



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- and seven-figure gifts from corporate or major donors? 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 34 percent in the past two years alone – and, even more importantly, teach us some new tricks while you're at it – we'd love to hear from you.

HEAD OF CORPORATE PARTNERSHIPS AND PHILANTHROPY

Reports to: CEO

Contract: Permanent, full-time. We invite you to raise suggestions for reduced or compressed hours if you wish.

Languages Required: English, additional languages an advantage

Location: Hybrid. Currently we work two days from home and three days a week in our central office in Marylebone (London), just off Baker Street/Edgware Road/Marylebone/Marble Arch stations. Some overseas travel will be part of your role.

Starting Date: As soon as possible

Salary: £52,499 - 65,759

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 trained 3.5 million women to run 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 with few opportunities starting to dream – and plan – for the future.

Our members' achievements (so far) include:

- 3.5 million new and improved enterprises
- 5.5 million new and improved jobs
- 322% increase in income

- 87% of women with the power to make decisions

Hand in Hand International is based in Baker Street, central London. Our 17-strong team works with partners throughout the global Hand in Hand network, specializing in fundraising, strategic and programmes advice, and donor relations. We enjoy long-term success with private foundations and sophisticated funders such as Coca-Cola, IKEA Foundation, Visa, the World Bank and UN Women.

Hand in Hand is looking for an ambitious, confident person to lead a team of corporate and philanthropy fundraisers in the UK and Germany. In this role, you will play an important part in maximizing funds raised for Hand in Hand. 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, Eastern and Southern Africa, and a prospect base spread across globe. You may therefore be required to travel.

Why work at Hand in Hand?

We are a lean, nimble team, excited by innovation. Got an idea? Let's try it – no suffocating bureaucracy here.

Working with our programmes offers the opportunity to impact people's lives at scale, across multiple themes such as women's economic empowerment, livelihoods, and climate change.

- **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. Annual leave is 26 days, going up to 30 days depending on length of employment.
- **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), which we exceeded in 2022. 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. We operate an anonymised recruitment and shortlisting process, removing details of any legally protected characteristics as part of our commitment to building an inclusive working culture.
- **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.

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.

The Head of Corporate Partnerships and Philanthropy role is a great opportunity to join the Senior Management Team and contribute strategically to the charity's future growth plans by delivering on our fundraising ambitions. As Head of Corporate Partnerships and Philanthropy, you will lead a highly motivated fundraising team to build on existing successes, working on their plans and approaches to deliver in-year targets and build future pipelines, as well as driving new partnerships and managing your own high value grant portfolio. You will:

- Lead, inspire and support a team of four fundraisers throughout all stages of the fundraising cycle to deliver to ambitious targets in line with [our strategic plan](#), across the following income streams: corporate, philanthropic foundations, major donors and philanthropic events.
- Secure six and seven-figure gifts from new and existing donors yourself.
- Lead and directly support the development of a strong prospect pipeline, helping your team to identify and secure meetings with new prospects via desk research and networking, as well as directly liaising with a highly supportive UK and German board for introductions.
- Lead and directly support proposal development in collaboration with UK-based colleagues and in-country teams, including writing narrative proposals, preparing logical frameworks and budgets.
- Lead and directly support the negotiation of donor contracts.
- Lead and directly support donor stewardship in calls/meeting/events to update on project progress and identify opportunities for further donations.
- Provide direction and support to one team member focused on (philanthropy, not challenge) events fundraising.
- Manage your team's budget.

Grant management is a secondary responsibility of your role. You will support colleagues in your team to collaborate with programme colleagues in the UK and in country to manage their high value grants, including:

- Transitioning funded proposals to implementation, including the development of project planning tools.
- Producing quality narrative, monitoring and financial reports.

Measurable outputs and performance indicators will include:

- Repeat donations from existing donors, resulting from your and your team's efforts
- Donations from new donors, resulting from your and your team's efforts
- Number of viable new donor prospects identified and number of calls/meetings with potential donors by your team.
- Quality and number of proposals completed by you and your team – in 2022 the goal was a value of \$6M proposals submitted by the philanthropy team, plus a contribution to a shared goal of \$6.2M of cross-team proposals submitted.
- Donor feedback on proposals and reports.
- Speed and quality of response to donor queries.

Skills and knowledge

Experience and knowledge:

- A minimum of 7 years of fundraising experience, with at least one of the following types of donors is essential: major, corporate, philanthropic/family foundations.
- At least 2 years' experience of leading, inspiring, and challenging a team of fundraisers at manager and officer levels is essential.
- A proven track record of developing and managing a gifts portfolio across all stages of the fundraising cycle is essential: prospecting, cultivating, and closing gifts for six- and seven-figure projects. Both yourself, and by supporting your team.
- A demonstrable track record of developing confident relationships and securing gifts (or contracts) from board-level corporate executives or sophisticated philanthropists.
- Preference will be given to candidates with international professional experience, particularly in the US and Europe.
- An understanding of international development and/or experience of employment, training and economic empowerment in a UK context is desirable.
- Prior exposure to philanthropic events is highly welcome.
- Prior experience of commercial sales/business development of high value, complex services or products is also highly welcome.

Skills and personal qualifications:

- A leader as well as a doer.
- Excellent writing skills, and exceptional presentation skills in web calls and in person.
- Exceptional interpersonal and listening skills, with a keen sense for reading others' personal motivations.

- Excellent influencing and selling skills with donors, colleagues, and partners.
- Resilience, energy, and a positive, constructive attitude.
- Able to manage multiple demands and complete tasks to deadlines, by prioritizing a heavy workload.
- Comfortable with a dynamic, flexible environment.
- Creative, innovative thinker and self-starter.
- Exceptional multi-cultural sensitivity.

Education

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

How to apply and inquiries

Please send your CV and/or LinkedIn profile to: 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 February and we plan to hold a first round of interviews on 6th February, followed by a second round of interviews on 13th February. A task will need to be completed at second stage – we invite you to contact ashby@ashbyjenkinsrecruitment.co.uk to receive this task at any stage of the process.

This [monitoring form](#) will not be part of the application form. We kindly invite you to fill it in, as we monitor our success in attracting a diverse team.

Please visit our website: www.hihinternational.org. For general inquiries please contact ashby@ashbyjenkinsrecruitment.co.uk.