



## Head of Fundraising

**Location:** Hybrid working. Our flexible working policy requires everyone to be in our east London office for 25% of the time as a minimum because building in-person relationships is important to us (that could be one week a month, or a day or two a week), but you're welcome to be there more as many staff are.

**Salary:** £50,709pa

**Hours:** Full-time, which for NEON is 28 hours a week - the equivalent of a 4 day standard work week. This can be done over 4 or 5 days, that's totally up to you. Hours are generally flexible, with some core meetings everyone has to be at.

**Benefits:** a 28-hour week, 7.5% employer matched pension, genuinely flexible working, 20 days holiday per year (25 days pro rated for a 4 day week), plus bank holidays and Christmas break, a progressive Parenting Policy, Sabbatical Policy, and a generous staff development budget

**Reporting to:** Director of Operations/Executive Director: Strategy & Fundraising

**Application deadline:** Wednesday 19th March, 11.59pm

**Interview dates:** 1st interviews Tuesday 1st & Wednesday 2nd April (online), 2nd interviews Tuesday 8th April (in person).

**This role requires that you are resident and have the right to work in the UK**

### About the role

NEON is a capacity and infrastructure building organisation that exists to accelerate the transition to a new economy by building the power of social movements in the UK. This role is all about leading the charge on fundraising to power NEON's exciting 2025-2029 strategy. You'll work closely with the ED: Strategy & Fundraising to shape and roll out a bold new approach, keeping our mission front and centre, as well as our Head of Finance to revolutionise our fundraising management systems internally. From coordinating healthy grant pipelines to representing NEON externally, you'll bring order to the chaos with slick systems and a strategic birds-eye view.

You'll collaborate across teams—helping staff craft irresistible grant bids, uncover fresh funding opportunities, and dream up creative ways to bring in resources, like events or campaigns. You'll also be our go-to for building strong funder relationships, representing NEON at key events, and making sure we stay compliant and budget-savvy. This role is perfect for someone who has a genuine passion for fundraising, and sees it as a crucial element of helping NEON achieve our mission.



## Key Responsibilities:

1. Work with the ED: Strategy & Fundraising to design and implement a new fundraising strategy to support NEON's new organisational strategy 2025-2029
  - a. Upgrade NEON's fundraising capacity across the board - working with our team to develop their skills and support them on the journey from prospecting to reporting - this will sometimes involve pitching in to help staff to write bids, reports and budgets, although the main responsibility for this will remain with senior staff
  - b. Think creatively about diversifying income streams for NEON, such as fundraising events or campaigns, and work with appropriate staff members to deliver this work
2. Working with the Head of Finance to systematise the administration of NEON's fundraising, including designing and implementing a new grant-tracking database and new processes to optimise its use
  - a. Manage staff across the organisation to ensure compliance with grant requirements and deadlines
3. Establish yourself as one of NEON's key point people on fundraising externally; representing us at relevant events and effectively conveying the organisation's programmes, vision, and mission to potential donors
  - a. Have your finger on the pulse of the philanthropic world - identifying trends and potential new sources of funding, and developing strong relationships with our existing and potential funders
4. Play an active part in the whole NEON team, contributing to organisation-wide plans

## About You:

This role is perfect for someone who's organised, proactive, and thrives on variety. You're creative, always brimming with ideas for new ways to fundraise and connect with people who believe in NEON's mission. Communication comes naturally to you; whether it's writing a killer grant application, presenting at events, or building relationships with funders: you know how to make an impact.

You're a natural problem-solver with a knack for building systems that make life easier for everyone. Collaboration is your superpower—you love working with others to get things done and aren't afraid to roll up your sleeves to support your team.

You'll also need to be detail-oriented, with an eye on the bigger picture, and comfortable juggling multiple priorities. Most of all, you're passionate about NEON's mission to accelerate the transition to a new economy by supercharging social movements, and excited to help NEON grow and thrive to make that happen. You're occasionally willing to



work unsociable hours (always repaid with TOIL) and have a proven understanding of anti-oppression work and commitment to tackling all institutional forms of oppression, bigotry and exclusion.

**Practically, you'll have proven experience in:**

1. Fundraising strategy development and implementation - experience designing and executing fundraising strategies aligned with organisational goals.
2. Systems and process optimisation - expertise in implementing and managing tools like grant-tracking databases to streamline administrative processes, including compliance with deadlines and requirements
3. Funder relationship management and cultivation - proven ability to build and maintain strong relationships with funders and represent an organisation effectively at events
4. Team collaboration and capacity building - experience working cross-functionally with teams to develop fundraising skills, including training staff on grant writing and reporting
5. Creative income diversification - knowledge of innovative fundraising approaches, such as managing memberships or organising campaigns or events, to diversify revenue streams
7. Communication and impactful storytelling - proficiency in crafting compelling grant applications, presenting organisational missions, and engaging stakeholders

## How to apply

We don't want to make this process too complicated so please complete this [application form](#) and send this and a completed [Equal Opportunities Monitoring form](#) to [jobs@neweconomyorganisers.org](mailto:jobs@neweconomyorganisers.org).

**Dates:**

**Application deadline:** Wednesday 19th March, 11.59pm

**Interview dates:** 1st interviews Tuesday 1st & Wednesday 2nd April (online), 2nd interviews Tuesday 8th April (in person).

If you fancy a chat about the role or have any questions about NEON in general, you can reach out to Ayeisha Thomas-Smith via email on [ayeisha@neweconomyorganisers.org](mailto:ayeisha@neweconomyorganisers.org). You can request a call back via this email if you prefer.



We will treat the data you provide in your application in accordance with our [Privacy Policy](#).

We know that people from certain backgrounds and identities are often excluded in progressive movements and we're committed to doing what we can to correct this.

So:

- We particularly welcome applications from marginalised groups, especially people of colour and other ethnic minorities, people who identify as LGBTQIA, Disabled people and those who identify as working class or have done so in the past
- We know the work goes way beyond "diversity", it's about making the space inclusive too. So we are continuously working on that at NEON. So far this includes tangible things like a flexible work policy so people have genuine flexibility around where and when they work and a 28 hour week as standard; a gender-neutral parenting/leave policy, an anti-oppression strategy which is held at senior level given how important it is to the organisation. It also includes the day-to-day work of creating psychological safety for everyone at NEON and celebrating the wisdom of black, indigenous, queer, Disabled and other cultures in the way we work and behave

There are no formal education requirements for this role. As long as you can show us you have the skills we don't mind where you got them from! Also important to us is your potential to learn and grow in the role so even if you don't have 100% of the skills listed we want to hear from you.

### About us:

NEON is a not-for-profit organisation committed to accelerating social movements. We work across a wide range of progressive issues including climate, housing, healthcare, and migration and we support over 1,000 organisers across the UK working towards political, environmental, and social justice. Our theory of change is rooted in understanding both the strategies, stories, and structures required to sustain a movement. Short term, this results in improved movement infrastructure, skills, and connections; long term, it leads to robust relationships and movement alliances capable of systemic change.

We also aim to demonstrate that a better world is possible through experimenting internally with our culture and policies. We want to build a workplace centred on joy, care



and justice and are ambitious about what an alternative could look like. We currently have 20 staff.

To build a culture and community that lasts, we organise around three values:

- **Solidarity** - we're here to change the system and that requires working together across issues and sectors that aren't normally in the same room. This means placing anti-oppression at the heart of our work and building the power of people most often affected by injustice to change the leadership of our movements
- **Generosity** is about sharing our time, resources and learning with one another as we support each other's work. It means being open and honest with one another, especially when we hit problems, and thinking creatively about how we positively build from there
- **Respect** is the bottom line for all relationships in NEON. It means being respectful of different backgrounds and life experiences and giving space for all voices to be heard. This often means listening more than we talk and being open to changing ourselves as a result of what we hear.

You can also check out [our website](#) for more info on NEON.