

# YOUR NEW ROLE AT THE TRUST



<b>JOB TITLE:</b>	<b>Senior Head of Collective Philanthropy</b>	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Fundraising, Brand & Marketing	Support Delivering Specialist/Managerial <b>Technical Lead/Function Head</b> Senior Leadership Team
<b>THE TEAM:</b>	The Philanthropy team is a crucial part of the Fundraising and Marketing Directorate and has long played a key role in income generation for The Trust, collectively responsible for raising up to £18m per year in support of our life-changing work for young people across the UK. Collective Philanthropy has a specialist focus on giving groups, Women Supporting Women and Enterprise Fellowship.	

## WHERE YOU WILL FIT

Director of Philanthropy	<b>Senior Head of Collective Philanthropy</b>	Head of Philanthropy (Enterprise)	Collective Philanthropy team
		Head of Philanthropy (WSW)	

## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The Philanthropy team looks after supporters who have a bespoke and personal relationship with The King's Trust. These supporters may fund specific areas of our work across the UK. Our Collective donors typically support giving groups and campaigns for the charity, with initiatives such as the Enterprise Fellowship and Women Supporting Women. As such, your role influences and fundraises a wide variety of gifts with a major impact on young people through the youth work enabled.

## WHAT WILL YOU DO?

-  Strategically coordinate and empower the team to deliver projects - including Enterprise Fellowship, and Women Supporting Women.
-  Inspire and drive the team to deliver an annual multi-million income budget (via fundraising products) and through delivering 6 - 7 figure gifts.
-  Play an active leadership role in the successful delivery of our 50th campaign with a focus on efficient and effective management of collective philanthropy products and networks.
-  Lead on financial reporting and business planning for the team including strong KPI tracking, pipeline management, managing risks and opportunities and re-forecasting as needed.
-  Build highly effective relationships with key internal and external stakeholders including influencers, board members, young people, ambassadors, and programme staff.
-  Empower the team to nurture existing high-value relationships alongside building a portfolio of new prospects to convert to ambassadors and Patrons (£25k+).
-  Provide inspirational leadership to create a high-performing culture - and through the Fundraising and Marketing Leadership Group and provide cross-cover leadership when needed.
-  Work strategically across core teams (delivery teams and core functions) to identify and maximise funding opportunities.
-  Work closely with the stewardship team to commission bespoke reports, events, proposals, and other engagement strategies to demonstrate impact and retention from your supporters.
-  Oversee a broad and active calendar of cultivation events aligned to strategic relationship and income priorities.
-  Play a key role in dynamically supporting Heads in the effective running of our Enterprise Fellowship and Women Supporting Women Committees.
-  Responsible for actively contributing to an equitable, diverse, and inclusive workplace.

# THE SKILLS YOU'LL BRING



All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

## WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Long-term strategic thinking and confident, collaborative internal and external negotiation skills to approach the biggest opportunities tactically	Your role requires a strategic approach to building new and existing relationships with donors and independence to 'cut through' complexity to realise high-value opportunities
Exceptional written and verbal communication skills and comfort presenting in high-level internal and external meetings	Your role involves extensive communication with high-level external partners, influencers and intermediary partners which need to be clear, compelling, and impactful
Strong interpersonal skills, with an ability to build warm and authentic relationships with a range of people at all levels	You will build trust and credibility with internal and external stakeholders - from young people and staff to donors, board members and Trustees
Highly effective management skills - the ability to motivate, coach and drive high individual and team performance	You will lead a team of fundraisers - setting clear objectives, support and developing the team to succeed
A team-minded approach; taking others on the journey with you and sharing knowledge for the benefit of others and the wider fundraising team.	You will set an example to the team and share knowledge and expertise to inspire and support others.
A strong understanding of philanthropy trends and what motivates philanthropists, trusts, and foundations	You will share expertise with the team, making informed approaches to prospects and managing relationships with tact and an appreciation of motivation to give.
A strong understanding of, and empathy for, the challenges young people within The Trust's target groups face	This will enable you to fulfil your role as an advocate of the charity with sufficient passion and persuasive ability as a fundraiser.
Demonstrable flair for developing new philanthropic opportunities and perseverance when facing challenges	Your role involves motivating your team to develop existing and new relationships with 6-7-figure potential
Experience	Why do we need this?
Experience in building compelling asks responsive to donor interests and working with a complex organisation to deliver on these.	You'll inspire a high-performing team to continue to build innovative proposals tailored to donor interests and develop new strategic projects
Experience working with senior-level volunteers/boards/committees, to secure philanthropic gifts	You will drive a team which specialises in fundraising through giving groups which frequently involve effective collaboration with influencers and committee members.
Demonstrable strategic experience, leading a team to deliver results on time within a target-driven environment	You will have a significant multi-million-pound income target and a frequent need to complete projects to tight deadlines.
Extensive experience building trusted, professional relationships with senior industry leaders to support long-term strategic goals.	You will represent The Trust at a senior level, steward high-value relationships, and influence key stakeholders to align around shared philanthropic objectives and long-term partnership opportunities.






## WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of using a charity CRM system	You will empower the team to effectively use a database track and manage a pipeline, using key insight to judge risk and opportunity.
Track record of securing and managing 6 and 7-figure gifts	This role is a senior-level position driving significant income targets, so you need experience in securing income within a charity or e.g., commercial capacity.
Skills & Knowledge	Why do we need this?
An awareness and appreciation of the ethical decision-making associated with fundraising and preserving the reputation of an organisation.	All members of our fundraising team- especially at a leadership level- need to ensure that The King's Trust abides by its values and adheres to ethical fundraising processes

# WHAT DO WE EXPECT FROM YOU?

## OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.

 <p><b>Inspiring</b> We lead by example</p>	 <p><b>Approachable</b> We are open minded and value diversity</p>	 <p><b>Empowering</b> We enable positive change</p>	 <p><b>Non-Judgemental</b> We focus on the potential, not the past</p>	 <p><b>Passionate</b> We are absolutely committed to supporting young people</p>
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Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

## OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do.</p> <p>You keep young people and our end goal in mind.</p> <p>You instil trust in others through consistency, professionalism and being accountable for team success.</p> <p>Resilient and determined in the face of challenges.</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same.</p> <p>Role models integrity and acts according to our Values</p>	<p>You understand the internal &amp; external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill &amp; positivity and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improve how we do things.</p> <p>You take steps to further own development, coaching others to do the same.</p> <p>You encourage a culture of constant improvement.</p> <p>You role model a positive &amp; constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear, and inspiring.</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.</p> <p>You seek to understand multiple perspectives, listening to others' concerns or barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You bring the team together in pursuit of shared purpose.</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.</p> <p>You share knowledge and information.</p> <p>You build a broad range of trusting relationships both across The Trust and externally.</p> <p>You have a broad organisation knowledge and awareness of how actions in one team will affect others</p>	<p>You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly.</p> <p>You make decisions through establishing facts, considering consequences, and making sound judgements.</p> <p>You address obstacles, finding workable solutions.</p> <p>You set quality standards &amp; challenge others to maintain them.</p> <p>You empower the team and place trust in them to take ownership and deliver results.</p> <p>You manage resources to maximise their impact and deliver results</p>

## THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.