

Development Lead

Job Title:	Development Lead
Job Type:	Full-time
Reporting Manager:	Chief Partnerships Officer
Department:	Partnerships
Office:	UK wide/Remote
Date:	November 2021

Who we are:

IJM works to end modern day slavery, human trafficking, and other forms of violence against people living in poverty. We are a global team of lawyers, social workers, community activists and other professionals in 33 offices across 23 countries. We have a big vision – to protect half a billion and make justice for people in poverty unstoppable.

IJM in the UK supports this global mission by raising awareness; raising funds to support our operational work around the world; mobilising a movement across all parts of society, including the UK public, media, Christian Church; and providing thought leadership, leveraging our unique global experience to influence leaders across Government, businesses and institutions.

Summary aims of the role:

To provide strategic leadership and expertise to support income generation across the organisation, enabling the delivery of IJM UK's vision and mission. Working closely with the Chief Partnerships Officer, the role will:

- Develop and implement a cohesive strategy for raising funds through philanthropy and partnerships
- Develop and lead centrally managed fundraising programmes for individuals (mid and major donors), trusts, foundations and corporate partnerships
- Manage a portfolio of key donors
- Line-manage fundraising staff and grow the capacity of the wider organisation in philanthropy and fundraising.

Duties and Responsibilities:

Strategy & leadership

- To work with key players within the Partnerships team and wider organisation to develop and implement a cohesive strategy for generating income from individuals, IJM champions, trusts, foundations and corporates
- To be responsible for setting and achieving fundraising targets
- To develop and execute strategies to inspire IJM's key donors and foundations to promote the work and assist in securing new financial partners
- To analyse and support decision making regarding fundraising and other support raising activity
- To line-manage staff focused on trust and individuals fundraising
- To support the achievement of income goals for IJM's teams in Scotland and Northern Ireland
- To develop and shape both verbal and written messaging frameworks for fundraising activity alongside the Marketing & Public Engagement team
- To develop and implement strategies and products to increase unrestricted forms of giving
- To develop opportunities for extraordinary funding and partnership for key existing and potential donors and foundations
- To lead on the development of all fundraising-related central resources

- To develop the strategy and philosophy for leveraging the CEO and senior leaders in fundraising with key donors and grant making-foundations
- To coordinate world class vision trips for donors, where and when possible, to see IJM's work first-hand, developing the recruitment strategies necessary to ensure high-capacity participants
- To serve as an ambassador and public face of IJM as needed.

Portfolio management

- To manage a portfolio of key individual donors, corporates and trusts working closely with the CEO and executive team.

Data Management and Compliance

- To ensure accurate and timely revenue information and data to track performance and inform decision making
- To champion the use of IJM's CRM system to ensure best practice relationship management and record keeping
- To ensure compliance with the various codes of conduct, best practice and regulations relating to fundraising.

Spiritual Formation

- To participate in the rhythms of IJM UK's spiritual formation practices, including leading corporate prayer reflections on a rotational basis, daily stillness, quarterly prayer retreats and annual day of solitude
- To respect, uphold and work within IJM UK's Christian Identity.

Person Specification:

Skills, qualifications and experience

Essential:

- 3-5 years' experience in an income generation role in a charity context
- Proven experience in major donor fundraising
- Excellent relationship management capabilities including being able to establish rapport quickly, network successfully and develop relevant relationships
- Excellent oral and written communication skills, with the ability to present well one-on-one and in group settings
- Significant success with innovation and clear examples of new ideas that lead to increased revenue and retention of donors
- Proven leadership skills with the capacity to manage a large number of projects whilst inspiring others
- Understanding of the UK charity sector.

Desirable:

- A leader experienced in growing, leading and managing fundraising functions for a medium sized NGO or sales function commercially
- An understanding of UK giving culture
- An ability to relate cross culturally with a wide range of international audiences
- Bachelor's degree and/or relevant qualification in fundraising or marketing.

Critical Qualities

- There is a significant requirement for the job holder to have a personal commitment to the Christian faith (as defined by the Apostles' Creed) as functions within this role will require knowledge and

personal experience of the Christian faith and will be promoting the organisation's Christian identity and spiritual formation practices*

- Passionate to combat human trafficking and modern day slavery, working to help people out of situations of violence and into safety
- An innovative entrepreneur experienced in meeting challenges with new ideas and energy
- Being customer service oriented with a passion for IJM's vision and mission
- Being a team player and a trustworthy colleague
- Professional in demeanour, with discretion, mature judgment, and a servant hearted attitude
- Ability to work well managing multiple projects with deadline pressures.

Position Details

Travel Requirements

- Travel may be required within the UK where time off in lieu (toil) is offered.

Contract and Compensation

- Position is full-time, on a permanent contract basis
- The compensation package is negotiable depending on professional experience, comprising a salary (band £36,000 - £40,000 per annum) plus 7% pension contribution. IJM UK also offers an additional benefits package with a positive and fun working atmosphere
- Based in IJM UK's London office. Flexible and remote working arrangements will be considered.

Application details

- Please submit a covering letter (maximum two pages) explaining why you are suitable for and interested in this post. Please demonstrate how your skills, experience and personal qualities meet the requirements of this role and why you are interested in the work of IJM
- Please also supply your CV detailing relevant experience and a supporting statement of Christian Faith (up to one-page) describing your faith journey, current spiritual disciplines and how you see your faith as relevant to your involvement with IJM
- Applications should be emailed to contact@ijmuk.org with the subject line *Development Lead Application*. If you have any questions about the role, please don't hesitate in contacting IJM UK's Chief Partnerships Officer esther.swaffield@ijmuk.org
- The deadline for applications is **10:00 on Tuesday 4 January 2022** with interviews being planned for the weeks commencing 10 and 17 January 2022.

**This post is subject to an occupational requirement that the holder be a Christian under Part 1 of Schedule 9 to the Equality Act 2010*