



Philanthropy and Partner Engagement Director - Job Description (Maternity cover)

We are a multi-award winning, creative and innovative organisation with an exciting vacancy to lead War Child's Philanthropy and Partner Engagement function, accountable for our major donors, trusts and foundations, institutional, partnerships and gaming functions. You will report directly to the CEO and maximise the potential of our fundraising through superb relationship management and sophisticated pipeline management. You will also ensure that you have a team of fundraisers who can tell the story of children affected by conflict and how War Child are supporting them with power and impact. This is an amazing chance to lead and develop our biggest fundraising team, with some highly innovative work streams – supporting your team of c15 to achieve transformational growth in restricted and unrestricted income.

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

Department:	Fundraising and Communications	Contract Type:	FTC 12-13 months Maternity cover
Place of Work:	NW1, London	Working Hours:	Full-time, 37.5 hours
Reports to:	CEO	Salary Range:	c£80-85k

About us

At War Child we are driven by a single goal – ensuring a safe future for every child affected by war.

Using our 30 years of experience and proven methodologies, we aim to reach children as quickly as possible when conflict breaks out and stay long after the cameras have gone to support them through their recovery. We work with local communities and governments to help protect and educate children, and support them to heal and learn, for a safer, brighter future.

We understand children's needs, respect and stand up for their rights, and put them at the centre of everything we do – because one child caught up in conflict is one child too many.

Every day, our local teams are in communities and in refugee camps creating safe spaces for children to play, learn and access psychological support, and we specialise in responding rapidly to emergency crisis situations to deliver immediate and critical care impartially to help to those who need us most, when they need us most.

Because no child should be part of war. Ever.

Your role

The Philanthropy and Partner Engagement Director leads the major donor, principal giving, trusts & foundations, institutional, partnership and gaming functions, ensuring ambitious fundraising targets are met and prioritising long-term strategic growth within the fundraising team. You will have a significant impact on our fundraising activity and our relationships with key donors and partners, by setting the strategic direction of our philanthropy and partner engagement activity. You will work with the other fundraising leads to ensure all our fundraising activity is aligned, and opportunities are maximised, taking a joint responsibility for the overall fundraising target. You will also play a crucial role in the Leadership Group, with responsibility for running and leading War Child UK.

You will be highly experienced in securing high-level gifts, developing and maintaining partnerships and have expertise in managing complex donor relationships. Your influence on these high-level philanthropists and partners will enable us to develop a pioneering approach to fundraising, breaking down conventional barriers to achieve transformational growth.

Your responsibilities

- To provide first-rate line management to the Head of Philanthropy, Head of Trusts & Institutional Funding, Head of Partnerships, Head of Principal Giving (vacancy) and Gaming. You will model excellence in management that will result in the whole of your department thriving in their roles, with high standards of performance and behaviour, and team members that are developed to achieve their best, whilst maintaining strong wellbeing. You will also be well positioned to take a wider role in mentoring and coaching throughout the organisation through the knowledge and expertise that you have and are able to share.
- To be part of the Leadership Group for War Child UK, taking joint strategic responsibility for the success of all fundraising and communications activities, achieving the income targets of and ensuring that activities and opportunities are integrated, maximised and financial risk is managed. To achieve this, you will be expected to lead on cross-departmental solutions, working sensitively with colleagues in People and Culture and Finance to drive change across the organisation to enable fundraising to achieve their objectives.
- To develop, implement and evaluate a specific Philanthropy and Partner Engagement strategy, under the umbrella of the WCUK strategy. You will be accountable for how Philanthropy and Partner Engagement achieve their outcomes by setting annual priorities and determining relevant objectives and targets for your team. This will include building a strong and diverse pipeline, identifying opportunities for War Child to engage in fundraising activities that deliver strategic growth in income and critically evaluating current activities to develop them further.
- To take responsibility for the annual planning, budgeting and reforecasting of Philanthropy and Partnerships— ensuring first-rate plans are developed and evaluated, with strong measurement criteria to evidence success that meet our strategic fundraising objectives and annual targets. You will work with the other fundraising leads to ensure the budget meets the key criteria in the War Child Alliance criteria around ROI and net contribution. You will be accountable for the reporting of Philanthropy and Partnerships, including producing reports and updates for the Audit and Risk Committee and the Board of Trustees.
- To develop first-rate relationships with partners and donors (potential and existing) so that War Child is in a strong position to motivate and engage people into transformation levels of philanthropic giving. You will also support on relationships with Global Ambassadors. You will ensure you have personal relationships with our leading philanthropists and partners to build a platform of engagement and support that will achieve sustainable income growth and ensure excellence in this area is modelled across the organisation.
- Engage, as an active member of the Leadership Group, in the overall support, delivery and development of organisational strategy. This includes accountability for the strategic risk register, attendance and contribution at board meetings and taking responsibility for the effective running of the organisation.
- To set high standards for compliance with GDPR, gambling commission, fundraising best practice, data protection rules, other relevant legislation and best practice, and lead the team to achieve this, holding people accountable for our performance against these standards.
- To be legally accountable for War Child UK's gambling license as one of three Annex-A holders. This includes ensuring we are legally compliant and submitting timely reports, with outstanding knowledge of the gambling environment. You are also directly accountable for Trademarking risk in relation to fundraising, including creative solutions for international trademarking.

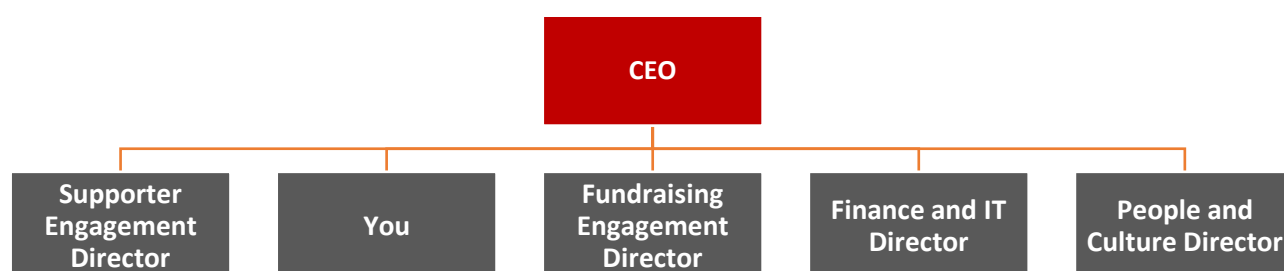
- To develop strong relationships with board members, directors and senior managers to gain their support for specific proposals and solicitation of prospects, including coaching key individuals in high-level Major Donor solicitation techniques where appropriate
- To be the senior point of contact for vetting issues, dealing confidently with ethical issues and making effective decisions about how to position War Child to maximise and maintain our reputation, minimising reputational risk.
- Contribute to creating a culture committed to the safeguarding of children and adults and compliant to WCUK's Child Safeguarding and Adults at Risk 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

- Experienced as a senior fundraiser, with demonstrable knowledge and experience of a variety of fundraising techniques a proven track record of successful fundraising results and income growth.
- Ability to set strategic direction for the Philanthropy and Partnerships function, actively contributing to strategic and annual planning processes, translating these into easy to understand Fundraising objectives and activities.
- Experienced in contribution to the corporate leadership of an organisation, including board liaison and risk management.
- A strong understanding of the complexities of income and expenditure modelling, and the drivers and dependencies of income.
- Highly experienced in securing seven-figure gifts and commercial or strategic partnerships.
- You can take an entrepreneurial approach with external stakeholders from complex sectors, achieving positive influence and outcomes and maximises War Child's impact
- Knowledge of philanthropic principles and the ability to apply these strategically to fundraising activities, including institutional funding.
- 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.
- You will have superb interpersonal skills, with a high degree of emotional intelligence to deal with a variety and internal and external stakeholders and the ability to build effective working relationships at all levels.
- Creative and innovative thinker with the ability to develop new commercial ideas and translate into action and results.
- A result oriented and problem-solving approach to work and challenges
- Through your external networks, you can keep up to date on the latest trends and sector developments in fundraising and communications.
- A strong understanding of international development and conflict, and the ability to explain the issues in a concise and compelling way to key audiences and partners.
- Solid experience of line management and a strong understanding of the principles of motivational people management and individual development.
- 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.



This Organogram shows the senior team that you are a key part of.

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, occasional working from home and compressed hours.
- Annual leave – 28 days per year (full-time) rising to 33 days with service, plus 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. This increases to 6% after one year's service.
- Family leave – we offer enhanced Maternity, Partner/Co-Parent/Paternity Leave, Adoption & Shared Parental Leave
- 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
- Workplace Nursery Benefit – employees make tax and NI savings on nursery costs for children up to the age of 5
- Flexible public holidays - up to two standard UK public holidays can be exchanged for those that have cultural or religious significance.
- Cancer Cover: Voluntary contributions can be made through payroll allowing employees to claim back on a range of cancer treatments.
- GP 24/7 Helpline: A GP helpline is available to all UK employees providing access to a qualified GP, 24/7 via a telephone or webcam consultation, and offers diagnosis, advice and reassurance on a range of medical matters, as well as authorisation of private electronic prescriptions.
- Welcome Bag for new starters: A War Child Tote bag, War Child T-shirt and some other practical things to welcome new colleagues to War Child.
- Discounts on War Child Merchandise: 25% discount on full price War Child merchandise, available to all employees, sold through Shop for Good.
- Range of flexible benefits such as a Cycle to Work scheme and season ticket loans.

Our Values



Child safeguarding and Adults at Risk

Our work with children and at-risk adults to ensure their safety is our top priority. We are committed to safeguarding children and vulnerable adults in all aspects of our work. We maintain a zero-tolerance policy for any behavior or practices that put children and/or vulnerable adults at risk of abuse or harm. Successful applicants will be required to comply with and sign our Safeguarding Policy, Code of Conduct, and PSEAH Policy. You can find the Safeguarding and Integrity policies here: <https://warchild.sharepoint.com/sites/Integrity>

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 Criminal Record Check, and a clear vetting and Due Diligence check
- receipt of three satisfactory references
- proof of eligibility to work in the UK (roles based in London only)