



## Employment Opportunity

**IJM**

**Fundraising Director**  
INTERNATIONAL JUSTICE MISSION UK  
IJMUK.org

### Who we are

IJM is the world's largest anti-slavery organisation working to end modern day slavery, human trafficking, and other forms of violence against the poor.

Our mission is to protect the poor from violence by partnering with local officials to rescue victims, bring the criminals to justice, restore survivors to safety and strength, and help local law enforcement build a safe future that lasts.

IJM UK supports this global mission by: raising awareness; raising funds to support our operational work around the world; mobilising a movement of abolitionists across all parts of society, including the Christian Church; and providing thought leadership, leveraging our unique global experience to influence leaders across Government, businesses and institutions.

We are a Christian organisation inspired by God's call to love all people and to seek justice for the oppressed. We protect the poor from violence, without regard to religion or any other factor, and seek to work alongside all people of goodwill.

From a solid foundation we are in a major growth phase and are looking for an outstanding fundraiser to help lead the organisation into the next chapter. We have a big vision, big aspirations and a big heart.

### Who you are

- You will be a dynamic leader, experienced in growing, leading and managing fundraising functions for a medium sized NGO.
- You will have an understanding of UK giving culture
- You will have deep experience in at least two of our five revenue streams and an understanding of all five.
- You will be able to lead the organisation in its next stage of growth
- You are a committed Christian with a passion for justice and reliant on God's word and prayer.

### Summary Aims of the Role

- Member of the Senior Leadership Team
- Lead the fundraising function for the organisation across the five major revenue streams of
  - Individual donors
  - Major donors
  - Trusts and institutional
  - Corporate
  - Churches
- Responsibility for the Supporter journey and Champions (volunteer) programme
- Responsibility for the corporate events function (principally fundraising and prayer events)
- Lead the England support raising team
- Support the fundraising work in Scotland and Northern Ireland

### Duties and Responsibilities

#### 1. Leadership

- Proactively contribute to strategic development and decision making for IJM UK as a member of the Leadership team.
- Responsibility for setting and achieving fundraising targets
- Provide analysis and support decision making regarding fundraising and other support raising activity for IJM UK.
- Line management of 3 staff members focused on fundraising and church mobilisation in England
- Support the National Directors for IJM in Scotland and Northern Ireland in their revenue goals

- Develop and shape verbal and written messaging frameworks for fundraising activity alongside the Communications team
- Develop and implement strategies and products to increase unrestricted forms of giving
- Develop opportunities for extraordinary funding and partnership for key potential donors and foundations
- Determine the strategy and philosophy for leveraging the CEO and senior leaders in the organization in fundraising with key donors and foundations
- Develop and execute strategies to inspire IJM's key donors and foundations to promote IJM's work and to assist in securing new financial partners
- Establish world class vision trips for donors to see the work first hand and develop the recruitment strategies necessary to ensure high capacity participants

## **2. Data Management**

- Ensure accurate and timely revenue information and data to track performance and inform decision making
- Ensure compliance with the various codes of conduct, best practice and regulations

## **3. Portfolio management**

- Manage a small portfolio of key individual donors, churches and trusts working closely with the CEO and leadership team with a particular focus on England

## **4. Public Speaking**

- Serve as an ambassador and public face of IJM as needed
- Speak at strategic forums to increase awareness and interest in the work of IJM

## **Person Specification**

### *Skills, qualifications and experience*

- Proven track record in fundraising and relationship management across the five core income streams
- Significant success with innovation and clear examples of new ideas that lead to increased giving and retention;
- Proven leadership skills with the capacity to manage a large number of projects and inspire strong leaders;
- Excellent oral and written communication skills, with the ability to present well in one-on-one, small group settings, and in large forums
- Strong relationship management capabilities including being able to establish rapport quickly, networking successfully and ongoing development of relevant relationships
- Understanding of the UK charity sector
- Bachelor's degree and/or relevant qualification in fundraising or marketing

### *Critical Qualities*

- There is a requirement for the job holder to have a personal commitment to the Christian faith (as defined by the Apostles' Creed) as functions within this role will require knowledge and personal experience of the Christian faith and will be promoting the organisation's Christian identity and spiritual formation practices\*.
- The candidate will be expected to respect, uphold and work within IJM UK's Christian Identity.
- Customer service driven and a passion for IJM's goals
- Team player and trustworthy colleague
- Professional in demeanour, with discretion, mature judgment and a servant hearted, customer service orientation.
- Ability to relate cross culturally with a wide range of international constituencies.
- Works well managing multiple projects with deadline pressures.

## **Position Details**

### *Travel Requirements*

- **Travel may be required** within the UK and there will be a level of evening and weekend work where time off in lieu (toil) is offered.

### *Contract and Compensation*

- Position is full time, 5 days a week, 9-5 on a permanent contract.
- The compensation package is negotiable, comprising a salary plus 6% pension contribution, depending on professional experience. IJM UK is also piloting an additional benefits package (details available on

request) and is a positive and fun work atmosphere, offering the opportunity to make a tangible difference in the lives of the global poor.

- The position is based in London.

### **Application Details**

- **Covering letter** of maximum two pages, explaining why you are suitable for and interested in this post. Please demonstrate how your skills, experience and personal qualities meet the requirements of this role and why you are interested about the work of IJM.
- **Curriculum Vitae** with relevant experience.
- **Statement of Christian Faith** up to one-page, describing your faith journey, current spiritual disciplines and how you see your faith as relevant to your involvement with IJM.
- **Closing date for applications: 7 December 2018**

Email: David Westlake, CEO at [david.westlake@ijmuk.org](mailto:david.westlake@ijmuk.org)

Subject line: Fundraising Director

*\*This post is subject to an occupational requirement that the holder be a Christian under Part 1 of Schedule 9 to the Equality Act 2010*