



Head of Partnerships & Fundraising

Location: Remote working in the UK

Reports to: Managing Director

Direct reports: 2x Partnerships and Fundraising Manager

About The Girls' Network:

The Girls' Network is a national charity with a mission to inspire and empower girls from the least advantaged communities by connecting them with a mentor and a network of professional women role models. We believe no girl should have her future limited by gender, ethnicity, background, or parental income, and that all girls should be supported to realise their ambitions, discover their self-worth, and shape their own futures.

We partner with secondary schools and colleges across London, Merseyside, Portsmouth, Southampton, Sussex, Tees Valley, Tyne & Wear and the West Midlands, matching girls aged 14–19 with trained volunteer mentors. Alongside one-to-one mentoring, we offer group mentoring, workshops, and a lifelong Ambassador Community that provides continued opportunities for development, career support, and connection.

Role Summary:

The Head of Partnerships & Fundraising is part of the Senior Leadership Team at The Girls' Network, working closely with the CEO and other SLT colleagues to shape and deliver the organisation's strategy. The role holds strategic and operational responsibility for growing and diversifying income, building strong partnerships and securing the resources needed to deliver TGN's mission. As a member of the SLT, the role will contribute strategic insight to organisational decision-making and help shape TGN's future direction, strengthening fundraising capability and supporting sustainable growth.

Leading a small, capable fundraising team, the Head of Partnerships & Fundraising will develop and manage a sustainable income pipeline across multiple income streams. The role will oversee fundraising performance, develop compelling proposals and cultivate



high-value relationships with funders and partners, ensuring opportunities are well aligned with TGN's strategic priorities and programme impact.

As a senior relationship-builder and advocate for TGN, the role will identify new opportunities to strengthen the organisation's reach, influence and financial resilience. Working collaboratively across the organisation, the postholder will bring insight into funder and partner priorities, while ensuring TGN's impact, expertise and ambitions are communicated clearly and compellingly.

Key Duties/Responsibilities:

Fundraising strategy and delivery:

- Develop and deliver an income-generation strategy aligned with the charity's wider goals, setting and delivering annual targets across corporate partnerships, Trusts & Foundations, major giving, individual giving and events.
- Build a strong, balanced pipeline, using data and relationship insight to prioritise the best opportunities for growth.
- Personally develop and steward high-value relationships with corporate partners, Trusts & Foundations, major donors and other strategic supporters, involving the CEO and Board where useful
- Develop compelling propositions and cases for support, working with the Head of Programmes and Impact to ensure they're grounded in real programme delivery and evidence.
- Develop and submit funding bids for high value Trusts & Foundations in support of operational plans and agreed budgets
- Identify and steward major donors to meet future targets, working with the support of the CEO, as required
- Test new approaches to income generation where they could grow or diversify income.
- Keep the case for support current, and ensure fundraising activity is well-planned, evaluated, and meets relevant legal, regulatory and organisational standards.
- Report quarterly to the CEO and Board on income performance, pipeline, forecasts and key risks.



- Use data and insight to evaluate fundraising performance, identify trends and inform future strategy

Strategic Leadership:

- Contribute as a member of the Senior Leadership Team to strategy, annual planning, budgeting and risk management.
- Provide strategic leadership and direction to Fundraising, ensuring the strategy aligns with our wider goals, delivering high-impact fundraising campaigns and driving long term sustainability.
- Work closely with the CEO, Head of Programmes & Impact, and Director of Finance & Operations to keep income generation aligned with organisational priorities and capacity.
- Work closely with the Head of Programmes & Impact to identify and assess new partnership opportunities to develop the strategy and success of the charity.
- Work closely with Director of Finance & Operations on data migration to enable effective fundraising and ensure a high-quality supporter experience.
- Work in partnership with the Communications Manager to ensure fundraising opportunities and campaigns are coordinated, and that they amplify youth voice and brand, ensuring this is well-connected to fundraising priorities and strengthening the case for support to funders.
- Co-own a joint campaign and communications calendar with the Communications Manager covering key appeals and events (e.g. IWD, IDoG).
- Build understanding of the external landscape affecting girls and young women and use it to strengthen propositions and relationships.
- Work with the Head of Finance and Operations to keep fundraising and financial data accurate and aligned.
- Ensure restricted funding information is communicated accurately and promptly to support financial management and funder reporting.
- Represent The Girls' Network with funders, partners and other external stakeholders as an ambassador for the organisation.

Team Management:

- Lead, support and develop the Fundraising and Partnerships Team, setting clear expectations and creating opportunities for growth, learning and progression.



- Foster a collaborative, inclusive and high-performing culture in which the team have clarity, autonomy and support to succeed.
- Provide effective line management with regular one-to-ones, appraisals and development plans, and clear progress against targets and pipeline.
- Build a collaborative, high-performing team culture, with support for recruitment and onboarding as needed
- Contribute to an organisational culture that values inclusion, collaboration, learning and equitable relationships with supporters, partners, colleagues and the communities The Girls' Network serves.

Note: This job description is intended to convey information essential to understanding the scope of the role. It is not intended to be an exhaustive list of responsibilities and duties required.

Person Specification:

Essential

- Significant experience in fundraising, partnerships, philanthropy or another relevant income-generation function at a senior level, with a track record of measurable results
- Experience developing and delivering an income-generation or fundraising strategy, translating organisational ambitions into clear priorities, targets and action
- A proven track record of growing income and/or securing significant funding or partnerships, with the ability to identify opportunities and convert them into sustainable relationships
- Strong experience of Trusts & Foundations fundraising, including developing propositions, managing a pipeline and securing multi-year funding
- Experience developing and managing high-value relationships with external stakeholders, such as corporate partners, funders, major donors or strategic partners
- Excellent written and verbal communication skills, with the ability to develop compelling propositions and communicate impact, ambition and value to different audiences
- Sound judgement in assessing opportunities, managing risk and prioritising resources in a growing organisation
- Ability to use data, financial information and performance insight to monitor income, understand pipeline health and inform strategic decisions



- Strong interpersonal and influencing skills, with the ability to build trust and work effectively with colleagues, senior leaders, trustees and external stakeholders
- Comfortable working with a high degree of ownership, managing competing priorities and adapting to change
- Experience developing and motivating people, with a genuine commitment to an inclusive, high-performing team culture

Desirable

- Experience securing and stewarding major gifts or philanthropic support
- Experience growing income through individual giving, digital fundraising, campaigns or events
- Experience developing corporate partnerships, sponsorships or other strategic commercial relationships
- Experience using CRM or fundraising platforms such as Salesforce, Hootsuite, Canva, Mailchimp or equivalent
- Experience of working in a small or growing charity
- Experience working with Boards, Trustees or other governance bodies on income generation or organisational performance.
- Understanding of the challenges faced by girls and young women from disadvantaged backgrounds