

# Job Description

## **BECOME.**

THE CHARITY FOR CHILDREN IN CARE  
AND YOUNG CARE LEAVERS

## Senior Philanthropy Officer

**Job title: Senior Philanthropy Officer**

Reporting to: Trusts & Philanthropy Manager

**Purpose of role:** This position offers an exciting opportunity for a creative and self-driven specialist in major donor fundraising who has already demonstrated success in this field.

Building networks and understanding what motivates our supporters, and aligning our activities with philanthropic interests, are crucial to our growth plans for this income stream. A primary focus of this role will be to identify potential donors capable of making transformational gifts. The post holder will work closely with the Trusts and Philanthropy Manager and Director of Fundraising, focusing on securing and nurturing long-term relationships with new major donors.

**Salary:** £35,190 (pro-rata for part time roles)

**Hours:** 35 hours p/w (*part time and flexible working arrangements considered*)

**Pension:** 5% employer contribution

**Leave:** 28 days per annum - pro-rata (*for part time roles*), plus bank holidays

**Location:** We are currently hybrid working: *our team is largely home-based with some in-person attendance and meetings expected (mainly at our central hot-desking location in Old Street, London) in addition, for non-London based staff, we will consider hot-desking options near you, if required. We are open to conversations about flexible working arrangements.*

## About Become and the Senior Philanthropy Officer

Become, the national charity for children in care and young care leavers, is here to make a difference to individual lives right now, and the care system as a whole for future generations. We believe that young people who've experienced care should have the same chances as everyone else to live happy, fulfilled

lives. We put young people at the heart of everything we do – helping them to be powerful agents of positive change in their own lives, in the care system and in society.

Now is a critical time to join Become with rising numbers of children in care and the need for our support greater than ever before.

We have ambitious plans for the future to reach more children and young people to help them to believe in themselves and shape the future they want and to tackle the structural and systemic issues holding young people back.

As a key member of our Fundraising team, you'll play a pivotal role in driving high value fundraising performance and making a significant contribution to our ambitious plans to reach more children and young people to help them to believe in themselves and shape the future they want and to tackle the structural and systemic issues holding young people back.

We have programmes of work that really make a difference, a welcoming and collaborative culture and a growing group of expert staff passionately committed to improving outcomes for children in care and young care leavers.

We're looking for a proactive individual with excellent skills in relationship building, cultivation, solicitation, and stewardship. The successful candidate will be someone who is passionate about the services and campaigning that are at the heart of our work. As a strategic thinker, you possess a deep understanding of portfolio management, the supporter journey, and the key elements that drive successful philanthropic fundraising.

You'll be a natural communicator, able to connect with any audience, adapting your message to resonate with different stakeholders. You will have a proven track record of demonstrating initiative in seizing fundraising opportunities and championing philanthropic endeavours. Your role will secure significant contributions and cultivate a culture of donor-centric giving, fostering long-term partnerships.

As an organisation serving children in care and care leavers, we are keen to receive applications from people with experience of care and recognise the importance of having care experienced staff within our team. We are also actively seeking to bring diversity of perspectives and experience, and especially welcome applications from people with disabilities, from Black, Asian, Minoritised Ethnic backgrounds and LGBTQ communities.

Become is committed to tackling systemic racism and providing an inclusive, equitable workplace. We recognise that embedding equity, diversity and inclusion principles is an ongoing journey and one which we are determined to invest in.

[At Become we strive to embed our core values into all aspects of our work;](#)

**Honesty** - We represent the experiences of children in care and young care leavers with honesty and integrity, and act in their best interests.

**Respect** - We listen to care-experienced people, and we work in partnership with them to improve the experience of being in care and life after care.

**Kindness** - We care about the young people we work with, and we help the care system to be more like a good parent. We look after ourselves and after each other so we can be our best for young people.

**Empowerment** - We help children and young care leavers to be powerful agents of positive change in their own lives, in the care system and in society.

**Optimism** - We are angry about the times when the care system and society let young people down, but ambitious, determined, and optimistic about our ability to make things better.

## Job Overview

### **Key responsibilities:**

- Regularly conduct prospective supporter research, work with the Trusts and Philanthropy Manager to establish and grow the prospect pipeline and develop pitches to meet shared objectives.
- Oversee the delivery of a mid-value giving programme.
- Oversee the management of cultivation opportunities/events, and donor stewardship.
- Develop and manage strong relationships with senior external stakeholders and advocates to share the cultivation process.
- Foster strong relationships with internal stakeholders.
- Craft engagement plans to deepen existing relationships and maximise fundraising.
- Provide excellent account management for philanthropic supporters, including regular and meaningful communication.
- Produce relevant, creative, and compelling proposals, reports and updates to keep our philanthropic partners motivated and engaged.
- Identify and execute creative ways to bring our work to life for funders.
- Accurate and timely data entry into our CRM/database (Raiser's Edge NXT).
- Occasional evening and weekend work, including representing Become at funder events, and other functions. Occasional travel to meet donors.
- Uphold Become's values at all times.
- Ensure philanthropic giving complies with all fundraising regulatory and legal obligations, including GDPR, The Fundraising Regulator, and the Code of Fundraising Practice.
- Embed Equity, Diversity, and Inclusion principles into your work practices.

## Who you are

### **Personal Qualities (add personal qualities below)**

- You are a people person and confident at building new relationships.
- You are proactive, think creatively, and take initiative.
- You have a passion for Become's mission, vision, and values.
- You are committed to empowering young people and ensuring all fundraising communications place care-experienced young people at the heart.
- You understand the importance of Equity, Diversity and Inclusion and commit to helping create a culture with EDI at its heart. (Personal attribute)

## Knowledge, experience, and skills

- Experience in mid and major gift fundraising, including successful solicitation of five-figure gifts.
- Experience of designing stewardship journeys for mid and major-value supporters.
- Ability to share philanthropic opportunities with high-net-worth individuals.
- Experience in developing strong stakeholder relationships.
- Proven track record of delivering on income target.
- Excellent attention to detail.
- Ability to tell the story of our work engagingly, both in-person and in high-quality written stewardship.
- Confidence working with numbers and data.
- Confidence speaking publicly to a variety of audiences.
- Ability to work on your own and as part of a team.