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Description automatically generated with medium confidencePartnerships Lead - Job Description**

We are a multi-award winning, creative and innovative organisation with an exciting vacancy to manage the Partnerships Team. You will report directly to the Head of Philanthropy and Partnerships, maximising the potential of our fundraising through superb relationship management and strong proposals. You will inspire your team of fundraisers to deliver extraordinary results, increasing our income from corporate partnerships.

Results oriented, you will have strong interpersonal and management skills together with a flexible and proactive approach. This is a great opportunity for a motivated relationship fundraiser with a passion for international development to join a successful and ambitious team.

**If you share our values and believe that children’s lives should not be torn apart by war, we want to hear from you.**

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| **Department:** | Fundraising & Communications | **Contract Type:** | Permanent |
| **Place of Work:** | Our office is in Kentish Town (NW5). This role is open to occasional homeworking | **Working Hours:** | Full-time is 37.5 hours. This role is open to flexible working including compressed hours, part-time hours, flexi-time |
| **Reports to:** | Partnerships Lead | **Salary Range:** | Circa £49,000 per annum |

# About us

# War Child, the specialist charity for children affected by conflict. For more than two decades we’ve delivering high-impact programmes that are rebuilding lives across Afghanistan, Iraq, the Democratic Republic of Congo (DRC), Central African Republic and Yemen. We understand children’s needs, respect their rights, and put them at the centre of the solution - from reintegrating children formerly associated with armed groups and armed forces (CAAFAG) in the Central African Republic to reuniting children with their families in Afghanistan. We look forward to a world in which the lives of children are no longer torn apart by war. This is a vision that can only be realised through the collective actions of children themselves, communities and their leaders, organisations like War Child, governments and key decision makers.

**Our values**

**Bold**

We use our passion and creativity to deliver high quality evidence-based work designed to maximise our beneficial impact for children in conflict.

**Accountable**

**to children**

Children can rely on us to respond to their voices and to treat them with respect and dignity.

**Transparent**

We expect to be held to account by our supporters and participants and we respond with openness and honesty.

**Committed to**

**each other**

We support each other to achieve ambitious goals and be the best we can be. We are honest and open, sharing our successes & confronting our challenges.

**Our benefits**

* **Flexible working** - we recognise the considerable benefits that flexible working can bring and are happy to discuss any possible flexible working options with our employees from hiring. For most roles, the following types of flexibility are usually possible: flexible hours, an element of working from home, compressed hours.
* **Annual leave** – 28 days per year (full-time) rising to 33 days with service, plus UK bank holidays
* **Pension** - all eligible employees automatically enrolled into a Group Personal Pension Plan with a 5% employer contribution, with minimum employee contribution on a salary sacrifice basis
* **Family leave** – we offer enhanced maternity, paternity & shared parental leave, and family friendly policies
* **Health & wellbeing** - employees may take advantage of a healthcare cash plan and a range of wellbeing initiatives and training. In addition, all employees have access to free, confidential one-to-one wellbeing consultations with trained counsellors.
* **Learning & development** - dedicated to the investment in learning and continuing professional development for all our employees
* Range of flexible benefits such a Cycle to Work scheme and season ticket loans

**How to apply**

* Please download the application form here: <https://www.warchild.org.uk/who-we-are/jobs>
* Submit a completed application form and a recent copy of your CV to emily@quarterfive.co.uk by midday on 29/03/23
* Interviews will be held on the 06/04/2023
* If you have any questions about reasonable adjustments before or during your application, we welcome the opportunity to talk about what we can do to fairly adapt our process for you. Please share what you’re comfortable with to help us put the right support in place, by emailing [recruitment@warchild.org.uk](mailto:recruitment@warchild.org.uk). Anything you tell us will be kept completely confidential by our HR team.
* We are unable to provide sponsorship for this post. In order to apply, you must be able to demonstrate your eligibility to work in the country where this role is based.

**Contact information**

To explore the post further or for any queries you may have, please contact: Emily Birch at QuarterFive [emily@quarterfive.co.uk](mailto:emily@quarterfive.co.uk) For general information about working for War Child please visit: <https://www.warchild.org.uk/who-we-are/careers>

**Child safeguarding and Adults at Risk**

Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or harm. All candidates selected for interview will be asked relevant child safeguarding question(s) during the selection interview. Successful applicants will be expected to be compliant with and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding and Adults at Risk policy here: <https://www.warchild.org.uk/our-work/policies-and-reports/safeguarding>

**Diversity and Inclusion**

We value diversity and inclusion and are committed to ensuring that all our people and job applicants are treated fairly, irrespective of where, what or whom they were born, or of other characteristics. We want to offer a safe and inclusive workplace where all our people, especially those who are currently marginalised or underrepresented, can be themselves at work. You can read our Diversity and Inclusion policy on our website, and if you have any questions about our commitment to diversity and inclusion do get in touch: <https://www.warchild.org.uk/our-work/policies-and-reports/diversity-and-inclusion>

**Pre-employment checks**

Employment with War Child will be subject to the following checks prior to your start date:

* a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International/National Criminal Record Check, and a clear vetting and Due Diligence check
* receipt of two professional satisfactory references

**Your role**

The Partnerships Lead is crucial in helping raise funds and enabling our strategic growth. The newly structured team have ambitious targets and growth plans for the next 3-5 years. As Partnerships Lead, you will be responsible for growing unrestricted and restricted income through exceptional stewardship of War Child’s corporate partners (potential and existing) and writing compelling and tailored proposals to help War Child deliver quality programmes to children in conflict zones. You will support the Head of Philanthropy and Partnerships on the overall Partnerships strategy.

As an integral member of the Philanthropy and Partnerships Team, you will bring creativity, insight and experience to team, as well as being a key voice and representative internally and externally. You will contribute to the wider Fundraising & Communications strategy by taking a lead role in cross-team projects and activities.

**Your responsibilities**

* Drive and deliver the sustainable long-term growth of income from corporate partnerships – philanthropic, commercial or strategic.
* Lead, manage and motivate a team of fundraisers to succeed through making sure they are trained and skilled and have a clear understanding of their own objectives and workplan – including the division of new business and account management within the team.
* To be a practitioner, modelling high standards of hands-on corporate fundraising to your team.
* To develop first-rate relationships with partners (potential and existing) so that War Child in a strong position to motivate and engage partners into transformation levels of giving.
* Maintain a culture of delivering excellent relationship management, supporting team members to develop and implement strong engagement plans for partners to generate significant income from the portfolio. This will include personal meetings, attending networking events, writing proposals, making pitches and representing War Child.
* Ensure a strong and diverse pipeline of corporate partners is developed and delivered across multiple corporate income streams, including but not limited to Strategic and Commercial Partnerships, Cause Related Marketing, Charity f the Year partnerships, employee fundraising and philanthropic giving.
* Identify and secure new partnership opportunities, negotiating and closing deal that meet War Child’s needs and maximise impact.
* Support the Head of Philanthropy and Partnerships on the development and implementation of department strategy, budgeting and planning.
* Monitor income and expenditure targets and provide regular progress reports and updates on performance against target using War Child’s database.
* Take an active role, and lead where relevant, on the planning and management of key events to engage prospects and steward current partners.
* Collaborate with internal stakeholders, including Communications, Marketing, Music and Programmes teams, to ensure that War Child’s partnerships are effectively communicated and leveraged to drive awareness and impact.
* Accountable for ensuring legal compliance with fundraising guidelines and charity commission legislation for all corporate partnerships.
* Contribute to creating a culture committed to the safeguarding of children and adults and compliant to WCUK’s Safeguarding and PSEAH Policies.

**These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.**

**You are**

* An experienced senior fundraiser having worked across philanthropic, commercial and strategic partnerships, ideally within an international development or humanitarian NGO so you can present War Child’s work with authority.
* Able to demonstrate consistent success in achieving financial targets through account management, business development or sales.
* Experienced in working in a target led environment with a proven track record of successful fundraising results, delivering against targets (including securing six-figure gifts) and income growth.
* An excellent negotiatior and are able to engage and influence a diverse range of stakeholders, internally and externally. Be able to think creatively to develop sector-leading partnerships that look beyond financial transaction, and provide mutual benefit to War Child and the partner.
* Experienced in planning, budgeting and monitoring performance across multiple audiences, including the management of six figure income streams.
* Solid experience of line management and a strong understanding of the principles of motivational people management and individual development.
* An excellent verbal and written communicator, confident in managing relationships at all levels, externally and internally, as well as being able to influence and negotiate. You will be highly confident in delivering pitches, presentations and speaking at events.
* Creative and innovative thinker with the ability to develop new commercial ideas and translate into action and results.
* Results orientated and problem-solving approach to work and challenges.
* Experience in developing corporate communications, working closely with key colleagues to ensure partners have a strong communication strategy in place and this is prioritised in the organisation.
* A relationship manager with strong networking skills at senior levels internally and externally.
* Ability to present information, verbally or in writing, including briefings and project reports to a range of audiences in a clear and confident manner.
* An excellent communicator, confident in managing relationships, influencing and negotiating as well as writing formal and informal communications
* Up to date knowledge of fundraising regulation and GDPR, and its implications for fundraising policy and practise.

**All candidates for roles based in London are required to have the right to work in the UK.**

**Your team**