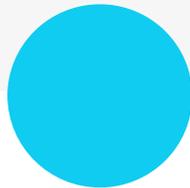
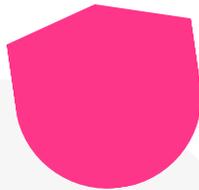


Appointment of

# DIRECTOR OF DEVELOPMENT



**just like us**  
THE LGBT+ YOUNG PEOPLE'S CHARITY



In partnership with



# About Just Like Us

Just Like Us (JLU) is the LGBT+ charity for young people working for a world where LGBT+ young people live awesome lives. Their mission is to empower young people to champion LGBT+ equality.

**Ambassador Programme:** supporting 18-25 year old LGBT+ young people across the UK to volunteer with JLU and share their stories in schools. They also get to use their voice through media opportunities and panels, develop their skills through workshops and find community. In 2022/23, they trained 186 new LGBT+ young people as volunteers.

**Mentoring:** With corporate partner support, we offer our volunteers a mentoring scheme that pairs them with LGBT+ professionals in the careers they are interested in. In 2022/23, they paired 68 mentees and mentors.

**School Talk Programme:** Schools can book in a talk from one of JLU's volunteers, and their team supports the school and LGBT+ young people aged 18-25 to make this happen. In 2022/23, they delivered 398 school talks, and 173 ambassadors delivered at least one school talk.

**School Diversity Week:** Every June, Just Like Us provides free educational resources to enable teachers to take part in the UK-wide celebration of LGBT+ equality in primary and secondary schools. In 2022/23, over 6,000 schools signed up to take part and their resources were downloaded over 69,000 times.

**Pride Groups Programme:** This is a membership programme that supports a network of UK secondary schools to run their own LGBT+ and ally groups at lunch or after school. We offer training and networking for teachers and their student leaders. In 2022/23 we worked with 278 schools on this programme.

## Example JLU publications:

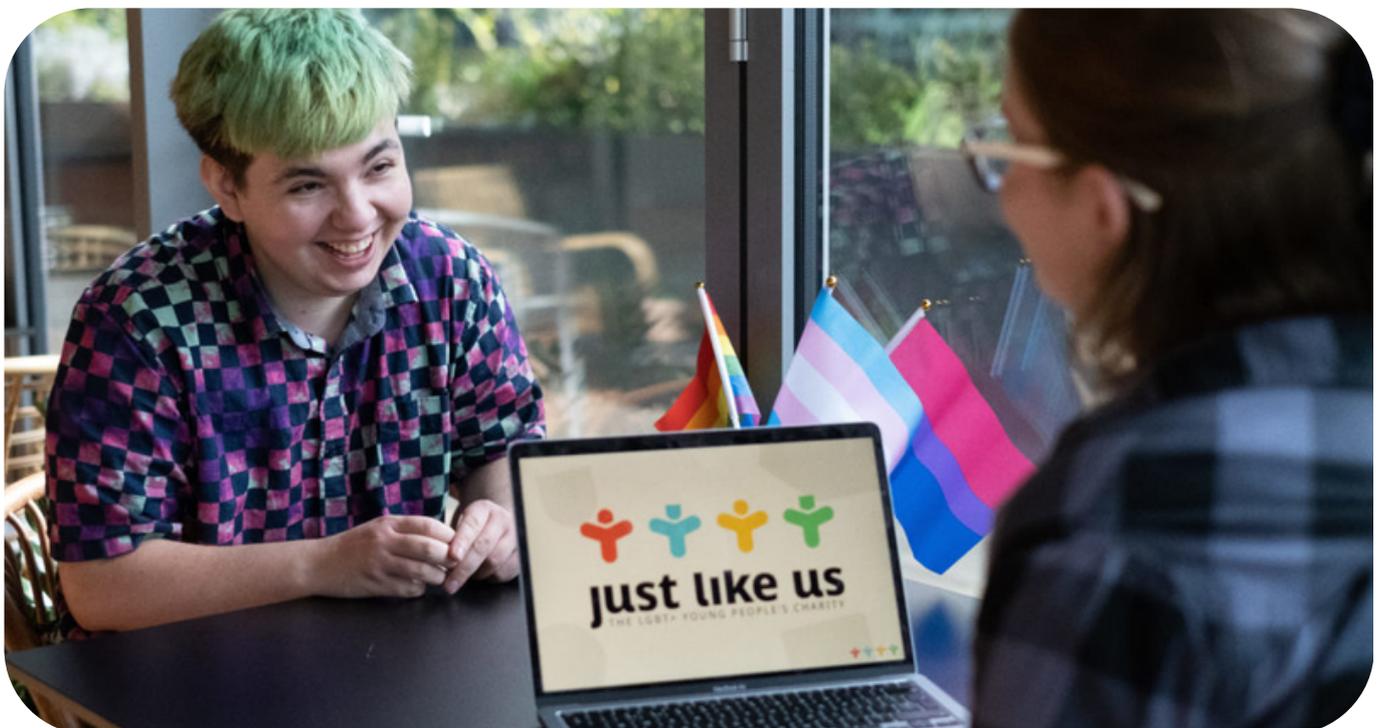


## Fundraising Context

JLU's vital, empowering work is only possible thanks to the generosity of funders who give nearly £1m per year to support these programmes, and supplemented by income earned from school talks and pride group memberships.

The demand for their successful programmes makes growing the number of partner schools a priority for JLU, increasing their impact in England and expanding into Scotland and Wales.

This growth will be built on the further development of a successful fundraising programme that enjoys partnerships with global brands like Deloitte, L'Oreal, JP Morgan Chase, and Tesco, trusts and foundations including the Esmée Fairbairn Foundation, The Paul Hamlyn Foundation and The National Lottery Community Fund, a giving circle with excellent growth potential, successful events, and regular and one-off individual gifts.



# Director of Development

**Salary:** £55,000 - £65,000 dependent on experience

**Contract:** Permanent

**Hours:** Full-time, flexible working options, open to compressed hours - please discuss

**Location:** London/Hybrid (1-2dpw in office, with some variation required)

**Reporting to:** Reports to Laura Mackay, CEO.

**Line managing:** Manages the Head of Partnerships and will grow the team over time.

As Director of Development, you will be responsible for developing and executing income generation strategies, fostering significant, long-term partnerships, and contributing to the overall strategic direction of the charity.

Your work will be instrumental in ensuring the organisation's financial sustainability and underpin the continuation and expansion of our programmes.

## Key Responsibilities

### Development and Fundraising:

- Develop, implement and continually evaluate a comprehensive income generation strategy that supports the mission, objectives and impact of Just Like Us.
- Manage a pipeline of new fundraising opportunities from research to securing income across all core fundraising streams.
- Ensure compliance with all relevant laws and regulations affecting the charity's development and fundraising practices.
- Cultivate and maintain income-generating relationships with key stakeholders, influencers, and partners to amplify the organisation's reach and impact.
- Lead on our highest-value corporate partnerships and support the Head of Partnerships to secure new business, grow existing partnerships and provide first-class stewardship.
- Oversee the charity's grant application and management processes, collaborating with the Director of Programmes and People and other stakeholders to write compelling proposals, ensuring compliance with grant requirements, reporting deadlines, and deliverables.
- Collaborate with the charity's Fundraising Trustee to establish and run a Development Committee.
- Oversee the management and implementation of a major donor programme including the Founders' Circle.
- Support the delivery of an individual giving programme generating one-off and regular donations towards our work, including leading fundraising campaigns and initiatives in collaboration with the Director of Engagement and Communications, setting ambitious targets and tracking progress towards goals.
- Utilise data-driven insights to target specific demographics, make informed decisions and maximise the impact of both development and communication efforts.
- Collaborate with other teams to align development efforts with the charity's initiatives and ensure consistent messaging,
- Streamline internal workflows and procedures to enhance efficiency and effectiveness.
- Uphold the organisation's commitment to transparency and accountability.
- Develop, monitor and manage the fundraising budget, ensuring financial accountability, the effective allocation of resources and the charity's financial health and sustainability.

- Protect the charity's brand identity, ensuring consistency and alignment with the mission
- Evaluate strategy and performance and provide timely reports to the CEO, senior leadership team and Board of Directors
- Mitigate operational risks by developing and implementing risk management strategies

### **Leadership and Team Management:**

- Effectively line manage, lead and inspire the development team, fostering a collaborative and inclusive work environment
- Foster a culture of collaboration, innovation, and continuous improvement across all departments
- Work closely with the CEO and other senior leaders to develop and implement development and financial strategies and plans
- Provide timely updates to the Board of Trustees on fundraising activities and seek their guidance and support
- Collaborate with the Board of Directors to leverage their networks and expertise in development and fundraising
- Utilise data to inform strategy and implementation
- Encourage innovation and creativity within the development team to continually improve strategy and implementation
- Set clear goals and performance expectations for the development team, providing mentoring, coaching and other professional development opportunities
- Work closely with the charity's accountants, the JLU senior leadership team and the Treasurer to ensure compliance with financial regulations and reporting requirements
- Collaborate with the senior leadership team and Finance and Admin Assistant to develop effective policies, systems and processes

### **Diversity, Equity, and Inclusion (DEI) Initiatives:**

- Champion diversity, equity, and inclusion initiatives within the charity, promoting a culture that embraces and celebrates individual differences
- Alongside the CEO and the senior leadership team, support the development and implementation of DEI strategies to ensure the organisation's programmes and workplace practices are inclusive and reflect the diverse communities it serves

Safeguarding is a collective responsibility and all employees, volunteers, and stakeholders are expected to actively contribute to creating a safe and supportive environment for children, young people, staff, and programme participants.

The listed role responsibilities are not exhaustive and employees may be required to take on additional tasks related to other organisational needs as and when necessary.

# About You

## Ideal skills and experience:

- Excellent relationship developer who can drive new business and maximise funder relationships.
- Expertise in relationship fundraising, particularly HNWIs.
- Trust fundraising is a major component of income that the outgoing Development Director has personally led, so skills in this area would be useful.
- Some experience or understanding of corporate fundraising to enable support and coaching of the Head of Partnerships.
- An education or youth charity background would be advantageous, but is not essential.
- Experience of working in smaller organisations, collaborating across teams and contributing to overall strategy.
- Superb internal and external relationship-building skills.
- Seasoned line manager with strong coaching abilities.
- Demonstrable passion for Just Like Us' work and mission.



# Employee Benefits

Employee benefits include:

- 25 days annual leave plus bank holidays, with Christmas office closure
- 1 additional day of annual leave per year, up to a maximum of 5
- Pension contributions matched up to 6%
- Employee Assistance Programme, including free counselling and legal support

## How to apply

Just Like Us are partnering with Janice at QuarterFive Fundraising Recruitment for this appointment. For a confidential discussion of this role and to make an application, please get in touch:

 [janice@quarterfive.co.uk](mailto:janice@quarterfive.co.uk)

 07939 142426

The deadline for applications is **Tuesday 28th November 2023**.

First interviews in w/c 4th December Final Interviews in w/c 11th December

## Accessibility

If you require access to this document in alternate formats, or any other adjustments, please contact [name of consultant] by email [janice@quarterfive.co.uk](mailto:janice@quarterfive.co.uk) or call 07939 142426.

## Equality, Diversity and Inclusion

QuarterFive and our clients know fundraising could better reflect the diverse backgrounds and experiences of the people the charity sector supports. If you think you meet some of the criteria for a role and would like to discuss how your other experience might transfer, please ask us for a chat. We're here to support you. Appointments will be made on merit alone and we will gladly make reasonable adjustments to always ensure a fair process. QuarterFive's Equality, Diversity and Inclusion Policy can be found [here](#).



**This job pack has been created by QuarterFive, in collaboration with Just Like Us.**

QuarterFive Fundraising Recruitment is a specialist agency for charities and fundraisers. We provide clients with access to the best fundraising talent in the sector, and offer candidates expert support in securing their next fundraising role.



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