

Philanthropy Catalyst Lead

Salary: Circa £50k pro rata, depending on experience

Location: UK or Europe based

Contract: Initially 12 months, with a view to extend

Hours: 4 days a week

Deadline: 11.59 Wednesday 15th April 2026

About Impatience Earth

Impatience Earth is a non-profit climate philanthropy consultancy founded in 2020 with a mission to educate, challenge and inspire wealth holders to take bolder funding decisions to address the climate emergency.

Since 2020, our engagement with over 40 philanthropic foundations and businesses has supported them to make over £250m of new funding available for climate action, and we have already helped them make grants to over 200 different organisations. A great deal of these clients have come from word of mouth and from within our team's existing connections, and we are now looking to expand our reach beyond our own network.

We have ambitious plans to unlock greater funding for intersectional climate justice work, with bespoke advisory for new climate funders continuing to be a core pillar of our 2026-2030 strategic plan.

About the role

Research has shown that there is significant potential for new and existing wealth holders to use their resources to fund climate action, and demand for trusted advisors to accelerate both the pace and efficacy of philanthropy. The Impatience Earth team has a track record of delivering quality philanthropy advisory for climate action, and with a growing team we have the capacity to take on new clients.

As the Philanthropy Catalyst Lead, you will be instrumental in building a strong pipeline of clients who would benefit from our climate advisory services. You are someone who is comfortable connecting with and engaging wealth holders, such as high-net worth individuals, family foundations and corporate foundations that have the potential to commit substantial resources (£200k+ year) to climate action.

These clients may be based in the UK or Europe (as reflects the majority of our client base so far) although you will also work with colleagues engaged in catalysing philanthropy in other regions of the world.

You will report directly to the Co-CEO, but also work closely with other members of the team and partners such as the Environmental Funders Network (EFN) to grow climate philanthropy. This is not a fundraising role for Impatience Earth: the primary focus will be to further develop and hone our business development strategy; to find, qualify and cultivate prospects; and to support the delivery of advisory services as needed once prospects are converted into clients.

Key responsibilities include but are not limited to the following:

- **Further developing our business development strategy.** This would include:
 - Reviewing and assessing previous and existing business development activities, and prioritising actions
 - Identifying key target audiences and referral partners
 - Proposing realistic and stretch targets for our business development activities
 - Developing concise and effective communications for our target audience, for example, by crafting compelling outreach emails
- **Researching, qualifying and engaging with prospective clients.** This would include:
 - Using your past experience of engaging wealth holders to suggest new business development or prospect research ideas
 - Reviewing funder databases for leads and relevant information
 - Initiating a new (simple!) system of tracking client leads from identification to conversion
 - Arranging and joining scoping conversations with potential clients
 - Identifying events and spaces to engage with prospective clients
- **Initiating and managing key relationships.** This would include:
 - Stewarding prospective clients who are not yet ready to engage with our services
 - Re-engaging and managing strong relationships with key referral partners and intermediaries, such as EFN, private banks, wealth advisors, family offices and other philanthropy advisors
 - Representing Impatience Earth externally at meetings and events to meet our business development objectives
- **Working closely with colleagues to integrate business development across programmes.** This would include:

- Working with Impatience Earth colleagues who lead our Strategic Communications, Global South and International Partnerships work to guide and support their activities around business development
- General support and advice to strengthen all staff members' business development knowledge and skills
- **Support client delivery.** As and when you convert prospects into clients, we may need you to support client leads with delivery. This might include arranging and facilitating expert meetings and strategy sessions.

What we're looking for

- At least 3 years previous experience of working in major gift fundraising, trust and foundation fundraising, private wealth advisory, or similar that gives you insight and knowledge into the philanthropic landscape, HNWIs, and the networks and ecosystem in which they operate
- Someone who enjoys engaging with philanthropists in-person and at events, and comfortable having interesting but sometimes challenging conversations
- A proven track record of converting leads into confirmed high value clients (or funders) at the 6- or 7-figure level and managing successful relationships with them
- Strong research skills, including ability to use datasets and access information to find and qualify prospects
- Excellent written and verbal communication skills
- A self starter who is able to think both creatively and strategically about business development; able to work independently but also as part of a dynamic and highly collaborative team
- Confidence engaging with different types of stakeholders, especially high net worth individuals, and the emotional intelligence and social skills to build genuine, trusted relationships
- A good understanding of the role of philanthropy in the context of social, economic and climate injustices
- Committed to tackling the climate crisis with a good grasp of its causes and solutions - though our team will provide training if you have not worked in a climate-focused role before
- Commitment to anti-oppression and social justice

You'll have an advantage if you:

- Have developed or contributed to the development of a successful fundraising or business development strategy
- Have previously advised philanthropists, family offices, or foundations

How you'll know you're doing a good job

- Impatience Earth is advising new clients that we had not previously engaged with
- You have converted prospects into clients that will contribute to our headline KPIs around funding catalysed and disbursed for impactful climate solutions
- You build and manage a high-quality pipeline of prospects
- You have stewarded trusted relationships with key partners turning them into a source of referrals and leads
- You have collaborated with the client delivery team to ensure a smooth handover from agreeing the terms of the client project to starting the engagement
- You contribute to increasing the team's knowledge around business development, and understanding our Unique Selling Point

How To Apply:

Unfortunately, we are not able to sponsor visas, nor are we able to have calls with candidates in advance of application. We are using CharityJob to accept applications, so please apply through the CharityJob portal. The only exception to this is if you would like to submit a video cover letter, in which case please email your full application to yelena@impatience.earth

We are committed to inclusive recruitment. If you have any access requirements or need reasonable adjustments at any stage of the recruitment process, please let us know so we can discuss how to support you. This might include extended time on the assignment or alternative formats for the interview.

We recommend that you do not use AI for the content of your CV or cover letter. This is based on past recruitment rounds where applications that were written without the use of AI were more likely to go through to the next stage e.g. they were personalised with specific and relevant examples.

Stage 1: Using CharityJob, please submit your CV and your short answers to the following two questions (no more than 1.5 pages):

1. What experience do you have working with high-net worth individuals and are there any success stories you'd like to share as a result of their work with them?
2. What perspectives and skills make you a stand out candidate for this specific role?

Stage 2: Shortlisted candidates will be invited to a short initial video call carried out on Zoom to discuss your experience and what excites you about the role. We will send all candidates the interview questions in advance.

Stage 3: You will be asked to complete a short assignment at a time that suits you. At this stage in the process, we will offer candidates a £50 stipend to cover the time invested in this exercise.

Stage 4: As part of the final interview stage, you'll be invited to a full interview, and we will be sending all candidates the interview questions in advance. At this stage in the process, we will offer candidates an additional £50 stipend to cover the time invested in preparing for the interview.

As part of the interview process, you will meet our Co-CEO Yasmin Ahammad, Senior Manager Raysa Franca and People and Wellbeing Director, Heather Salmon. For more information, see our website impatience.earth.

Screening questions:

Do you have the right to work in the UK or the EFTA/EU?

Have you worked with High-Net Worth Individuals before?

Have you contributed to a growing pipeline of clients or funders in your past work?

Notes:

- There were applications from gender and BD corp recruitment that would be a good fit
- Think carefully about the title of this role - we don't want it to scream 'sales' to the people they will be meeting - e.g. EFN role is 'Head of Developing Philanthropy', Jane was 'Growing Philanthropy Lead'
- Link to [EFN role](#)
- Assess their existing networks - their third degree connections

Actions

Yelena to upload on CharityJob

Meeting between James, Yelena, Yasmin and Raysa to discuss recruitment process

Timeline

15 April deadline

Third week of May to wrap up recruitment