without direct authority, and ensure both programme outcomes and financial obligations are met to a high standard.
- **Building and maintaining high-value relationships:** As STEM Learning aims to grow and diversify its funding base, the postholder will play a central role in developing and stewarding strong, trusting relationships with corporate partners, but also potential new partners such as trusts and foundations, and individual donors. This includes cultivating major gifts at five- and six-figure levels, often over multiyear timeframes. The Head of Fundraising will also play a key role in establishing and cultivating a cohort of new STEM Learning Fellows to grow our pool of supporters.
- **Balancing competing priorities:** The role will require excellent time management and the ability to juggle multiple workstreams and deadlines in a fast-paced environment. The postholder will need to prioritise effectively, communicate clearly, and collaborate closely with colleagues to maximise impact and ensure strategic objectives are achieved.

- **Driving innovation and income growth:** The postholder will need to bring creativity, curiosity, and an entrepreneurial mindset to identify new opportunities for partnership and funding. This includes developing compelling ways to present and package STEM Learning's offer to potential supporters, ensuring a clear case for investment and sustained income growth from corporates, trusts, and high-net-worth individuals.
- **Leading and motivating teams with aligned but varied objectives and locations:** The postholder will need to manage and inspire team members who may be working remotely. This will require strong communication and management skills, clarity of purpose, and the ability to align team efforts around shared fundraising goals while respecting functional differences.

6. Experience and Expertise (typical educational qualification and experience)

Essential personal skills, competencies & qualities

- **Proven track record of success** in securing and growing income from a range of sources, including high-net-worth individuals and trusts and foundations — delivering six-figure and multi-year partnerships.
- **Excellent relationship builder** with experience developing and stewarding complex, multi-faceted partnerships that deliver mutual value and long-term impact.
- **Strategic business developer** with the ability to build and maintain a strong pipeline of funding opportunities, identifying, cultivating, and converting prospects to meet fundraising targets.
- **Entrepreneurial and proactive**, with a strong sense of ownership and the confidence to identify, shape, and present compelling cases for support that align with STEM Learning's mission.
- **Collaborative and influential**, experienced in working across matrix structures and with remote or cross-functional teams to achieve shared goals, ensuring alignment and effective delivery.
- **Experienced in managing high-level stakeholder relationships**, including the C-suite, trustees, corporate decision-makers, and major donors, with the confidence and gravitas to make a compelling and timely ask.
- **Highly skilled communicator**, comfortable presenting to diverse audiences and tailoring messages to inspire and engage at all levels.
- **Strong networker**, eager to represent the organisation at events and conferences, identifying new opportunities, and staying informed on market trends and developments in the philanthropic and corporate partnership landscape.
- **Adaptable and resilient**, with the ability to balance competing priorities, manage workload effectively, and maintain momentum under pressure.
- **Knowledgeable about ethical fundraising practice**, ensuring all income aligns with STEM Learning's values and policies.
- **Strong managerial skills** to empower teams and support their professional development and enjoyment in their role.
- **Flexibility** in working hours will be required to meet the demands of the role at key times.

Desirable personal skills, competencies & qualities (if applicable)

- **An understanding and general knowledge** of the STEM education landscape in the UK.
- **Experience of establishing or maintaining a Fellowship programme** is desirable, but not essential.

7. Location

National role - the role holder will be required to undertake UK travel and occasional overnight stays including at the National STEM Learning Centre in York.