

**We need
people
who are
great with
people.**



Applicant Information Pack

Interim Head of Strategic Funding



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Hello, it's you we're looking for.

We're Scouts and everyone's welcome here - all genders, races and backgrounds. We give over 400,000 4–25-year-olds the skills they need for school, college, university, the job interview: the skills they need for life.

Right across the UK, we're helping young people gain skills for life and find their place in the world. We help them speak up, play their part and shine bright. Scouts is the place to be yourself and find yourself.

These are young people who are not afraid to stand up for what they believe in, to do the right thing and think of others before themselves.

At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society. All this is made possible by the generosity of our adult volunteers.

Scouts has never been more important – giving young people purpose, hope, and a place to belong. With the recently launched Squirrels for 4–6-year-olds, and opening more units in even more areas of deprivation, we're making more of a difference than ever.

Visit the Scouts online [here](#) for more on our values and [#SkillsforLife](#) strategy.



Carl Hankinson, UK Chief Volunteer



Matt Hyde, Chief Executive

'At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society.'

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Scout Ambassador, Dwayne Fields, Polar Explorer & TV Presenter (second from left) with celebrity chef Levy Roots (third from left) with our Scouts at 10 Downing Street, London UK

You'll be helping change young people's lives. But what else is there for you?

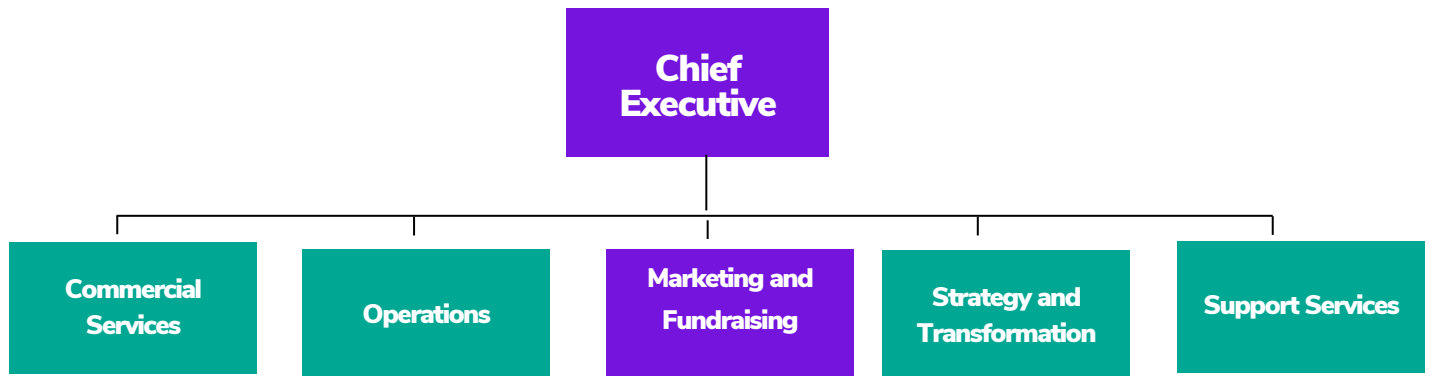
- Work in a way that suits you, your role and your team
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays rising to 32 days after two years (and we don't insist you go camping)
- Four extra days to look after your family when they need you
- Five volunteering days to contribute to a cause that matters to you
- Three extra days off in December between 27 and 31 December (that's our gift to you)
- When you're at the office, you'll be surrounded by 100 acres of beautiful woodland (that means lovely lunchtime walks)
- Be part of a team that believes having fun's important too, with regular team days, social events and working in our Scout-themed collaboration space creating a great informal environment for meeting and working

Want to know more?

Check out our [benefits page](#)

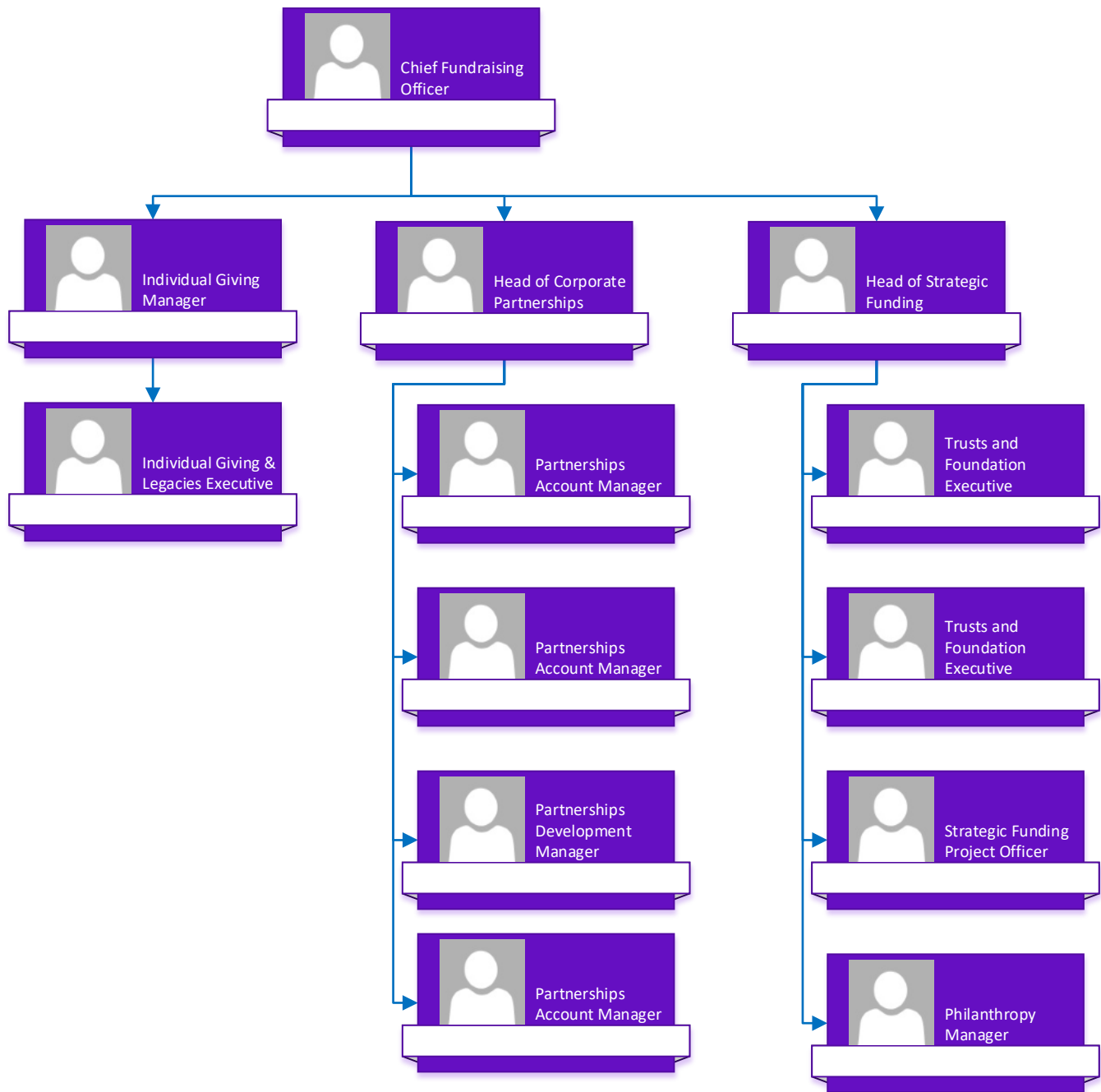
How we're structured

Our UK headquarters is based at Gilwell Park, Chingford, London, and has five directorates:



Fundraising and Marketing Directorate				
Communications Head of Communications	Media Head of Media Relations	Brand and Ambassador Brand and Ambassadors Manager	Fundraising Chief Fundraising Officer	Public Affairs Head of Policy and Public Affairs

Fundraising Team Structure:



We're doing well, but you can help us do better.

Everywhere, every day, Scouts improves young people's lives, helping them gain skills for life and look after their mental and physical health. 400,000 young people already enjoy Scouts every week, and this role helps us reach more of them, and enhances the experience for them and our volunteers.

In this role you'll be part of the wider Marketing and Fundraising team, where we work at pace, but we always make time to check in on each other and celebrate our successes. We get outdoors too, whether hosting a funder visit, creating content for proposals or teambuilding. At our last team day, we got stuck into archery, zip-wire and balancing on crate stacks, as well as some less strenuous activities. (Not everyone wants to hurtle along a zipwire and that's ok.) We believe in the power of teamwork, kindness and celebrating the differences in our team that help us achieve more together.

One of the best parts of this role is the chance to make a real difference to young people's lives. By securing the funding needed to extend the positive impact of Scouts, this role helps more young people to benefit from what we offer. If all of this sounds like a fit for what motivates you, I want to hear from you, and I'd welcome a conversation before the interview to answer any questions you might have about the role, our culture, and what I'm like as a line manager.

Mike Straney
Chief Fundraising Officer



About the role

Title:	Interim Head of Strategic Funding
Responsible to:	Chief Fundraising Officer
Directorate:	Marketing and Fundraising
Base Location:	Gilwell Park, Chingford, London (1-2 days a week with hybrid working)
Term:	12 month fixed term contract
Salary:	£61,273 per annum – Band H (Inclusive of Market Supplement and Outer London Weighting)
Hours:	35 hours per week
Line Management Responsibility:	Strategic Funding team – 2 Trusts & Foundations Execs, 1 Strategic Funding Project Officer, 1 Philanthropy Manager
Budgetary responsibility:	Responsible for delivery of Strategic Funding income and expenditure budgets
Internal Relationships:	TSA staff including Fundraising, Communications, Digital, Brand, Finance, Legal and project delivery stakeholders. Senior colleagues in Executive Leadership and UK Leadership Team, including CEO
External Relationships:	High value funders and prospects, government funding leads, philanthropy advisors, suppliers and volunteers in local scouting
DBS:	Basic

What's expected?

To lead on the strategy and management of Scouts' Strategic Funding team, delivering a sustainable base of income from high value funders, including government, trusts and foundations, and high net worth individuals. This role will lead and support the team's end-to-end engagement with funders, from prospecting to long-term stewardship, aligning their giving with Scouts' strategic priorities. It will also lead internal stakeholder engagement, identifying opportunities for funding, agreeing expectations around delivery and reporting, and ensuring that funders' and Scouts' needs are met.

Key accountabilities

- To lead delivery of the Strategic Funding component of Scouts' wider fundraising strategy, working closely with the Chief Fundraising Office to develop and refine strategy in response to market conditions and stakeholder needs.
- To develop and lead cultivation of a mixed pipeline of trusts, foundations, high net worth individuals and government funders to secure five to seven figure gifts.
- To manage and motivate a team of four – 2 x Trusts and Foundations Executives, 1 x Strategic Funding Project Officer, 1 Philanthropy Manager – fostering a culture of collaboration, innovation and high performance.
- To ensure Strategic Funding reaches or exceeds its annual income targets, delivering them within budgeted expenditure.
- To develop the team's prospect research capability and the identification of suitable funding opportunities across Strategic Funding income streams.
- To work closely with the Head of Policy and Public Affairs to engage government funders and shape opportunities for funding.
- To lead the team's work in partnership with colleagues across Scouts to create high quality, compelling proposals to funders, aligned with strategic priorities.
- To ensure that expectations of funded projects are clearly established with delivery leads, to monitor progress and lead on reporting back to funders.
- To develop a strategy to encourage existing donors, senior staff and volunteers to make peer to peer introductions to prospects, in addition to cold approaches.
- To brief and advise senior staff and volunteers on best practice in their stewardship interactions with funders.
- To oversee management of cultivation events with funders, and their participation in organisation-wide and third-party events.
- To work collaboratively with volunteers across the Scout Movement to identify and develop opportunities with funders with specific geographical interests.
- To lead on the team's support for local fundraising by the Scout Movement, providing resources and guidance on local grant funding.
- To manage income and expenditure budgets for Strategic Funding, including budget-setting, forecasting, reforecasting and monitoring.
- To work collaboratively with colleagues across Fundraising to ensure a shared approach to prospects and stakeholder management.
- To contribute proactively to the Fundraising team's wider objectives, to the development of a fundraising culture at Scouts, and to the profile of the Fundraising team.

About you

We are looking for

A driven fundraising leader, with experience in managing relationships with high value funders and leading teams. They will be highly motivated and a team player, able to take the lead in developing new initiatives to secure funder support, while meeting the needs and expectations of internal stakeholders.

Skills, Abilities and Knowledge

- Extensive applied knowledge of grant fundraising, including: prospect research, proposal development, the cultivation and stewardship of funders and internal development and monitoring of funded projects.
- Strong strategic thinking and planning skills, with the ability to align funding strategies with organisational goals.
- Proven ability to engage with senior contacts in government, trusts and foundations, as well as high net worth individuals, with influencing skills that result in positive outcomes.
- Strong negotiation skills, with the ability to support and challenge stakeholders to set ambitious but achievable goals for projects that deliver real benefit to young people.
- Articulate, with persuasive and engaging verbal communication skills.
- Outstanding written communication skills with the ability to create/adapt compelling proposals and to enhance others' written work with constructive feedback.
- Proven analytical skills, database proficiency and the ability to use data to inform decision-making.
- Budgetary and financial skills, including target setting and monitoring
- Highly competent using software (MS Office including Teams, Zoom) and Raisers Edge.

Experience

- Extensive experience of leading fundraising teams and a track record of success in identifying, cultivating and securing grants and major gifts.
- Experience of leading engagement with a range of internal and external stakeholders.
- Experience of representing and managing funders' expectations of funded projects.
- Experience of managing budgets.

Values and personal qualities

- Commitment to delivering the benefits of Scouts to more young people
- Values and prioritises building long-term, mutually beneficial relationships
- Persistence and resilience to respond positively to challenges
- Willingness to undertake out of hours work
- A commitment to self-development; willing to adapt and learn new skills
- Personally reflects the Scout values of integrity, respect, care, belief and co-operation.

How to apply

Before making an application, please make sure that you've read the [Recruitment and Selection Policy](#).

Please submit an application via the application link on [our jobs page](#) by **11:59pm on Wednesday 31st July 2024**.

To help us monitor the application of our [Equality, Diversity & Inclusion Policy](#), we'd be grateful if you'd also complete the Recruitment Monitoring questions on the Application Form.

Interviews will be held on **Wednesday 14th or Thursday 15th August 2024**.

If you'd like to find out more to see if this role suits you, we'd be very happy to have an informal chat; please contact recruitment@scouts.org.uk to set up a call or virtual meeting.

