



Head of Grants & Major Donors

INFORMATION PACK



Introduction

TLG was founded out of a local church in Bradford that became gripped by the needs of struggling children and young people in their neighbourhood. Since then, the TLG team have been on a mission to bring a hope and a future to struggling children in and out of school. We work in partnership with local churches right across the UK and beyond, enabling them to get alongside and support children who are at a crossroads. TLG now oversees a network of churches across the UK and Portugal to deliver Early Intervention programmes and Make Lunch clubs tackling issues of holiday hunger.

The urgent needs of children living at risk of exclusion from school and families struggling to make ends meet would be overwhelming, if it wasn't for our even greater sense of hopefulness! We are full of hope because we see a church that cares and is perfectly placed to provide the support that is crucially needed, and we see God at work inspiring more and more churches to get involved.

Our Culture and Values

At TLG our work is often seen as a vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential and includes:

Balance and rhythms: We love to take care of our staff by organising fun team days away, personal retreat days and paid sabbaticals for longer term staff.

Investment in personal development: We are very intentional about Learning & Development and have four development programmes that include the Leadership Track, the Teacher Training Track, New to Management Track and Greater Impact.

Culture: We have a relational, appropriately collaborative culture that is big on celebration, fun and worship. We allow people to work flexibly and in their own style but have high expectations and accountability, fostering excellence in all we do.

OUR VALUES

Holding to these values is vital in the busy context of our growth and mission in supporting local churches across the UK and beyond.

Greater Transformation

- Energised by the challenge
- Deliberately missional

Relational Leadership

- Bringing out the 'gold' in others
- Leaning in when it's relationally tough
- Humble yet courageous

Local Church

- Celebrating the Church
- Grace and patience in partnership
- Rooted in the local church community

Excellence Every Day

- Joyfully exceeding expectations
- Learning from failure
- Uncertainty doesn't throw us

Vibrant Faith

- Nurturing our own walk with God
- Following Jesus together even when it's tough





Context of the Role

With over 20 years experience supporting struggling children and families, we have developed and honed high impact programmes that more and more churches across the UK deciding to partner with us.

The role will provide strategic leadership for high value, relationship-based fundraising. It is a senior role within the organisation and responsible for developing and delivering a comprehensive grants and foundations strategy and submitting applications. This role plays a critical part in the financial sustainability and impact growth of the organisation and will encompass fundraising from high net-worth individuals and Charitable Foundations.

This role will work closely with the Chief Executive, Director of Innovation & Implementation and Director of National Development to raise our level of philanthropic income as a charity. We can be flexible on location and in terms of our hybrid working and will consider part time working for the right candidate.

We're looking for someone with the humility, emotional intelligence, faith and drive to make a real difference to children and families. Someone who is strategic but also enjoys liaising with funders, writing applications and thinking of new projects.

Job Description

LOCATION

Hybrid, West Yorkshire (with flexibility throughout the working week meeting TLG's minimum requirement of 40% of working hours in the office)

SALARY

Starting salary £48,419 - £52,370 (depending on experience) and up to 10% employers pension contribution

HOURS

Full Time (37.5 hrs per week), Permanent

REPORTING TO

Director of Innovation & Implementation

The Role

Head of Grants & Major Donors

- Conduct thorough research on prospective donors and prepare detailed reports to support donor engagement efforts
- Develop compelling grant proposals, sponsorship packages, and donor communications to secure funding
- Be the lead for high value, relationship-based fundraising for the organisation
- Lead on the forward-looking pipeline: map out entry of new income against organisational needs/targets and funding gaps; supervise entry of new prospects onto the pipeline
- Be a strategic thinker that has the ability to plan, execute and build confidence with senior leaders and external funders
- Have strong interpersonal, presentation and negotiation skills with a proven track record of working with senior leaders, directors and Trustees
- Devise a strategy, securing income and achieving targets from major donors, foundations, and corporate supporters.
- Strong financial acumen that can interpret financial data including forecasting, understanding and interpreting financial accounts and potential objection handling
- Provide effective leadership as a Senior Leader and play a full part in wider leadership of the organisation
- Support in highlighting the impact on the lives of struggling children and young people in the nation and the opportunity for the church

Person Specification

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- Good general standard of education including as a minimum English and Mathematics GCSE at grade A*-C or equivalent.
- Educated to degree level, or equivalent through experience and a relevant professional qualification
- Can demonstrate a strong track record of raising five or six figure sums from a range of funders and over 3 years experience
- Strong analytical skills and ability to write comprehensive bids
- Experience of working with a CRM system to export and manipulate complex data sets, segment audiences effectively and develop a CRM strategy
- Solid understanding of the legal, regulatory and ethical environment of fundraising
- Ability to work across organisational boundaries, negotiating and influencing to resolve issues and agree appropriate solutions
- Excellent written use of English language with the power to motivate, persuade and inspire whilst also delivering clear, concise messaging
- Stay informed about trends in grant funding and philanthropy to adapt strategies accordingly
- Great social and relationship building skills
- Highly motivated by driving and exceeding targets
- Strong investigative skills
- Able to self-lead, manage and prioritise
- Thrive at achieving and exceeding targets
- Have an instinct for high expectations
- Value and champion diversity
- Financial acumen that can interpret and understand financial data

Additional Requirements

Head of Grants & Major Donors

- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team
- Attend TLG's Staff Conference twice a year. This includes active participation in corporate Christian prayer and worship
- Be prepared and willing to represent TLG at external events, including Christian exhibitions and festivals, church talks, etc
- Have a passion for struggling children and excitement about the role the Church plays
- A vibrant Christian faith to champion the development of TLG's Christian ethos
- Committed to actively pursue the on-going personal, professional and spiritual development of yourself and colleagues in order to enhance the contribution to TLG
- Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities
- Play an active part in promoting the work of TLG including the recruitment of individual regular donors through TLG Hope Giver scheme
- Provide 3 referees- at least one referee needs to represent Christian commitment. References will be taken up after short listing
- Provide evidence of qualifications and suitability to work in the UK



Application Process

Please apply for the role via our online recruitment system (www.tlg.org.uk/jobs).

As part of the application, you will be asked to upload your CV and a covering letter explaining why you meet the criteria.

Please ensure you are using Google Chrome when accessing our online recruitment system. If you have any problems with the online application process, please contact recruitment@tlg.org.uk or call 01274 905547 and someone will get back to you as soon as possible.

The closing date for applications is 5pm, August 9th 2024. Initial video interviews will take place on Wednesday 21st August, with in person interviews held on 27th August.

Thank you for your interest in this role!

recruitment@tlg.org.uk

www.tlg.org.uk

01274 905547