

Soil Association Job Description

Job title	Head of Philanthropy
Reports to	Development Director
Location	Bristol, hybrid
Department	Fundraising
Key relationships	Fundraising team, Charity Leadership Team, Group CEO and Development Board and Trustees
Job Purpose	To develop and implement a fundraising strategy to maximise income from philanthropic audiences to deliver the Soil Association's strategic vision.
Job Summary	<ul style="list-style-type: none"> • Deliver the fundraising strategy to take advantage of all opportunities and maximise income • Responsible for securing income and reaching targets • Build and maintain a powerful network of relationships, externally with funders and internally with colleagues across the charity • Lead a motivated team to take advantage of all opportunities • Champion best practice fundraising
Key responsibilities	<p>Strategy</p> <ul style="list-style-type: none"> – Develop and deliver a long-term fundraising strategy to increase philanthropic giving – Create, manage and secure income and expenditure budgets – Contribute to the strategic direction of wider team and be an active member of the fundraising leadership team <p>Relationship Management</p> <ul style="list-style-type: none"> – Build meaningful partnerships with key external stakeholders – Work with senior colleagues across the charity to ensure that relationships with philanthropists are managed effectively including impactful reporting and brilliant stewardship <p>New Business</p> <ul style="list-style-type: none"> – Lead strategic research approaches to identify and reach new potential funders – Work with teams across the Soil Association to create compelling project proposals to support the delivery of the charity's strategy – Represent the Soil Association at networking and sector events

	<ul style="list-style-type: none"> – Work with the Individual Giving Team to develop high value donor portfolio <p>Events</p> <ul style="list-style-type: none"> – Lead on the development of a series of engaging fundraising and cultivation events for key audiences – Willing and able to work occasional evenings and weekends at high-profile charity events <p>Team</p> <ul style="list-style-type: none"> – Lead and motivate a team with high fundraising performance goals – Maintain knowledge of fundraising legislation, trends and new opportunities – Foster a culture of learning and best practice across the team
Qualifications	<p>Education</p> <p>We consider qualifications by experience to be as relevant as any formal qualifications</p>
Knowledge and experience	<p>Essential</p> <ul style="list-style-type: none"> – Significant experience of developing and delivering a philanthropic fundraising strategy – Extensive experience of setting and managing budgets and targets – Extensive experience of leading a fundraising team who manage relationships with portfolios of Trust and/or individual donors – Significant experience of creating and writing funding proposals and budgets for individuals supporters, leading to six-figure plus donations – Extensive experience of successfully working across a complex organisation with programme delivery colleagues to create project proposals and budgets for funders – Excellent knowledge of charity legislation and best practice fundraising – Significant experience of using a fundraising CRM to manage prospect pipelines, keep donor information up-to-date and ensure GDPR compliance – Significant experience of managing fundraising and cultivation events <p>Desirable</p> <ul style="list-style-type: none"> – Legacy marketing and stewardship experience – Corporate fundraising experience



	<ul style="list-style-type: none"> – Knowledge of climate, nature, health issues
Personal qualities and skills	<ul style="list-style-type: none"> – Motivational team leader with strong and inspiring people management and leadership skills – Ability to take complex projects and programmes and present them to funders in an accessible and engaging way – Ability to think and work at a strategic level – Creative thinker and problem solver – Outstanding networker, able to maintain and build relationships with a wide range of funders – Excellent collaborative working skills – Excellent written and verbal communication skills – Ability to work under pressure, managing competing deadlines and prioritise a busy workload – Excellent influencing skills – Demonstrable interest in the mission of the Soil Association
Contract type	Permanent
Band	B
Hours of work	0.8 – Full time
Probationary period	6 months
Notice period	3 months
Holidays	27 days per annum plus bank holidays, increasing with length of service
Produced by	Development Director
Date	January 2026

