

**Senior Philanthropy
Manager**

Compassion UK Recruitment

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Salary	£45,930 per annum (within E grade)
Hours of work	Full-time 35 hours per week <i>*You will be contracted to work between 09:00 – 17:00, allowing for workload variations. However, the general working week will be Monday - Friday.</i>
Reporting to	Director of Philanthropic Partnerships
Responsible for	No line management responsibilities
Location	Home-based, with regular travel across the South East of England.

About Compassion

At the heart of Compassion's ministry is a relentless passion to act on our faith and empower every child left vulnerable by poverty: a purpose embodied in the phrase "**Releasing children from poverty in Jesus' name**". Our work is **Christ centred, child focused**, and **church based**. You can read more about these principles and our history [on our website](#).

About our department

Our **Partnerships Team** is strategically positioned to serve existing partners and cultivate relationships with new prospective partners. We are excited about inspiring and inviting partnerships right across the UK and Ireland to get involved in the transformation Jesus is doing through frontline church partners in the countries where Compassion works. We are committed to advocating on behalf of the churches, children, families and communities we serve and seek to significantly grow the number of children being served in effective holistic child development programming. We believe in the power of relationships, the fruit of which unlocks outpourings of time, talent and treasure towards our mission.

We are passionate about releasing children from poverty in Jesus' name; committed to achieving ambitious growth objectives; strive for excellence in all we do; and are focussed on developing a high-performing team to serve our partners and donors well. We are committed to the professional and personal development of every team member. We want everyone to thrive and to fully unlock potential so that we can deliver the growth objectives of our mission and ministry.

We support this in a number of ways, including personal development planning and high-performance coaching. The work of the Partnerships department is executed in line with Compassion UK's cultural attributes.

- Our **Church Partnerships** team is passionate about the Church and loves partnering with local churches across the UK. We build meaningful, long-term relationships with church leaders, the churches they lead, and seek to serve them well. We are intentional about speaking at UK-wide and national Church events and conferences as well as in local church gatherings to raise awareness about poverty around the world and to inspire and invite people to partner with Compassion to see children released from poverty in Jesus' name.
- The **Events & Advocacy** team expands our partner base and grows our profile through event opportunities, ambassador activities, graduate speakers, and a high-impact volunteer programme, all of which build advocacy for our mission. We are passionate about ensuring world-class excellence is delivered consistently across everything we do. We are data-driven, informed by the best available business intelligence and enabled by high quality resourcing and logistics planning.
- Our **Philanthropy** team creates and nurtures intentional and fruitful relationships which cultivate generous giving with high-net-worth individuals, major and mid-level partners, legators, statutory funders, grant-making bodies and key influencers in the business and the public spheres. We seek to build partnerships that create life-changing programmes and inspire partners through the impact of their generosity. We refer to those individuals we work with as partners as we value true partnership, not transactional giving.
- Our **Compassion Ireland** team is a key part of the Partnerships Team and is passionate about growing fruitful partners across Ireland. Compassion Ireland is an independent charity and sits within the partnership-based structure of Compassion International. Compassion UK, also a separate legal entity, is contracted by Compassion Ireland for the delivery of marketing and back-office support services.
- Our **Impact & Research** team enables growth and drives impact through high quality, timely and relevant research and world-class field experience. The team enables Partnerships to cultivate and develop new and existing relationships, clearly understand our growth opportunities and bring knowledge of the impact seen in the field to those we partner with in the UK and Ireland.

About the role

This is a unique opportunity to play an integral role in shaping the future of a key area of fundraising at Compassion UK. You will play a key role in helping Compassion UK build relationships and secure new gifts from individual partners with capacity to make significant gifts of £10,000 and above. The role is focused on developing closer relationships with partners who may consider higher levels of support for Compassion UK - giving that is in addition to their existing child sponsorship. You will use a combination of face-to-face, telephone and e-mail approaches to communicate the power of a gift at this level. You will develop creative and effective ways to engage, invite support from, and thank these partners and input into a long-term strategy to improve their acquisition and retention.

Responsibilities

Implement an effective giving strategy for Compassion UK for gifts at the major partner level.

- Use robust, industry-standard approaches to implement a long-term strategy for qualification, cultivation and invitation for the acquisition and retention of 'beyond sponsorship' partners through a variety of channels such as face-to-face, telephone/videocall meetings, and direct mail.
- Build relationships with partners to match prospective partners to relevant funding opportunities and strategically plan the level and most effective form of approach to engage appropriate prospects and partners through tailored one-to-one relationships, developing strong personal relationships with them.
- Work alongside the Impact and Research Team to better understand these partners, their giving habits and trends to better understand the most effective fundraising method to use with these prospects.
- Collaborate on establishing compelling cases for support that will appeal to partners about the power of a gift of £10,000+.
- Act as a support manager for the organisation's Executive Team, working with them to manage the partner relationships they hold.
- Ensure this programme is aligned with other key fundraising programmes across Compassion UK, including the mid-level fundraising programme, the major gifts programme and the Gifts in Will (legacies) programme.
- Collaborate with Compassion UK's lead on GDPR and Fundraising Regulator compliance to ensure that all aspects of our work are legally compliant and reflect industry best practice.

Personal Fundraising - identify and cultivate relationships and secure new gifts via prospective individual partners who will consider gifts 'beyond sponsorship'.

- Build long-term, meaningful relationships with partners that deepen engagement, encourage discipleship and grow generosity.
- Qualify individual partners using a robust methodology to identify those that require individual relationships to encourage greater support for Compassion's work.
- Use fundraising best practice to steward partners in their giving and relationship with Compassion, working closely with other members of the Philanthropy Team.
- Manage a portfolio of 150 partners and prospects, meeting annual targets for meaningful connections, completed communication plans and income.
- Balance immediate annual targets with long-term relationship development- which includes cultivating relationships with Ultra High Net Worth Individuals.
- Attend regular meetings required by the role, any training either external or internal and regular supervision sessions.
- Work to activity and income targets tracked through Compassion UK's CRM.
- Monitor and report on portfolio performance and effectiveness of strategies and tactics; recommend changes to the strategy and recommend changes to improve performance and results as needed.
- Work closely with other members of the Philanthropy team to ensure partners and prospects are stewarded effectively and by the most appropriate person.

Deliver regular, high quality prospect cultivation, fundraising events and, on an occasional basis and subject to partners wishes, to accompany partners to Compassion projects.

- Regularly travel, with occasional evening and weekends, for meetings and events, and occasional overnight stays. Travel internationally when appropriate to build partner relationships.
- Work with the Impact & Research Specialist to provide concise, fully researched briefs for the Chief Executive Officer, Chief Partnerships Officer and Director of Philanthropic Partnerships in advance of prospect cultivation and fundraising events with partners and other key influencers.
- Work with the Impact & Research Specialist to ensure the most suitable individuals and organisations are invited to attend cultivation and fundraising events.
- Using Compassion UK's CRM, conduct analysis of the effectiveness of cultivation and fundraising events and provide reports to the Director of Philanthropic Partnerships and Chief Partnerships Officer as required.
- Encourage high-capacity prospects and partners to visit Compassion projects and accompany them on well-planned, effective trips ensuring they can see and better understand the extent of our work and engage with our staff, volunteers, and participants in the field.

Actively maintain and promote Compassion UK's Christian ethos and values.

- Take personal responsibility to participate positively in the spiritual life of the organisation.
- Pursue your Christian faith and personal relationship with God through ongoing collective and individual spiritual development, prayer, and worship.
- Work in accordance with Compassion UK's Statement of Faith, Core Values, Ethos Statement, and other policies, including our commitment to Child Protection.

About you

The successful candidate will have the following skills:

- **Proven experience in relationship fundraising.** At least 5 years' recent experience in major donor relationship fundraising, with evidence of managing one-to-one relationships that lead to significant financial commitments.
- **Demonstrable experience in using the Veritus methodology.** The Compassion UK Philanthropy Team uses the Veritus methodology and processes in qualifying, building relationships and permission-based asking.
- **Portfolio management.** You will be proficient in managing your own portfolio of partners at this level, including cultivation, gift solicitation and appropriate stewardship of these partners.
- **Excellent communication skills, both spoken and written.** You will be highly skilled at taking complex or specialist information and translating it into compelling, partner-focused communication.
- **Excellent interpersonal skills.** You will excel at building relationships based on trust and credibility, with a wide range of donors who may consider giving at major donor levels. A high

level of empathy, strong listening, and diplomatic skills are all essential skills in this role, together with tenacity, resilience and passion to secure new gifts for Compassion.

- **Creativity and lateral thinking skills.** You will have the ability to think laterally and to develop creative and appropriate strategies to identify, approach and build long-term relationships with prospective and existing partners.
- **Strong planning and organisational skills.** You will highly effectively in managing a large portfolio of prospects - with a clear focus on managing every step of the relationship journey from initial contact to solicitation through to effective stewardship.
- **Strong administrative and IT skills.** You will be fluent in English, have excellent writing skills and be competent in numerical work, with experience of basic office systems such as Microsoft Office.
- **Ability to travel regularly.** You will be able to travel regularly as required for donor meetings, cultivation activity, team meetings and key organisational events. Travel will be focused across the South of England but may not be limited to this area where there is a need to visit prospective or existing donors elsewhere in the UK.

Additional requirements:

- **A team player** who recognises the benefits of collective effort and cooperation; fully committed to working with others, exchanging information and making choices to build consensus and achieve shared goals.
- **Able to plan and strategise effectively;** setting goals with responsibility to achieve and monitor measurable outcomes.
- **Self-motivated** with the ability to work independently as well as enjoy being part of a team.
- **A full UK driving licence** with a reliable car available for work (mileage expenses paid).

Compassion UK's cultural attributes

- **Personally committed to the Christian faith.** There's an occupational requirement for the holder of this role to be a practising Christian, to promote Compassion's ethos and to help others experience, explore, and express the faith-based motivation of our work. (You can read more about this in our [Policy on Posts to be Held by Christians](#).)
- **Deeply connected to Compassion's ministry to children.** It is important that you share Compassion's heart to reach out in Jesus' name to children suffering the injustice of poverty and are eager to contribute to our mission. We would expect you to be dedicated to working in a manner that prioritises child protection, especially by promptly raising any concerns related to child safety.
- **Aligned to Compassion UK's cultural attributes.** We strive to live and work in a passionate, innovative, collaborative, effective, grace-filled, and joyful way. We expect you to be able to work in accordance with Compassion's culture and values and hold yourself accountable for growing in them. Therefore, one interview area will explore your active personal commitment to the Christian Faith.

This is not an exhaustive list but a guide to the main areas of responsibility. Any substantial changes to this job profile will be discussed fully with the post holder.