



ROLE PROFILE

Post: Head of Fundraising and Development

Hours: Full time; 37.5hrs per week

The nature of this role will require working flexibly across the week, including some evening and occasional weekend working.

Salary: £44,000 - £48,000 (pro-rata) dependent on experience

Location: Carlisle Youth Zone (CYZ) will be the primary base, with flex to combine with some working from home

Main Purpose:

This role will lead, inspire and support our Fundraising and Development Team to conserve, strengthen and grow our supporter relationships so we can achieve even more impact for children, young people and families. Joining the Senior Leadership team with a focus on financial resilience, the role will oversee and deliver a proactive income generation and partnership strategy, including associated impact, insight and communication plans so that relationships and support from key stakeholders, partners and funders is secured and maintained.

Main duties:

- Deliver, monitor and refine an income generation strategy that matches CYZ's ambitions for sustainable growth and development, and ensures our approach aligns to emerging trends, innovation and feedback.
- Manage, motivate and inspire the Fundraising and Development Team to lead and deliver their interconnected portfolios of work, agreeing goals and monitoring achievements (individual and collective), in line with the organisations strategy.
- Lead a proactive approach to our sustainability planning, bringing strategic vision and insight in to the heart of day-to-day and longer term fundraising activity.
- Oversee the delivery and refinement of a Communications Strategy for external stakeholders, focused on sustaining engagement and driving new prospects into our pipeline
- Directly strengthen and diversify our income generation to enhance our financial resilience and our ability to confidently progress delivery and growth ambitions

- Represent CYZ as part of the Senior Leadership Team, and as requested by the Chief Executive, including attendance at meetings, events and conferences, as required.

Person Specification:

Attribute	Criteria
Knowledge & Experience	Experience of working at a senior level to deliver a comprehensive and multi-strand income generation strategy to achieve income goals in excess of £1 million per annum
	Experience of managing a team and/or a proven track-record of motivating and inspiring others to achieve and drive forwards ambitious fundraising goals from a range of sources.
	Knowledge and understanding of the research, policy and practice landscape which is identifying the needs of children, young people and families, and experience of positioning services to contribute to meeting them through funded partnerships, commissions and new delivery.
	An understanding of relevant data protection regulation, the fundraising Code of Practise, and the importance of due diligence in relation to fundraising.
Skills & Abilities	A relationship builder able to create lasting connections that nurture and influence our supporters to make tangible contributions towards achieving our vision.
	Exceptional communicator who's words, presentations, and cases for support inspire and secure donations and partnerships
	Effective at tailoring 'the ask' to align with a breadth of priorities, motivations and interests across corporate, philanthropic, grant and trust, commissioning, community and partnership opportunities.
	Robust organisational skills, with a structured and methodical approach, with a clear focus on results, and an ability to work to multiple deadlines and goals.
	Strong entrepreneurial skills, which drive curiosity and creativity to pursue potential and secure new opportunities.
Personal Qualities	Mission driven with a passion for work with and for young people that is at the heart of CYZ
	Non-judgemental, inclusive and strengths based approach to your work that upholds dignity and ethical standards in fundraising campaigns
	Strategic, goal-driven approach to fundraising activity development
	Resilient and flexible when faced with new challenges and opportunities

	A commitment to a One Team approach, with a willingness to contribute to a variety of duties to ensure CYZ runs efficiently and effectively
	Committed to providing a high standard of work and contributing to a culture of learning

This post requires us to complete an Enhanced DBS check with a Children's Barred List check.