

Director of Fundraising and Development

upReach is an award-winning social mobility charity supporting less-advantaged students to secure graduate jobs in sectors including Technology, Law and Consulting. We will this year deliver a comprehensive programme of professional development to over 2,700 students, working in close partnership with leading employers such as Deloitte, FactSet, Goldman Sachs and Slaughter and May.

In October 2019, upReach won the Charity of the Year Award (income < £1m) in the prestigious Charity Times Awards, and the charity also won the “Embracing Digital” award in the 2020 Charity Governance Award.

upReach is seeking to hire a **Director of Fundraising and Development**. This is an exciting new role, focused on directly contributing to the growth of the charity by having oversight of all income generation for the organisation. upReach already benefits from significant corporate and university partnerships, which this role will oversee, but the successful candidate will have responsibility for developing strategies and business plans which focus on income diversification - including major donors and commercial opportunities. This role would suit an individual with a passion for improving social mobility, experience in fundraising and/or business development, and who is used to operating in a fast-paced environment.

Key Information:

Location:	Our offices are in London, Bristol Manchester, Nottingham and Newcastle. Most employees choose to work from home for part of each week.
Hours:	40 hours per week, 9am - 6pm (part-time and flexible working arrangements could be considered)
Start date:	Jan 2022 or earlier if possible
Reporting to:	Chief Executive
Salary:	£50,000 - £60,000 per annum, including London weighting if based in London
Application deadline:	9am on Monday 27th September Early applications are encouraged as we will conduct interviews on a rolling basis and may appoint before the closing date.

About upReach

Do you think that your socio-economic background should determine your career prospects? upReach's vision is of a society in which everybody has an equal opportunity to realise their full career potential. We help young people from less-advantaged backgrounds achieve their career potential by providing an intensive programme of support that addresses socio-economic barriers to graduate employment.

Our work is important because right now a student from a disadvantaged background who gains a first class degree from a top university is less likely to secure an elite job than a more privileged student with a 2.2.

We are an award-winning charity employer working to address this issue in partnership with employers and universities. Building on the success of the past five years, upReach's current partners include Allen & Overy, Bank of America, the Civil Service Fast Stream, Deloitte and Slaughter and May. We also partner with universities including Exeter, King's College London, Liverpool, Warwick and Manchester.

This academic year, over 2,000 undergraduates (we call them upReach Associates) are being supported through our unique programme of application support, soft skills workshops, video forums (small group, online seminar-style sessions), mentoring and professional experience.

To find out more about upReach and how we support our students, visit our [website](#) and read our [Annual Report](#).

About the Role

The individual will be responsible for developing strategies, business plans, and proposals to increase funding streams and secure new partnerships. This role would suit individuals with experience in business development and fundraising. As a member of the Senior Leadership team you will be responsible for the development and implementation of an effective business development and income generation strategy, across a range of different sources.

Reporting to the CEO, this critical role will ensure the charity has a clear fundraising and business development strategy in place. The successful candidate will be able to demonstrate leadership skills, build relationships at all levels, and demonstrate a strong track record of developing high quality, successful proposals and leading on the generation of new six-figure income streams.

Key Responsibilities include:

- Providing strategic oversight and leading the development and implementation of an income and fundraising strategy that underpins strategic goals to grow the charity in a sustainable manner across a diverse range of streams.

- Develop and strengthen relationships with major donors, high profile supporters, trusts, foundations, companies, and universities.
- Developing and implementing an effective business development and income generation strategy for specific upReach products and solutions.
- Developing high quality business plans and proposals to engage a range of organisations, showcasing the ways in which they can support and work with upReach (including overseeing the commercialisation of our unique contextualisation platform, used by a growing list of employers).
- Providing strategic oversight, management and guidance to the Fundraising and Partnerships Teams.
- Proving support, direction, leadership and management for other staff as required.

Person Specification

This position would be suited to individuals who are committed to upReach's mission. We are looking for individuals who are passionate about social-mobility and believe that background should not be a barrier to graduate employment.

To be successful it is anticipated that you would have demonstrable experience of working in senior business development and/or fundraising positions, and be able to demonstrate leadership skills and a strong track record of developing high quality, successful proposals.

Essential Skills/Experience:

1. Significant experience of establishing and developing effective relationships with external stakeholders, with proven expertise of securing high value relationships of five- and six- figures.
2. Excellent influencing, facilitation and communication skills (both oral and written) and be comfortable preparing and presenting reports and proposals to senior management and external stakeholders.
3. Proven experience in business development, producing successful business plans and proposals for projects and products.
4. Significant knowledge and experience of fundraising, particularly through trusts and foundations, and major donors, including through innovative and creative means.
5. Demonstrable experience in securing large partnerships and/or fundraising relationships/grants.
6. Experience of strategic planning, budgeting, and forecasting.
7. Demonstrate financial acumen.
8. Understanding of the UK university experience.

Desirable Skills/Experience:

1. Knowledge of the graduate labour market in the UK.
2. Experience of leading a fundraising/partnerships team

3. Knowledge of the higher education sector

Values & Competencies

upReach upholds the following values:

- Perseverance
- Integrity
- Advocacy
- Aspiration
- Proactivity

We are looking for candidates to display the following competencies during the application stages:

- Collaboration
- Communication skills
- Problem solving and decision making
- Planning and organising
- Passion and motivation

Application Process

Please email your CV to Naomi Carruthers at QuarterFive: naomi@quarterfive.co.uk no later than 9am on September 27th to request a further discussion about the role and process.

Interviews will be held on a rolling basis - please don't hesitate to get in touch for further details.

Please Note: upReach has a responsibility under the Immigration, Asylum and Nationality Act 2006 to ensure that, **at the time of starting their employment, successful candidates have permission to work in the UK.**

If you have a right to work in the UK, **you will be required to bring proof of this to your interview** (by providing your original passport or other right to work documents). If your permission to work in the UK relies on a job offer, please bring written details including evidence of any existing visas or work permits. A photocopy/scan will be requested of your right to work document(s) and stored securely. If you are unsuccessful at interview the copy will be destroyed. Unfortunately, upReach is unable to financially sponsor Visas or work permits.

Equal Opportunities

upReach is an equal opportunities employer and does not discriminate in employment matters on the basis of race, religion, gender identity, sexual orientation, age, disability, social background or any other protected class. We support workplace diversity and believe it creates dynamic and effective organisations. We are working hard to increase diversity in



our team and would particularly welcome applications from BAME candidates.

We are committed to making our roles and culture inclusive. We can make reasonable adjustments throughout the application process and on the job. If you have particular needs or requirements, please get in touch using HumanResources@upReach.org.uk.