



Head of Income Generation and Partnerships

Location: Home-based (with travel in England and Wales)

Permanent contract

Salary: £36,000 FTE (28 hours per week - can be worked flexibly)

Reports to: CEO

Our vision is for all children to grow up in supportive communities safe from bullying and harm. Our mission is to provide practical support, training, and advice to challenge bullying and protect young lives.

Context of the role

This is an exciting opportunity to join our charity with a refreshed strategy for 2024-30. We plan to continue our award-winning programmes and work on new developments in areas such as Early Years. We also aim to improve our evidence base, so that we can evaluate the impact of anti-bullying practices.

Financial sustainability is a key enabler, and the Head of Income Generation and Partnerships will lead on diversifying our income channels through identifying new partners, supporting and growing existing partnership arrangements, and exploring innovative ways to boost commercial training income. Kidscape has traditionally been funded from generous fundraisers, donors, trusts and foundations to deliver our work to children, young people and families.

Job Description

Work with the CEO in leading on the development of an income generation strategy and partnership plan which enables us to deliver against our ambitious strategy for 2024-30.

Key responsibilities

- **Lead on the development and delivery of an income generation strategy**
 - Build on the Kidscape income generation plan for 2024/25
 - Oversee grant applications to trusts and foundations developed by the Grants Manager
 - Monitor funding income against agreed targets
 - Report and respond to the income generation committee
- **Deliver quality fundraising support activities**
 - Support schools and community groups with fundraising packs and activities

Ensure individuals are well equipped to undertake fundraising
 Promote and manage the fundraising challenges and events across Kidscape
 Establish a donor journey and explore paid ad opportunities with the Head of Digital
 Develop a community fundraising model and fundraising volunteer structure

- **Develop a clear commercial training and consultancy plan**
 Work with the Director of Operations to develop a commercial training and consultancy plan
 Lead on training opportunities to ensure that income is maximised
 Curate the consultancy opportunities to maximise impact
 Support the team to ensure that training opportunities are promoted effectively
 Coordinate commercial workshops with Director of Operations
 Explore tender opportunities through procurement platforms and websites

- **Coordinate all external partnership opportunities**
 Identify and liaise with key stakeholders such as universities and children’s charities
 Lead on the development of new partnerships to help develop and delivery our strategy
 Take a key role in supporting the CEO to identify strategic partnership opportunities and funding for emerging areas of our strategy development e.g. Early Years, Youth Voice and Volunteering

- **Manage and develop corporate partnerships**
 Continue to manage and nurture the key corporate partnership relationships in place at Kidscape
 Identify and develop new corporate partnership offers, promoting opportunities and securing commitment
 Carry out risk assessments for corporate partnership relationships
 Network and engage at corporate events

General Responsibilities

- Represent Income Generation at team meetings: input into the ongoing Kidscape strategy and operational plans including reporting to the board of trustees
- Represent and be an ambassador for Kidscape at external events and partnership meetings
- Work to support the vision, mission and values at Kidscape
- Be flexible and carry out other associated duties as may arise, develop or be assigned in line with the broad remit of the position
- Support and promote diversity and equality of opportunity in the workplace and our beneficiaries
- Work collaboratively with others in all aspects of our work
- Ensure accurate and up-to-date records, both paper and electronic, as required by Kidscape, legislation, GDPR and other funding contracts.

The role may require other ad hoc duties and responsibilities. This job description does not form part of your contract of employment and can be amended from time to time as the needs of the organisation require.

Person specification

Criteria Required	Essential	Desirable
Skills and abilities		

	<p>Enthusiasm and willingness to work in a small team in a fast-paced environment</p> <p>A self-starter, reliable, committed, hands on and motivated</p> <p>Confident and developed communicator with the ability to nurture relationships effectively</p> <p>Excellent networker</p> <p>Innovative and challenging spirit</p> <p>Excellent organisational and planning skills</p> <p>Ability and willingness to travel across England and Wales</p>	<p>Passion and skills demonstrated in a children's charity with an understanding of safeguarding and bullying policy</p> <p>Ability to lead on a programme or area of work, such as taking the lead role in income development</p> <p>Demonstrable track record of leading on senior strategic partnership relationships effectively</p> <p>A range of partnership skills</p> <p>Effectiveness of taking a new product to market</p> <p>Ability to juggle complex demands on time and priorities</p>
Knowledge	<p>Demonstrable knowledge of creating compelling partnership and funding applications</p> <p>Well-proven community fundraising techniques and approaches</p> <p>Knowledge and understanding of managing consultancy work</p> <p>Confidence and knowledge of CRM system recording</p>	<p>Successful track record of continuing to develop knowledge and skills to respond to changing sector demands and funding challenges</p> <p>Knowledge of project management knowledge</p> <p>Ideally knowledge of Salesforce</p>
Experience	<p>Experienced fundraiser in a minimum of a community fundraising or corporate fundraiser role</p> <p>Supporting and submitting grant applications or applications for funding</p>	<p>Experienced fundraising in a diverse range of fundraising and income generation activities</p> <p>Track record in leading on grant applications and/or tendering opportunities</p>
Education/Training Qualifications	<p>A business, marketing or fundraising qualification</p>	<p>Degree level Business Development, Marketing or fundraising qualification</p>

Kidscape is committed to creating a diverse and inclusive workforce. Our team is passionate about challenging bullying and protecting young lives. If we are to grow, learn and reach the children and families that need us most, we must represent the broad communities we serve. We welcome and encourage diversity of background, culture, education, ethnicity, race, religion, disability or neurodiversity, sexual orientation, gender identity and expression, age and languages spoken.

We are a family-friendly employer, support flexible working, and promote staff health, wellbeing, and personal development.

How to apply

If you think this could be you, we'd love to hear from you. Please send your CV and a one-page cover letter outlining how you meet the person specification to recruitment@kidscape.org.uk by 23:59 on the 16th September. Interviews will be held online on the 3rd October.