

CAREERS AT TLG

TLG transforming
lives for good



Fundraising Lead

JOB DESCRIPTION



fullness of life for every child

Across the UK, children and young people are facing a growing and urgent mental health crisis. One in five children and young people now have a mental health problem (NHS), a figure that has risen significantly in the years since the pandemic. We also know that 50% of all diagnosable adult mental health problems are established by the age of 14 (Mental Health Foundation). What happens to us in childhood does not stay in childhood – it shapes the course of the rest of our lives.

The growing mental health crisis among children and young people is quietly shaping life outcomes, disrupting education, limiting participation in everyday life and, for some, leading to devastating harm. There is a clear and urgent need for early, effective support.

The pressure on statutory services means too many children are being left without help at the moment they most need it. In the past year, 949,200 children and young people were referred to Child and Adolescent Mental Health Services (CAMHS). The average wait for an initial assessment is now 392 days, with some children waiting over two years to be seen (Young Minds & NHS). The most devastating statistic of all is that while on waiting lists, around 26% of children and young people attempt to take their own lives (Young Minds).

TLG's vision is fullness of life for every child, no matter what struggles they face. We believe early, relational and therapeutic support can radically alter life trajectories – restoring hope, strengthening families and preventing crisis before it becomes entrenched.



we are transforming lives for good

Transforming Lives for Good (TLG) is a Christian emotional & mental wellbeing charity rooted in the conviction that the local church is central to God's mission of restoration and hope for children and families. Today, through our existing programmes of **Early Intervention** and **Make Lunch**, over 220 churches are partnering with TLG, supporting 4,699 children each year, with 1,059 children and family members connecting into the wider support of the church as a place of belonging, care and hope.

Our ambition is for the church to be the place that children, young people and families turn to for help - churches equipped to meet the changing and increasingly complex needs they are encountering in their communities. As we look toward 2030, we are growing and pioneering new programmes to enable our vision:

- **Therapeutic Hubs** in schools and churches, providing counselling & coaching for children who are struggling
- A **Coaching Network** of accredited coaches, trained through TLG's Coaching Academy, equipping Children & Youth Ministry Leaders to support children's wellbeing within and outside of church contexts.

These initiatives come alongside significant resolve and ambition to grow our existing volunteer programmes, Make Lunch and Early Intervention, with a vision for over 400 active church partners across the UK by 2030.



TLG's culture & values

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work. In 2019, we were named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work for.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- Fun team times away
- Retreat days for staff
- Generous holidays and flexible working arrangements
- Above and beyond recognition for high-performing staff
- Support for staff with counselling and coaching
- Contributions towards training and professional qualifications.

Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation:**
Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**
Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous
- **Local Church**
Celebrating the Church, grace and patience in partnership, and rooted in the local church community
- **Excellence Every Day**
Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us
- **Vibrant Faith**
Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job

Fundraising Lead

- Location:** Hybrid – TLG’s National Support Centre, West Yorkshire (minimum 40% office-based including Tuesdays)
- Salary:** £37,066 – £40,090, depending on experience
- Hours:** 37.5 hrs per week
- Reporting to:** Director of Fundraising
- Contract:** Permanent

At TLG, we’re passionate about building an exceptional staff team that’s committed to making a real difference in the lives of struggling children across the UK. We’re always on the lookout for great people to journey with us towards our vision, and we’re excited to offer a unique opportunity for a motivated and mission-driven individual to join us as Fundraising Lead.

Job Role:

This is an exciting opportunity for a fundraiser who believes generosity can change lives. You’ll play a hands-on role in delivering high-quality fundraising activity that inspires supporters, grows income, and enables our work to reach more people. If you’re motivated by purpose, relationships and impact, this role offers the chance to make a real difference.

There is great variety within the role that brings strategic and operational leadership across multiple income streams, and requires excellent communication skills, strategic thinking, and the ability to lead different projects and influence across the organisation.

We’re seeking an ambitious fundraiser to help deliver and grow our fundraising income. You’ll be responsible for managing events, engaging supporters, and contributing to a strong pipeline of fundraising activity. This role is ideal for someone who enjoys hitting targets, leading others, improving performance, and turning strategy into action.

Job Tasks:

Income Generation & Growth

- Drive the growth, retention and care of our supporter community, delivering an excellent and engaging supporter experience at every stage of the journey.
- Bring compelling vision, energy and leadership to the planning and delivery of the Fundraising Strategy, inspiring growth in our regular giving (Hope Givers) and driving progress towards our 2030 vision.
- Develop a robust pipeline of future supporters by attracting and nurturing new sign-ups into the database.
- Lead and inspire a creative and impactful fundraising events strategy, delivering high-quality campaigns, appeals and events, from dinners to national exhibitions and festivals, end to end.
- Drive the team towards achieving one-off income targets by delivering effective fundraising campaigns throughout the year.

Operational Leadership

- Design and embed effective supporter journeys across the team, ensuring strong processes, high-quality engagement and meaningful connection with Hope Givers at every stage.
- Partner with the Operations and Digital team to analyse return on investment across fundraising and supporter engagement activities, using insight to inform strategic data driven decision-making.
- Oversee Hope Giver attrition with Comms Team and devise relevant strategies and plans to meet targets.
- Work closely with the Digital team to strengthen and evolve the digital giving strategy, increasing accessibility, engagement and long-term supporter commitment.
- Lead robust budget planning and management, ensuring fundraising initiatives are delivered effectively, sustainably and within agreed resources.
- Oversee and lead key fundraising projects, including digital transformation and system development initiatives, ensuring delivery aligns with strategic priorities.

Fundraising Strategy, Implementation & Performance

- Line Manage and oversee the Supporter Care Lead with a view to line managing other members of the team as the role develops.
- Work with the Fundraising Director to deliver annual fundraising strategy, with clear quarterly and monthly targets.
- Ensure the team is aligned and delivering on annual plans and targets.
- Set Objectives, KPI's for the team and hold wider to team accountable to achieving targets.

Additional Responsibilities:

- Be prepared and willing to represent TLG at external events, including Christian exhibitions and festival, church talks, Fundraising Dinners etc.
- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team.
- Attend TLG's Staff Conference twice a year. This includes active participation in corporate Christian prayer and worship and the opportunity to share faith testimonies of young people involved in TLG programmes.
- Take on additional responsibilities for tasks as your role develops.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Good general standard of education including as a minimum English and Mathematics GCSE at grade A*-C or equivalent. • Experience and knowledge of Fundraising in charity sector. 	<ul style="list-style-type: none"> • Fundraising or Project Management Qualification.
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> • Excellent communication skills, written and verbal. • Good knowledge of Fundraising tools and skills as they relate to supporting and driving fundraising activity, • Enjoy setting targets and working in a target driven environment. • Ability to simultaneously balance attention to detail and top-level strategy. • Ability to apply creativity and initiative to your work. • Creative and innovative thinking. • Excellent project management skills, with the ability to manage multiple projects and deadlines simultaneously. • Digitally Savvy and IT literature including using Microsoft based systems and wider CRM tools. • Highly organised and efficient • Proven proactive problem solver. 	
EXPERIENCE	<ul style="list-style-type: none"> • Familiarity with content management systems (CMS) and customer relationship management (CRM) software. • Experience managing a budget and evaluating the return on investment of Fundraising activities. 	<ul style="list-style-type: none"> • Line Management. • Project management. • Event Management and leadership.

PERSON SPECIFICATION CONT.

	ESSENTIAL	DESIRABLE
CHRISTIAN LIFESTYLE	<ul style="list-style-type: none"> • Commitment to actively pursue ongoing spiritual development of themselves and colleagues within the life of a local church in order to enhance the contribution to TLG. • Attend and participate fully in devotions, prayer meetings and staff conferences to enhance the spiritual relationships within the team. • Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities. • To be an active part of a church family. 	
ADDITIONAL	<ul style="list-style-type: none"> • Complete an enhanced DBS check prior to employment, which reveals no reason for the applicant being unsuitable to work with young people. (include this if the role requires a DBS check) • Provide 3 referees. At least one referee needs to represent Christian commitment and be able to comment on your faith and growth as a Christian. References will be taken up after shortlisting. • Provide evidence of qualifications and suitability to work in the UK and appropriate qualifications. • Live within a reasonable travelling distance. 	



Application process

Apply today through our website:

www.tlg.org.uk/careers

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a personal statement explaining how you meet the criteria outlined in the job description for this role and your motivation for applying. There will also be some questions exploring how your faith relates to your working life, and an option to upload a CV later in the form.
- After the closing date, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.

You can find the closing and interview dates in the role's advert on our website.

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

Having trouble with your application?

If you have any problems with the online application process, please contact recruitment@tlg.org.uk and someone will get back to you as soon as possible.

Note: If you're having trouble, please check Website Tracking and Third-Party Cookies are enabled, and you have updated to the latest version of your browser and device software.