

# YOUR NEW ROLE AT THE TRUST



**START SOMETHING**

<b>JOB TITLE:</b>	Director of Philanthropy	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Fundraising & Marketing	Support Delivering Specialist/Managerial Technical Lead/Function Head <b>Senior Leadership Team</b>
<b>THE TEAM:</b>	The Philanthropy Team is a dynamic group of fundraisers and stewardship experts who raise £20m+ a year from high impact relationships with high-net-worth individuals, Trusts and Foundations.	

## WHERE YOU WILL FIT

CEO	Director of Fundraising	<b>Director of Philanthropy</b>	Senior Head of Strategic Philanthropy
			Senior Head of Collective Philanthropy
			Senior Head of Regional Philanthropy
			Senior Head of Relationship Philanthropy
			Senior Manager of Stewardship

## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

As our Director of Philanthropy, you have a significant impact on young people by inspiring and driving the performance of a team poised to bring in upwards of £20m a year to support our crucial portfolio of programmes for young people. Empowering a team to raise this amount would enable The Trust to impact the lives of approximately 20,000 young people.

You will also have the opportunity to directly impact young lives through involvement in programmes.

## WHAT WILL YOU DO?

-  Enthusiastically drive an ambitious and robust Philanthropy fundraising strategy achieving upwards of £20m in the current financial year.
-  Further design, launch and drive a new Philanthropy Campaign to raise £100m over the next 5 years, alongside a compelling suite of broader propositions to secure and retain funding.
-  Continue to nurture and innovate PT collective giving groups- including Women Supporting Women, Enterprise Fellowship and RISE (next Gen) to maximise core income.
-  Play a leading role in the broader fundraising strategy as a key member of the Senior Fundraising Team- bringing ideas and counsel across the broader spectrum of fundraising.
-  Lead with passion and authenticity, demonstrating best practice in fundraising and relationship management across an array of high net worth, key supporters, and senior volunteers.
-  Drive and nurture a culture of learning and development- through external insight and expertise, and in developing our internal talent to be the best version of themselves.
-  Utilise our many boards and committees in the most effective way- giving members a fulfilling experience- including Council, Trading and Fundraising Advisory Board.
-  Nurture a high performing team committed to our cause, working collaboratively, and seeking to innovate what we do at every available opportunity.
-  Ensure all fundraising is conducted in line with the Codes of Fundraising Practice, the Prince's Trust Ethics framework and other regulatory guidelines.
-  Hold overall accountability for all Philanthropy financial reporting, pipelines, and budgetary management- seeking to overachieve budget and retaining strong focus on ROI.

## THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

### WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Strong financial and business acumen and awareness and a sophisticated understanding of the philanthropic sector.	With an ambitious target and an increasingly competitive Philanthropy market we will need to ensure our attention to new business, relationships, and impact is sector leading.
Strong strategic thinker and communicator.	Having a strong strategic focus is hugely important in driving and building on the current success of Philanthropy.
Sophisticated stakeholder and project management skills.	Aligning the skills and experience of our influencers and key stakeholders with core team objectives will be key to our success as a team.
Extensive understanding and knowledge of key fundraising regulation and generic governance structures.	Attention to regulatory guidance like the Codes of Fundraising Practice and procedures of ethics will be crucial to the preservation of PT's reputation.
Exceptional presenting and communication (both verbal and written) skills.	You will regularly be required to present, host, facilitate and pitch at very crucial opportunities for The Trust- an unwavering confidence in this will be essential.
Strong suite of personal skills including being persuasive, authoritative, receptive, inquisitive, agile, dynamic, inspirational, and politically savvy.	You will be required to use a host of strong and adaptable personal characteristics to successfully navigate daily opportunities and challenges.
Sophisticated leadership skills and able to inspire a large team to over-achieve their goals.	Strong leadership skills will not only be required in an immediate team setting but as a figure head across the broader Fundraising and Marketing department.
Keen eye and aptitude for innovation- both in constructing funding opportunity and in stewarding relationships.	Innovation and adapting PT's offer to funders will be crucial in us winning and retaining key core funding.
An in-depth specialist understanding of fundraising or major relationship-based business development and account management.	Brilliant relationship management is the single biggest determiner of success for this role - demonstrable experience in this area is paramount.
Experience	Why do we need this?
Demonstrable experience in a senior fundraising or business development position.	You will lead a high performing team achieving almost a third of PT's annual operating income- similar level experience is likely to be key to success.
A track record of significant budgetary responsibility (£5m+ income and £1m+ cost)	Philanthropy has long held a great track record in ROI- closely managing an extensive income pipeline and keeping a tight handle on expense will be key.
Experience in successfully crafting and driving a high value Philanthropy Campaign- upwards of £50m- onboarding key stakeholders and managing an aligned Board.	Key to Philanthropy's success in the upcoming period will be delivering an ambitious 5 year £100m Campaign.
Experience of leading a function including remote management of teams and other stakeholders (volunteers or matrix-management)	Philanthropy is made up of 33 team members- a third working across the regions. Post-pandemic working will demand even greater confidence in working flexibly and resourcefully.
Extensive experience of working closely and impactfully with executive and non-executives at Board level, celebrities, ambassadors, and beneficiaries.	A significant demand on this role will be working effectively with external high-level volunteers, ambassadors and young people who contribute enormously to PT's impact.

### WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Demonstrable experience of personally creating and securing large funding opportunities (£1m+)	Personal experience of leveraging high value gifts will be advantageous to demonstrating best practice across team and supporting and inspiring them to navigate similar relationships.
Demonstrable experience of successful strategy development and execution.	The Charity space is likely to be more competitive than ever post pandemic due to lost income- a dynamic innovative strategy will be crucial to retaining and growing income.

# WHAT DO WE EXPECT FROM YOU?

## OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.

 <p><b>Inspiring</b> We lead by example</p>	 <p><b>Approachable</b> We are open minded and value diversity</p>	 <p><b>Empowering</b> We enable positive change</p>	 <p><b>Non-Judgemental</b> We focus on the potential, not the past</p>	 <p><b>Passionate</b> We are absolutely committed to supporting young people</p>
--	---	--	---	---

Here at The Prince's Trust, we're committed to equality, diversity, and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity, and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by PT CAN (our Cultural Awareness Network), PT GEN (Gender Equality Network), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBT Network). For more information, [click here](#).

## OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a Senior Leadership level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for your own role and young people You hold our commitment to help young people front &amp; centre <b>You lead a culture of honesty, respect, fairness, and trust</b> <b>You face challenges with dynamism and determination</b> You're authentic, bringing unique talents to work and encouraging others to do the same <b>Role models integrity and acts according to our Values</b></p>	<p>You drive organisational change and improvement based on a broad understanding of internal &amp; external factors You balance entrepreneurship &amp; innovation with consistency <b>You lead a culture of continuously improving performance by learning quickly from mistakes</b> You drive your own development &amp; contribution to the sector <b>You support the development of others &amp; organisational knowledge</b> You demonstrate self-awareness &amp; act as a role model for giving &amp; receiving honest feedback</p>	<p><b>You're visible, credible &amp; inspiring in communicating the vision across The Trust</b> You translate complex information and decisions into clear &amp; engaging messages <b>You adapt communication/influencing style to the audience to achieve impact</b> You engage with alternate perspectives &amp; constructively discuss difficult decisions <b>You understand others' point of view and listen to their concerns / barriers before responding</b></p>	<p><b>You role model effective and mutually supportive teamwork with colleagues</b> You build effective teams, encouraging collaboration throughout The Trust to break down silos <b>You share knowledge &amp; information, asking for help from others when needed</b> You build internal &amp; external networks in pursuit of partnerships that help us support young people <b>You prioritise broader organisational agenda above own specialism</b></p>	<p><b>You build a vision for the future for your own team to achieve Trust-wide goals</b> You develop strategies &amp; plans for the long / medium term <b>You seize opportunities that align with The Trust's vision</b> You role model sound judgement &amp; data driven decision making, making difficult or unpopular decisions when necessary <b>You manage resources, taking a balanced approach to risk in order to achieve objectives</b> You empower others through effective delegation or responsibility &amp; decision making</p>

## THE WELFARE OF OUR YOUNG PEOPLE

The Prince's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks in accordance with the Codes of Practice for all roles within the Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.