

Senior Fundraising Manager, Oasis Waterloo

Title	Senior Fundraising Manager
Salary	£46,403–£52,420 per annum (Grade B)
Team	Oasis Waterloo
Location	Oasis Centre, Waterloo SE1, London
Hours	Full-time, but 0.8FTE or a job-share would be considered
Unsocial working	Limited evening or weekend working may be required. Time off in lieu will be granted in accordance with current policy.
Responsible to	Executive Director & Senior Minister
Line management of	Trusts & Grants Fundraiser; Events Fundraiser

Job description

Organisational context

Oasis's vision is for community – a place where everyone is included, making a contribution, and reaching their God-given potential. We work towards this vision through our Oasis hub model: creating safe and inspiring local neighbourhoods that provide integrated and diverse services to benefit the whole person and the whole community, which includes delivering first-class and innovative education.

Oasis is an inclusive and Christ-centred organisation, and Oasis Hub Waterloo was born out of a developing church community. Oasis Church Waterloo continues to sit at the centre of the Hub, which delivers a wide range of integrated community services including a community centre, primary and secondary Academies, adult and further education opportunities, early years support, a Foodbank, advice services, and diverse sports, arts and social programmes for young people.

We have been part of the Waterloo community for over 20 years, striving to help people of all ages and situations feel included, to know that they can contribute, reach their potential, and realise a deep sense of belonging. We are passionate about Waterloo, and we are building a movement of diverse people who work together to transform our local neighbourhood.

Purpose of the job

The Senior Fundraising Manager will play a key role in generating sustainable income to support the work and ambitions of Oasis Hub Waterloo. Working closely with the Hub's leadership team, they will help shape fundraising strategy and priorities, and deliver effective fundraising activity across a range of income streams, with a particular focus on trusts and foundations, corporate partnerships, major donors and individual giving.

This is a hands-on role for an experienced fundraiser who can identify opportunities, develop compelling funding proposals, build strong relationships with funders and supporters, and manage fundraising activity to achieve agreed income targets. The postholder will contribute to fundraising planning, provide day-to-day leadership and support to the Trusts & Grants Fundraiser and Events Fundraiser, and work with colleagues across the Hub to maximise opportunities to secure funding for our work in the local community.

Specific responsibilities

Fundraising strategy, planning and development

- Develop and drive the fundraising strategy in partnership with the Executive Director.
- Deliver fundraising activity aligned with Oasis Hub Waterloo's priorities and agreed income targets.
- Work with the Hub's leadership team to contribute to fundraising plans, budgets, forecasts and performance reports.
- Identify, research and develop new funding opportunities across a range of income streams.
- Maintain an up-to-date fundraising pipeline and provide regular updates on progress, risks and opportunities.
- Work with project leads and colleagues to understand funding needs, develop projects and communicate their impact.
- Encourage a culture of fundraising awareness across the organisation and help colleagues identify potential funding opportunities.

Trusts and foundations

- Research and identify suitable trusts and foundations, matching opportunities to the Hub's work and priorities.
- Develop and submit high-quality funding applications, proposals, budgets and supporting materials.
- Build and maintain positive relationships with existing and prospective funders.
- Coordinate timely and accurate grant reporting, ensuring funding conditions and deadlines are met.
- Work with project leads to gather evidence of need, outcomes and impact for applications and reports.

Major donors and individual giving

- Develop relationships with individual donors and prospective major donors, working alongside Hub directors where appropriate.
- Support the development of donor communications, stewardship plans and individual giving activity that encourage long-term engagement.
- Identify opportunities to grow individual giving and support Hub directors on individual church giving.

- Ensure donor relationships and activity are recorded accurately and handled with care and professionalism.

Corporate partnerships

- Identify and develop relationships with local and national businesses whose values align with Oasis Hub Waterloo's ethos.
- Develop opportunities for corporate donations, sponsorship, employee fundraising and volunteering.
- Work with colleagues to create clear and compelling partnership proposals and maintain effective relationships with corporate supporters.

Events

- Work collaboratively with the Events Fundraiser and other colleagues to develop fundraising events and supporter engagement opportunities.
- Support the planning and delivery of fundraising events where appropriate.
- Review event performance and help identify opportunities to improve income, participation and supporter engagement.

Monitoring, systems and compliance

- Maintain accurate fundraising records and make effective use of the Beacon CRM system and other relevant databases.
- Monitor income against agreed targets and maintain clear records of applications, prospects, commitments and reporting deadlines.
- Coordinate grant reporting and ensure compliance with funder requirements and relevant organisational policies.
- Review fundraising activity and performance, identifying practical improvements and sharing learning with colleagues.

Team leadership and management

- Line manage the Trusts & Grants Fundraiser and Events Fundraiser, providing regular supervision, support and clear objectives.
- Support the development of team members through feedback, coaching, training and appropriate development opportunities.
- Coordinate fundraising activity across the team, encouraging collaboration, shared planning and effective use of resources.
- Contribute to recruitment and induction where required, and address performance or wellbeing concerns in line with Oasis policies.
- Foster a positive, supportive and collaborative team culture.

General duties

- Fully participate in the wider life of Oasis Hub Waterloo, including staff and team meetings, conferences, training and occasional church events.
- Participate in the leadership and operational management of the Hub as part of the Community Leadership Team, under the direction of the Hub Leaders.
- Proactively consider and implement the Oasis ethos in all areas of work and team relationships.
- Attend regular supervision with your line manager.
- Attend relevant training courses as required for personal, team and professional development.
- Carry out any other appropriate duties, in line with the purpose of the job, as may reasonably be required by your line manager.

Key relationships**Internal**

- Executive Director & Senior Minister, and Operations Director & Community Minister
- Oasis Hub Waterloo project managers
- National Oasis fundraising team
- Trusts & Grants Fundraiser and Events Fundraiser

External

- Trusts, foundations and other funders
- Individual donors and supporters
- Local community organisations
- Corporate sponsors and business partners

Person specification

The criteria below describe the experience, skills and personal qualities needed to carry out the role effectively. Essential criteria are required; desirable criteria would be an advantage.

Knowledge and skills

Essential	Desirable
• Good understanding of the UK fundraising landscape and relevant funding opportunities.	• Experience of using Beacon CRM.
• Excellent written communication and bid-writing skills.	• Knowledge of statutory and public-sector funding opportunities.
• Strong interpersonal and relationship-building abilities.	• Understanding of donor stewardship, major donor fundraising or corporate partnerships.
• Ability to plan, prioritise and deliver effective fundraising activity.	• Understanding or experience of writing fundraising strategy.
• Excellent organisational and project management skills.	
• Ability to interpret financial information and monitor fundraising performance.	
• Competence in using CRM systems and fundraising databases.	
• Ability to communicate confidently with funders, supporters and colleagues.	

Experience

Essential	Desirable
• Demonstrable experience of successful fundraising in a charity or comparable organisation.	• Experience of securing substantial grants or multi-year funding.
• Experience of securing funding from trusts and foundations.	• Experience of corporate fundraising, major donors or individual giving.
• Experience of researching funding opportunities and preparing successful applications.	• Experience of statutory funding applications.
• Experience of building and maintaining relationships with funders or supporters.	• Experience of coordinating fundraising events or supporting volunteers.
• Experience of managing competing deadlines and delivering against targets.	• Membership of the Chartered Institute of Fundraising or an equivalent professional body.
• Experience of monitoring income, maintaining records and reporting on fundraising activity.	
• Experience of supporting, supervising or developing colleagues, staff or volunteers.	

Personal qualities

Essential	Desirable
• Willingness to demonstrate commitment to the values and behaviours that flow from the Oasis ethos.	• A commitment to ongoing professional learning and development.
• Passion for community development and social justice.	
• Proactive, resourceful and entrepreneurial approach to identifying opportunities.	
• Collaborative and relationship-focused working style.	
• Resilience, flexibility and adaptability.	
• High levels of integrity and professionalism.	
• Ability to communicate the organisation's work with enthusiasm and conviction.	