

Contract:	Permanent
Location:	London
Hours:	Full Time
Level:	5
DBS required:	None
Starting Salary:	Circa £72,000

Director of Fundraising

Teach First and the Purpose of the team:

Teach First is embarking on a new and ambitious strategy that will see the organisation deliver even more impact to enable children to have the education they deserve and the opportunity to fulfil their potential. We are proud of what we have achieved in the past sixteen years and we are now making a step change to enable us to accelerate further impact. We are looking for an ambitious, creative and experienced fundraising leader to develop and drive forward a strategy to maximise voluntary income from a range of funding audiences.

Our Fundraising department is critical to our success and the importance of delivering high quality stewardship to secure and engage valued supporters of Teach First is vital.

The Fundraising department oversees all voluntary income generation at Teach First with income being secured through corporate partnerships, major gifts, trusts and foundations, fundraising events and we are exploring new income streams such as maximising commercial revenue. The Department has a highly competitive return on investment with income ambitions of over £9m in 2018/19 and a significant appetite to build the foundations for growth.

Purpose of the role:

To lead the Fundraising department to secure voluntary funding from a range of fundraising techniques to enable Teach First to accelerate and deliver its programmatic activity with a clear strategy that is supported across the whole organisation, embedding the criticality of voluntary funding and connecting supporters to our cause, maximising every opportunity to further build our brand and win support for the organisation. You will champion and advocate for audience insight and supporter centricity at the heart of our approach to raising funds.

Working closely with the Board, CEO and senior team, the Director of Fundraising plays a crucial role in delivering Teach First's ambitious strategy, building on our strong foundations and record of success to lead an exciting new phase in the growth of fundraising at Teach First. The ideal candidate is an experienced fundraising leader who shares our vision for all young people and who has spearheaded rapid, sustained growth within a high value fundraising environment and ideally with significant experience in Corporate Fundraising.

Working with many of the country's leading businesses and business leaders, trusts and major donors, you'll know how to get the very best from a dynamic, high performing, multi-disciplinary team in order to achieve even greater impact. As a senior member of Teach First's Engagement directorate, you'll come with strategic insight from the education, youth or poverty relief sectors. You'll be a creative and inspirational leader, accustomed to working with both internal and external senior stakeholders and someone who thrives when bringing about positive change. You will also have experience of successfully delivering change within a fast paced environment and a strong and natural collaborator.

At this level you will:

- Report to the Executive Director of Engagement
- Develop and deliver a fundraising strategy aligned with the organisation's new strategy
- Champion the organisation at the highest levels externally
- Navigate and support complex relationships in the pursuit of our vision
- Ensure compliance with legislation associated with fundraising practice
- Report on financial performance and monitor and evaluate progress
- Line Manage a team of fundraising discipline leaders

Your responsibilities will include:

Strategy

- Provide overall vision and leadership to the Fundraising Department that inspires support for Teach First
- Develop, deliver, evaluate and continually refresh the fundraising strategy in order to secure the voluntary income required to meet the needs of the organisation within the agreed budget;
- Engage and inspire prospects, advocates and champions of Teach First in order to build the supporter base in both the short- and long-term;
- Manage supporters effectively so as to ensure market-leading levels of retention and development.

Leadership

- Expertly represent Teach First and inspire stakeholders at fundraising meetings, events, and external engagements in order to build and motivate support for the charity;
- Help drive the overall organisational strategy and Teach First's broader priorities as a highly active member of the Senior Leadership Team;
- Develop, inspire, motivate others to fulfil their potential and foster collaboration within a large, multidisciplinary team;
- Lead by example with a fresh, creative and open-minded approach to innovation so that Teach First remains at the cutting edge of fundraising practice;
- Champion continual professional development and supporting the department members to grow and build their skills and careers at Teach First.

Operational Excellence

- Work to enhance performance monitoring, evaluation, reporting and internal intelligence in order to inform strategic decision-making, timely course correction and engage the Board and Senior Leadership;
- Ensure quality benchmarking and market insights inform the approach and strategy to fundraising at Teach First;
- Ensure the continual improvement of fundraising support systems, such as CRM and donor prospecting, stewardship and recognition;
- Employ a robust control environment (e.g. policies and contract management), manage risks and implement risk mitigation strategies in relation to all fundraising and awareness raising activity.

The critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business need. As part of the role you may be required to travel to other UK locations from time to time. You will also be required to attend away days/retreats and the annual "Offsite" event which is mandatory for all employees.

Person Specification

Essential skills and experience:

- Proven success in fundraising and supporter engagement;
- Significant experience as a leader in a fundraising environment with the ability to motivate energise and engage a team of professionals to deliver against results;
- Ability to develop departmental strategies, budgets, and plans;
- Proven leader of high-performing teams and a strategic thinker with the ability to identify opportunities and generate creative solutions;
- Understanding of the issues facing charities in pursuit of raising funds
- Exceptional relationship building, relationship management and negotiation skills, with demonstrated ability to influence and persuade at the highest level;
- Ability to establish and manage effective working relationships with people of all working styles, backgrounds and industry-experience;
- Exemplary communication skills, including presentation skills, with the ability to communicate the mission effectively as a spokesperson for the organisation;
- Excellent organisational and strategic planning skills and the ability to assess, prioritise and manage a varied and demanding workload under pressure and with tight deadlines across a large, multi-disciplinary team;
- Creative, entrepreneurial self-starter with initiative, confidence, drive, and flexibility to deal with unexpected situations or last-minute changes in a dynamic organisation;
- Experience of empowering managers within a large team to take ownership of goals and priorities, and ensure that teams collaborate and share best practice effectively;
- Experience of strategy development and implementation/business planning in a complex environment, including preparing and managing complex budgets, and analysing complex management information.

Desirable skills and experience:

- Leadership of a fundraising department in a youth or education charity;
- Senior experience in leading Corporate Partnership fundraising teams;
- Experience of working in Corporate Social Responsibility;
- Demonstrable experience of fundraising innovation and developing and driving new sources of income;
- Leading a fundraising team raising in excess of £9m per annum;
- Membership and demonstrable active engagement with the Institute of Fundraising and key sector groups to share best practice and knowledge;
- Reporting to senior governance bodies within a charity;
- A legal background and experience to support in the negotiation and agreement of contracts with valued partners.

All our employees are expected to model our values and help others to do so.

Benefits

Teach First's core benefits include 27 days holiday per annum (3 of which must be taken during the one week holiday shutdown period between Christmas Day and New Year's Day), participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare. Through our flexible benefits platform access to childcare vouchers, interest free travel season ticket loan, subsidised dental membership, health screening, discounted gym membership, travel insurance, GAYE and the option to buy/sell annual leave.

How to apply

To apply for a vacancy at Teach First you are required to complete an online application form. Please have your CV and covering letter ready to upload. If you are an internal candidate please apply via your HR Self Service menu after informing your line manager of your interest.

Next steps

We aim to provide feedback to all applications within 10 working days from the closing date. For this role first round interviews will be scheduled as soon as suitable candidates are identified, so early applications are encouraged.