



Job Title:	Head of Fundraising
Reports to:	Chief Development Officer
Location:	Flexible with regular travel to SJOG sites including Head Office
Salary:	£58,258.00 per annum

Job Purpose:

You'll deliver SJOG's fundraising strategy, generating £10 million over three years through strategic engagement with trusts and foundations, major donors, corporate partners, and legacy giving.

Key Responsibilities

1. Strategic Leadership

- Working with our Chief Development Officer develop and lead SJOG's overarching fundraising strategy 'No One Left Behind' to grow sustainable income.
- Align fundraising plans with SJOG's strategic objectives and ensure integration with marketing, communications, and service delivery.

2. Income Generation

- Drive income growth across key fundraising areas including major donors, trusts and foundations, corporate partnerships, and legacies.
- Identify and capitalise on new income opportunities and innovative fundraising approaches.

3. Team Leadership and Development

- Lead, inspire, and manage the fundraising team, fostering a high-performance culture and supporting professional development.
- Set clear objectives, KPIs, and performance standards for the team, ensuring accountability and recognition.

4. Stakeholder Engagement

- Build and maintain strong relationships with key supporters, partners, and stakeholders, including high-net-worth individuals and corporate partners.

- Act as a compelling ambassador for SJOG at events and with potential donors.

5. Financial Management

- Develop and manage the fundraising budget, ensuring effective allocation of resources with a return on investment of 6:1.
- Provide accurate income forecasting and regular performance reporting to the Executive Management Team.

6. Governance and Compliance

- Ensure all fundraising activities comply with relevant legislation, standards, and best practice (e.g., Fundraising Regulator, GDPR).
- Maintain robust systems for risk management, data protection, and donor relations.

7. Collaboration and Influence

- Work closely with SJOG's Executive Management Team, and Trustees to embed a culture of fundraising across the organisation.
- Collaborate with colleagues in communications, services, and operations to maximise fundraising impact.

8. Insight and Innovation

- Use data, insight, and market trends to inform fundraising decision-making.
- Champion innovation and continuous improvement in fundraising approaches.

Level of Disclosure: Enhanced without barring	
Person Specification	
<p>Essential:</p> <p>Qualifications and Training</p> <ul style="list-style-type: none"> - Educated to degree level or equivalent professional experience. - Evidence of continuous professional development in fundraising or leadership <p>Experience</p> <ul style="list-style-type: none"> - Experience in building and leading high performing fundraising teams that meet or exceed targets. - Proven track record of leading and delivering successful, multi-channel fundraising strategies in a complex organisation. - Significant experience in managing and growing income from at least two of the following: major donors, trusts and foundations, corporate partnerships, legacy fundraising. - Experience of setting and managing large budgets and delivering against ambitious income targets. - Experience of working with senior leadership teams and Boards of Trustees. - Demonstrable and proven track record of securing six- and seven-figure gifts from a range of sources. - Experience of using CRM systems to drive fundraising performance and insight. <p>Skills and Knowledge</p> <ul style="list-style-type: none"> - Deep understanding of fundraising strategy, regulation (Fundraising / GDPR), and donor relations. - Outstanding communication, interpersonal, and relationship-building skills. - Demonstrable and proven skills in writing compelling cases for support across a variety of contexts (e.g. capital appeals through to revenue). - Strategic thinker with initiative, creativity, and a results-driven mindset. - Experience and proficiency in Raisers Edge or similar CRM systems. 	<p>Desirable:</p> <p>Qualifications and Training</p> <ul style="list-style-type: none"> - Relevant professional qualification (e.g., Institute of Fundraising Certificate/Diploma). - Membership of a relevant professional body (e.g., Chartered Institute of Fundraising). <p>Experience</p> <ul style="list-style-type: none"> - Experience of fundraising in a charity with an income of £10 million or more. - Experience of leading fundraising during periods of organisational change or growth. <p>Skills and Knowledge</p> <ul style="list-style-type: none"> - Understanding of brand and marketing principles as they relate to fundraising. - Familiarity with impact measurement and communicating for example, social return on investment.

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| <ul style="list-style-type: none">- High level of financial literacy and analytical skills.- Alignment with SJOG's values of hospitality, compassion, and respect. | |
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