



Do you want to help millions of women in some of the world's poorest countries succeed as entrepreneurs and work their own way out of poverty? Have you played a leading part in securing six or seven-figure gifts from corporates, major donors or foundations? We're looking for someone to join our small but well-connected, award-winning and multilingual fundraising team. If you think you can adopt the approaches that grew our funds by 52 percent from 2019 to 2021 – and, even more importantly, teach us some new tricks while you're at it – we'd love to hear from you.

PHILANTHROPY AND PARTNERSHIPS MANAGER

Reports to:	Head of Philanthropy
Location:	Hybrid. Currently we work in our central office in Marylebone (London), just off Baker Street/Edgware Road/Marylebone/Marble Arch stations, three days a week, and two days from home. Some overseas travel will be part of your role.
Contract:	Permanent, full-time. We invite you to raise suggestions for compressed hours.
Languages Required:	English, additional languages an advantage
Starting Date:	As soon as possible
Salary:	£38-42K

We treat all applications equally, however we actively encourage applications from people from black, Asian and minority ethnic backgrounds, people who identify as LGBTQ+, who have a disability, as well as those from a working-class background, as these groups are currently under-represented in the charity sector. Our aim is to become a truly inclusive organisation, with a workforce as diverse as the communities we serve.

Background

Hand in Hand we can help women beat the odds and succeed as entrepreneurs. The money they earn and the confidence they gain changes everything. Whole families and communities rise with them.

Since 2003, from Afghanistan to Zimbabwe, we've helped 3.5 million women launch small businesses that can stand the test of time. Some are smallholder farmers learning to stand up to climate change. Some are refugees starting a new life after running from conflict. Others are young women and girls with few opportunities starting to dream – and plan – for the future.

Our members' achievements (so far) include:

- 3.4 million new and improved enterprises
- 5.6 million new and improved jobs
- 30% increase in income
- 99% of women with more freedom and influence at home
- 95% of families with savings to see them through a crisis

Hand in Hand International is based in Baker Street, central London, with a flexible working policy that includes work-from-home on Mondays and Fridays. Our 17-strong team works with partners throughout the global Hand in Hand network, specializing in fundraising, strategic and programmes advice, and donor relations.

Hand in Hand is looking for an ambitious, confident Philanthropy and Partnerships Manager to join our award-winning fundraising team. We are a lean operation, with 90 percent of all funds raised being spent directly on programmes in 2021-'22. By filling this role, you will play an important part in maximizing funds raised for Hand in Hand, contributing to our long-term success.

Your key focus will be identifying, creating relationships with and securing donations from corporates, corporate foundations and/or major donors. The role is highly international, working with colleagues across Afghanistan and Eastern Africa, and a prospect base spread across globe. You may therefore be required to travel.

Why work at Hand in Hand?

Work-life balance: We offer home working as standard on Mondays and Fridays. Flexible working requests (including compressed hours) will be considered for all roles.

Positive, inclusive culture: Being an employer of choice is one of Hand in Hand's six strategic goals. We aim to have an 80% recommender score (measured via our yearly staff survey) and recently scored 100%. We believe diversity drives innovation and excellence and aim to recruit 33% of all new roles from groups that are traditionally underrepresented in the charity sector.

Family-friendly workplace with sector-best parental leave: Hand in Hand is committed to financially empowering families and breaking down restrictive gender stereotypes. We offer employees **parental leave at 20 weeks' full pay or equivalent to new mothers or primary caregivers and 13 weeks' full pay or equivalent to new fathers or secondary caregivers** (this also applies for adoption and surrogacy). We also offer five days paid dependents' leave per year.

International travel: Visiting our programmes and meeting the entrepreneurs we support is one of the most exciting and rewarding parts of working for Hand in Hand.

Pension contributions (above and beyond the norm): Join our team and we'll pay 6.5 percent of earnings into your pension each month. That's more than double the legal requirement of 3 percent, and almost a third more than the UK average of 4.5 percent.

Gym stipend: We provide a monthly contribution towards gym membership / fitness or wellbeing activities.

Cycle to Work scheme: Receive a bicycle worth up to £1,000 tax-free, repaid over 12 months by means of salary sacrifice.

Our culture

We believe collaboration is the key to creating change, and, as part of a global organisation, work with colleagues in Kenya, Tanzania, Afghanistan, Sweden, Germany and the US to create and deliver world class programmes. Our flat structure encourages cross-team working – from programmes and fundraising to communications and events.

Like the women we support, Hand in Hand is entrepreneurial by nature. We're lean, results-focused and excited by innovation. Got a great idea? Let's try it! There's no stifling bureaucracy here.

Duties and responsibilities

As a results-focused, entrepreneurial organization, we would expect you to make the role your own, but the following duties are certainly part of it:

Fundraising is the primary responsibility:

- Grow Hand in Hand's income, securing six- and in time seven-figure gifts from new and existing donors.
- Identify and secure meetings with new prospects using desk research, as well as by networking at events.
- Lead and support proposal development and programme design in collaboration with UK-based colleagues and in-country teams, including writing narrative proposals, preparing logical frameworks and budgets.
- Provide thorough documentation on the proposal and contracting/agreement requirements; lead and/or support in the negotiation of agreements.
- Engage donors in calls/meeting/events to update on project progress and identify opportunities for further donations.

Grant management is a secondary responsibility:

- Work with in-country teams to support transition of funded projects to implementation, including supporting the development of project planning tools.
- Manage grant management and stewardship for a portfolio of high value grants, working with UK-based and in-country programme teams.

- Support in-country colleagues to provide quality narrative, monitoring and financial reports.

Measurable outputs and performance indicators will include:

- Repeat donations from existing donors.
- Donations from new donors.
- Number of viable new donor prospects identified and number of calls/meetings with potential donors.
- Quality and number of proposals and reports.
- Donor feedback on proposals and reports.
- Promptness and quality of response to donor queries.

Skills and knowledge

Knowledge:

- Preference will be given to candidates with experience of corporate and major donor fundraising although experience of commercial sales/business development of high value, complex service or products is also highly welcome.
- An understanding of international development and/or women's economic empowerment is desirable.
- Exceptional telephone manner and excellent writing skills.
- Proficiency in Microsoft Office suite.
- Experience of customer databases would be an advantage.

Skills and personal qualifications:

- Exceptional interpersonal and listening skills, with a keen sense for reading others' personal motivations.
- Excellent influencing and selling skills with donors, colleagues and partners.
- Consistently approaches work with energy and a positive, constructive attitude.
- Able to manage multiple demands and complete tasks to deadlines, by prioritizing a heavy workload.
- Attentive to detail.
- Creative, innovative thinker and self-starter.
- Exceptional multi-cultural sensitivity.

Required experience

Education:

Educated to degree level or equivalent relevant experience. A fundraising qualification would be advantageous but not essential.

Experience:

- Demonstrable track record in prospect research for major donors / corporates / foundations capable of funding six and seven figure projects.
- Demonstrable track record of securing gifts (or contracts) from board-level corporate executives, wealthy individuals, corporates and/or foundations.
- Preference will be given to candidates with international professional experience, particularly in the US and Europe.

How to apply and inquiries

Please send your CV and/or LinkedIn profile to Ashby Jenkins at ashby@ashbyjenkinsrecruitment.co.uk

Unfortunately, we can only accept your application if you have full rights to work in the UK for at least three years from the date of your application. Deadline for application is 2nd October although we plan to interview on a rolling basis, so apply as soon as you can.

This [monitoring form](#) will not be part of the application form. If you were willing to fill it in, it would really help us in our efforts to become a more diverse team.

Please let Ashby Jenkins know if you will require any reasonable adjustments at interview stage.

Successful Applicants will be subject to references and an up-to-date DBS with update service or be willing to apply for a new DBS.

Please visit our website: www.hihinternational.org.