

Director of Fundraising & Communications - £45k-£50k

Build It International is an established, high-impact development NGO. We are investing in this new position to generate the growth we desire to fulfil our strategic objectives. This is a fantastic opportunity to lead our highly motivated and successful fundraising team to take our income, currently £1.3M, to the next level.

Build It International is guided by its mission and values: Excellence, Empowerment, Collaboration and Courage. We are proud of the effective approach that we have developed to training unemployed young people with skills to work their way out of poverty. The difference we make is evidenced by our annual Impact Study exercise.

We have trained 1,200 men and women and completed almost 50 community building projects including schools and clinics since our launch in 2007. These are benefitting over 300,000 people in disadvantaged communities. We enjoy excellent links with employers, professional bodies and the wider donor/NGO sector.

Our work is financed by individual supporters, grants and corporate partnerships. We pursue a relationship based approach to fundraising and pride ourselves on the loyalty of our supporters. Since 2018 we have also received funding from institutional donors and expect this income stream to grow.

Whilst COVID-19 has hit our income in 2020, we believe that there is potential to return to growth over the coming years that will enable us to make significant progress towards our strategic objectives. These include doubling our training programme, working in a second African country and increasing our advocacy programme.

As a Director, you will lead the team in developing our fundraising and communications strategy and overseeing its implementation. This includes working closely with the Zambia office to ensure the necessary collaboration.

COVID-19 has taught us that we can be flexible on employee location but we do expect the post-holder to spend a considerable amount of time in the Shrewsbury office (negotiable). That said, there are many advantages to living close-by: affordable housing, good schools and access to beautiful countryside. More details in the information pack.

About the role: This is a new position created to shape and lead our fundraising efforts and external communications. You will be expected to build on our recent successes and lead on new business initiatives, to add value to our fundraising operation beyond sound leadership and management.

You will line manage four colleagues who work out of our open plan office in Shrewsbury (or from home), comprising:

- Senior Fundraiser - Grants (all grants: trusts, foundations, institutional)

- Senior Fundraiser (covering individuals including major donors and corporate partners)
- Fundraising Executive (supporting the above posts with own portfolio)
- Communications Officer (curates project information/media library and external mass communications across all channels)

As a key member of the SMT, you will support the wider development of the organisation and be fully involved in strategic decisions and overall strategy implementation.

Specifically:

Income Generation:

- Overall responsibility for defining and implementing our fundraising strategy, steadily increasing our income towards £2M (2019 = £1.38m, 2020 = e£1.14M)
- Lead on new business initiatives including corporate partnerships, digital fundraising, Zambia opportunities
- Directly manage your own portfolio of high value donors/partners

Communications

- Ensure an effective external communications strategy is in place and delivered
- Maintain our Case for Support and other key resources
- Develop our internal communications efforts with the CEO

Organisational:

- Member of SMT
- Key contributor to organisational strategy reviews and plans
- Delegated responsibility for GDPR compliance
- Lead on ad hoc projects including relevant areas of policy
- Deputise for Chief Executive in the UK as required

Key Relationships (internal and external)

- Other SMT members (x 3)
- Line management of 4 staff
- Key supporters (major donors, corporates)
- UK Board members

Person Profile - essential:

- A strong affinity with our mission, values and approach
- Senior fundraising professional with proven leadership skills and experience in a not for profit organisation of at least three years
- Sound understanding of and ability to pursue a relationship based approach to raising funds
- Some experience of international development – ideally in a fundraising capacity. Familiarity with Zambia/southern Africa an advantage.
- Forward-thinking and dynamic with proven experience of leading, developing and managing a high performing team

- Demonstrable experience setting and implementing strategies and plans at a departmental or organisational level
- Excited about the prospect of joining a professional, impact driven NGO with ambitions to grow
- Able to travel across the UK and up to 3 weeks a year abroad

Outline Terms and Conditions

- Salary £45k-£50k p.a. according to experience
- 25 days annual leave
- Contribution to personal pension
- Flexible location – with minimum 40% time in Shrewsbury

To Apply

Once you have read the Information pack , please send your CV and a brief supporting statement (no more than one page of A4) to: recruitment@builditinternational.org with 'Director of Fundraising and Communications' in the subject heading by 10am on 25th January 2021.