

Job Title: Philanthropy Lead

Reporting to: Deputy Director of Fundraising

Salary Band: 5.1

Service: Business Development

Location: Camden (Head Office)/Hybrid

Hours: 37.5 hours per week

This job description may change to reflect changing requirements of the role

The Role

Solace is embarking on a new five-year fundraising strategy, with ambitious plans to double fundraised income to £3m by 2031. This voluntary income plays a pivotal role in the financial wellbeing of the charity, enabling us to do more to support the thousands of women and children who come to us each year as a result of violence against women and girls.

Philanthropy has been identified as a key opportunity and will play a central part in future income growth. In this newly created role, you will lead the establishment and growth of philanthropy fundraising for Solace. Responsible for building and managing relationships with high-net-worth individuals, advisors, senior volunteers and trusts and foundations, you will use your entrepreneurship and excellent communication and influencing skills to secure and steward committed, high-value, mutually rewarding funding partnerships for Solace.

Fundraising at Solace works closely with colleagues responsible for winning and managing statutory funding contracts, and is situated within the Business Development Directorate, alongside our award-winning Communications, Partnerships & Public Affairs teams. You will collaborate with colleagues within Fundraising – including Corporate, Individual Giving and Community – as well as across the organisation including senior leadership and Solace's wider support and volunteer networks such as trustees and its lived-experience-led Shadow Board.

This role has career-defining potential, building a gold-standard philanthropy programme from the ground up. Solace is seeking an experienced philanthropy fundraising expert who will embed best practice, and grow and nurture the relationships that drive sustainable income growth. As well as managing a portfolio of donors and prospects with major gift potential, you will work closely with colleagues and allies to build a culture of philanthropy.

Accountabilities

- Lead the establishment and development of the philanthropy fundraising programme to deliver sustainable income growth in line with the fundraising strategy and targets
- Manage and build relationships with a portfolio of donors and prospective donors with capacity to give five-, six- and seven-figure gifts, including both individuals and organisations (trusts, foundations, Donor Advised Funds) as well as other relevant connectors, influencers and gatekeepers such as Family Offices and Wealth Advisors
- Build and manage a robust prospect pipeline, using research, network mapping and relationships with senior volunteers and other influential supporters to identify potential donors connected to, and beyond, Solace's existing support ecosystem
- Lead on cultivation events for philanthropic donors and prospects, and gold-standard donor stewardship to build engagement, trust and commitment to supporting Solace; represent Solace as required at senior-level meetings and events
- Work collaboratively with colleagues across the Business Development Directorate, including with Bid Managers on applications, corporate team on events and networking, and individual giving and community on donor and prospect journeys
- Develop and maintain strong working relationships with colleagues and stakeholders across the charity, including senior leadership, Board and Shadow Board, engaging them with fundraising and building a culture of philanthropy at Solace
- Develop strategically aligned cases for support tailored for philanthropic audiences, including both restricted asks and unrestricted/semi-restricted propositions
- Recruit, lead and manage team members as required, supporting their professional development and motivating them to achieve key performance indicators and targets
- Ensure that the necessary systems and processes are in place to support high-value fundraising in line with best practice, and legal and regulatory compliance
- Set and monitor KPIs and budget for philanthropy fundraising, manage risk, provide timely reporting, and contribute to team planning and strategy development
- A commitment to diversity, inclusion, and anti-racism, with a willingness to continually learn and foster a positive and inclusive culture.
- Ensure that individuals coming into contact with Solace are safeguarded and that appropriate safeguarding action is taken in respect of any concerns.

Values, Behaviours & Competencies

- **Committed** to the purpose of Solace Women's Aid, ensuring that the service user is at the heart of service delivery and development
- **Feminist** in understanding 'Violence against Women and Girls'
- Committed to fostering **innovation** and **continuous improvement** in working practice
- **Flexible** and open to new challenges, ideas and experiences, and able to be self-reflective
- Committed to understanding **diversity** and ensuring **anti-discriminatory** practice is applied in all forms of our work
- **Non-judgemental** with a commitment to self-care within the team
- **Collaborative**, building relationships with internal and external partners.

Knowledge and Experience

- Proven experience of successful philanthropy fundraising and a strong track record of securing six-figure donations from philanthropic donors
- Solid understanding of philanthropy fundraising principles and techniques
- Experience of developing philanthropic fundraising to grow income
- Experience of building and stewarding successful relationships with senior internal and external stakeholders
- Experience of developing effective reporting processes on internal KPIs and to reporting to funders.
- Experience of managing others, coaching and supporting them to excel

Skills and Abilities

- Excellent interpersonal skills, with the ability to network, present, influence, negotiate and tailor your approach to a range of senior stakeholder audiences
- Strong financial literacy and the ability to build and work with complex budgets
- High-level verbal and written communication skills, including the ability to articulate complex and sensitive information in a clear, compelling and persuasive way
- Confident working in a fast-paced, complex environment, juggling multiple projects

Personal qualities and attributes

- Strategic thinker with initiative and enterprise to lead growth in philanthropy income
- Highly motivated, with a 'new business' mindset to identify and pursue opportunities
- Adaptable, resilient and able to adjust to an evolving fundraising environment
- Confident, personable, credible and professional manner

Job Description

- Able to demonstrate awareness, sensitivity and respect when communicating about the violence against women and girls (VAWG) sector
- Excellent organisational and time management capabilities



Team Structure

