

Appointment of

HEAD OF FUNDRAISING



In partnership with



Introduction

Our national network of Voice 21 Oracy Schools is changing the education system as we know it.

Today, over 450,000 children attend a Voice 21 Oracy School. But we won't stop there. We want to reach 800,000 children by 2025, as well as continue to build the case for an oracy rich curriculum. In order to do this we need a brilliant Head of Fundraising to join our team. Reporting into the CEO, the role will be a key driver in positioning fundraising at the heart of Voice 21, collaborating with colleagues across the organisation to identify opportunities for high-value funding partnerships, and the delivery of ambitious organisational goals.

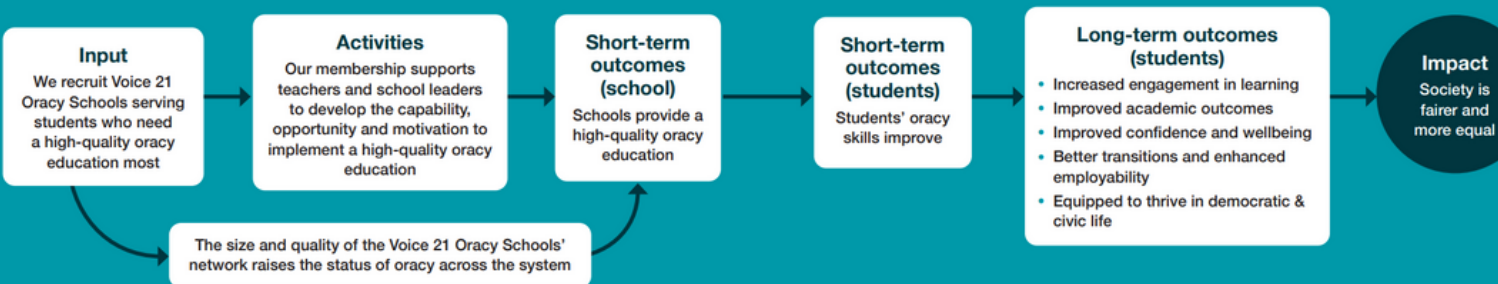
About Voice 21

We work with schools to transform young people's learning and life chances through talk.

Voice 21 are on a mission to ensure that all children, not just a fortunate few, are taught at school how to use their voice to thrive in education and beyond. Despite the strong evidence base, the majority of state schools do not consistently teach vital communication skills. Unlike literacy and numeracy, too often spoken language skills (oracy) are left to chance rather than taught explicitly in our education system today. We work with schools to change this, increasing access to high-quality oracy education for those that need it most.

Since our launch in 2015, we've worked with over 2000 schools across the UK, helping more than a quarter of a million young people to find their voice for success in school and life.

Our Theory of Change



The problem: Why Oracy Matters

Children’s spoken language skills are one of the strongest predictors of their life chances.

Yet too many children from economically disadvantaged backgrounds arrive at school with poor communication skills, already behind their more advantaged peers.

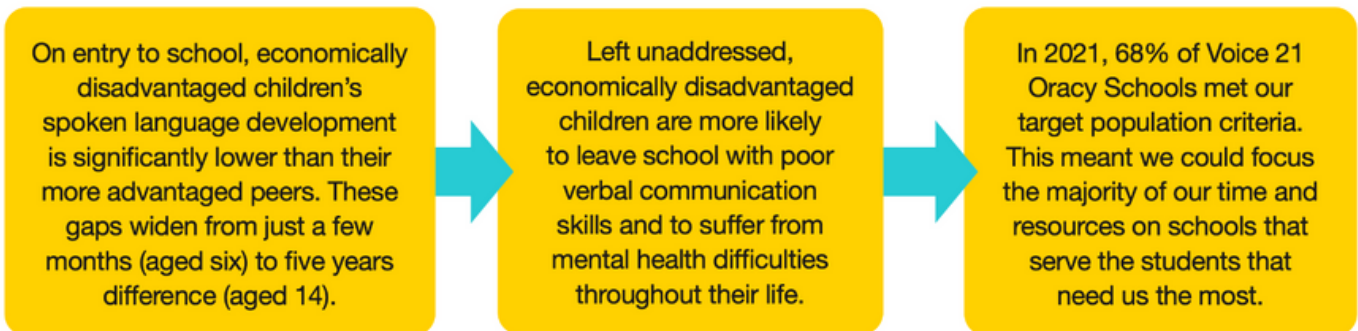
Research shows that economically disadvantaged students can be as much as 19 months behind in language development by the age of five. This was exacerbated by the Covid-19 pandemic: Research by the All-Party Parliamentary Group for Oracy found that two thirds of primary teachers and nearly half of secondary teachers said school closures had a negative effect on the spoken language development of students eligible for pupil premium. Left unaddressed, these gaps grow rather than diminish as students move through school.

It doesn’t need to be this way.

- Research shows that teaching oracy improves academic outcomes, including in maths, English and STEM subjects, as well as promoting social mobility, employability and wellbeing for disadvantaged young people.
- Evidence from the Education Endowment Fund, including two studies of our approach at Voice 21, suggests that on average oral language interventions add approximately six months’ additional progress over the course of the year for disadvantaged pupils.

A high-quality oracy education also unlocks opportunities later in life, whether that is success at college, university or in the workplace, where good communication skills are vital. Oracy skills are considered critical to the development of positive mental wellbeing and are consistently ranked as some of the most sought after skills by employers.

Voice 21 is committed to improving access to a high-quality oracy education for those students who need it the most.



The Opportunity

The Fundraising team at Voice 21 is at an exciting time in its journey.

Dr Kate Paradine joined us as Voice 21's new CEO on 1 October, following the departure of Beccy Earnshaw who successfully led Voice 21 from its inception 8 years ago to the organisation it is today. This is a real inflection point in our history and we need an exceptional Head of Fundraising to ensure Voice 21 can take oracy into every school across the UK.

The case for Oracy has never been stronger, with Sir Keir Starmer saying in his June 2023 speech "The ability to speak well and express yourself should be something every child is entitled to and should master" and went on to commit to bringing oracy into the curriculum should Labour win at the next General Election.

Voice 21 has spent the past 8 years building and refining how we work with schools, building our evidence of impact. We have been fortunate to have some of the best backers in the industry – seeing the impact and opportunity for us to scale our work. Thanks to their investment, they've helped us scale from just 11 schools in 2016 to over 1000 today, reaching over 462,000 children and young people. But we haven't finished. We set out a goal in 2021 to reach 800,000 children and young people by 2025, and we know we can do it!

In order to achieve this we need to build on the success we have had in fundraising, so we're looking for someone who is an ambitious, self-starter, with tonnes of energy and enthusiasm to not only build on the success of the trust and foundation funding, but also develop major donor and corporate fundraising partnerships.



Head of Fundraising

Salary: £55,000 - £60,000 dependent on experience

Contract: Permanent

Hours: Full-time, flexible working options - please discuss

Location: Remote, with regular travel to London (Stratford) office and elsewhere for meetings.

Occasional overnight stays may be required depending on where you are based.

Reporting to: Reports to Dr Kate Paradine, CEO

As the Head of Fundraising, you will report directly to the CEO and will be responsible for overseeing high value fundraising income streams - with current funders such as Impetus, Mohn Westlake Foundation and Allen & Overy - and developing ambitious and compelling funding proposals in order for us to deliver our plans at scale.

In addition, you will also have the unique opportunity to build out the fundraising team, with an organisation committed to investing now for future potential and growth.

Key Responsibilities

Strategy and Planning

- Lead the annual fundraising planning process to produce effective strategies to achieve income targets across Major Donors, Trusts & Foundations and Corporate Partnerships.
- Alongside the CEO, lead the development of a new Fundraising strategy, aligned with a new 5 year organisational strategy that we will begin building to launch in 2024.

Fundraising

- Lead on income generation via high-value proposals and partnerships (T&F, corporate partnerships & Major Donors) through identifying, securing, and managing innovative partnerships that not only drive financial growth but also amplify our impact and promote the need for Oracy more broadly.
- Collaborate closely with cross-functional teams to help identify and subsequently develop captivating proposals and engagement opportunities for projects that resonate with potential partners across multiple high value income streams.
- Deliver best-in-class stewardship of partnerships, building yearly engagement plans and providing high quality proposals and reports.

Finance, System & Impact Management

- Work closely with the finance team to ensure accurate and timely financial reporting, including budget tracking, invoicing, and financial reconciliations related to partners.

Finance, System & Impact Management Ctd.

- Ensure the Fundraising team has realistic and achievable targets and these are met.
- Lead on-going development and usage of the CRM system, Salesforce, ensuring teams are confident and data is up to date and pipeline management is prioritised.
- Work collaboratively with colleagues to build a robust impact and evaluation framework and reporting template to demonstrate funding impact for all supporters is delivered.

People Management

- Collaborating on agreed objectives and work plans, and subsequent support managing workload and performance through regular one-to-ones.
- Support with planning and implementing personal development plans and career progression.
- Undertake annual performance reviews.

About You

Essential:

- Demonstrating an entrepreneurial and creative approach to fundraising, with expertise in two or more of trusts and foundations, corporate partnerships or major donors.
- Proven ability to deliver income against agreed targets, including thorough knowledge and track record of success, from planning to securing funding to stewardship.
- Proven ability to work independently, reporting to senior stakeholders such as CEOs and SLT.
- Experience of managing large-scale pitches, including managing upwards and management of external stakeholders such as a Volunteer Fundraising Board or Trustees.
- Proven ability to effectively lead and manage a team, setting targets, managing workloads, appropriately managing poor performance and helping guide team member's career development.
- Demonstrated ability to work collaboratively across teams and departments remotely/online using persuasion and influence to achieve shared goals and objectives.
- Strong analytical and problem-solving skills, with the ability to interpret data and metrics to inform decision-making and demonstrate impact, including report writing.
- Proficiency in using CRM systems and project management tools.
- Passion for oracy and Voice 21's work.

Desirable:

- Experience of fundraising in the education or children & young people's sector.
- Multiple high value income stream experience.
- Experience of managing a growing community of stakeholders including volunteer fundraising boards and Trustees to support with fundraising efforts.

Employee Benefits

Employee benefits include:

- 25 days annual leave plus bank holidays, **plus** additional Christmas closure period
- Additional annual leave with years of service
- Employer pension contribution of 5%
- Employee Assistance Programme, offering 24/7/365 support
- Interest-free season ticket
- Cycle and technology loans

Working at Voice 21

Voice 21 recently asked their team what they enjoy most about working at Voice 21. Below is a selection of responses:

“I really enjoy working in an organisation that strives for innovation and is rooted in research of what actually works for teachers in the daily life of a classroom and a school curriculum.”

“I find it inspiring being part of the Voice 21 team - being surrounded by passionate, mission-driven people makes me want to bring my best every day, because I know that my fab colleagues won't let a good idea gather dust - everything will be snapped up and built into something that helps us make a difference for the students in our schools.”

“At Voice 21, there is a strong culture of sharing expertise and this ensures that your voice is valued and ideas heard, no matter your role. Although a lot of the day-to-day work is virtual, relationships are strong. The very purposefully planned in-person meetings help these relationships to grow and flourish, as does the high level of collaboration in teams.”

“One of the many things I love about working at Voice 21 are the opportunities for professional development. Working in a small, fast-growing organisation has given me the chance to grow professionally and to expand my skill set in a supportive environment.”



How to apply

Voice 21 are partnering with Emily at QuarterFive Fundraising Recruitment for this appointment. For a confidential discussion of this role and to make an application, please get in touch:

✉ emily@quarterfive.co.uk

☎ 07851 879269

The deadline for applications is **Wednesday 29th November 2023**.
First interviews in w/c 4th December. Final Interviews 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 emily@quarterfive.co.uk or call 07851 879269.

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](#).

Voice 21 believes that every voice should be heard and valued. We are committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Voice 21.





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fundraising recruitment

This job pack has been created by QuarterFive, in collaboration with Voice 21.

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.