



Fundraising Manager

April 2025



Thank you for your interest in Right to Succeed. We are excited to be recruiting a Fundraising Manager to build on the great work the charity is doing and to help us achieve even more.

Right to Succeed supports communities in areas of high deprivation to work collectively to give children and young people the best start in life. We do this because we believe every child deserves the right to succeed, no matter where they live.

Our Journey

We launched in 2015 with a mission to bring a coordinated effort to remove the barriers facing young people. We are now working collectively with schools, colleges and local authorities in Blackpool and Rochdale, to help build an inclusive education system where every child is supported to succeed. We are currently further developing our work to support literacy in both Rochdale and Tameside. In September 2021 we launched our first whole-system improvement programme with the community in North Birkenhead followed by Halton, Knowsley, Sefton and St Helens place-based programmes in the Liverpool City Region.

We are growing quickly, and expect that to continue for the next few years as place-based change becomes a national focus. Now is an inspiring time to join Right to Succeed and help us transform outcomes for children. We are keen to encourage applications from those with lived experience of overcoming one or more of the issues our programmes seek to address, as we understand the extra value that this brings to understanding our programmes.

We look forward to meeting you.

Yours sincerely,



Graeme Duncan, Chief Executive



Job Details

Title:	Fundraising Manager
Reports to:	Fundraising Director
Contract Type:	Full-time, Permanent
Location:	Based from one of our RTS offices with the expectation of at least 2 days a week in the office, with some flexibility to work from home, subject to business requirements and line manager approval.
Hours:	5 days per week (37.5 Hours) Worked between Monday- Friday
Salary:	£44,261 - £47,868 (5% employer pension contribution, Medicash and group life assurance, 27 days annual leave per annum for FTE plus bank holidays)

Role Summary

We are looking for a motivated and dynamic individual who is passionate about collaboration and community-led change. If you believe in the power of strong, connected communities, this role is for you. You will need good organisational skills, energy and the ability to listen, build relationships, and inspire collaboration, which is essential in creating positive, lasting change.

As a Fundraising Manager, you will be responsible for managing a mixed portfolio of supporters with a view to growing this pool to deliver a mixture of revenue which can sustain and grow our ambitions and work. This will involve taking responsibility for nurturing and growing an existing philanthropic pool of funders whilst identifying, cultivating and mapping new high value opportunities, in excess of £75k. For your portfolio you will manage donor acquisition strategies, proposal writing and stewardship and supporter journey planning.

The role involves securing funding from various sources, including trusts, corporations, and individuals, to support the charity's mission. This includes developing and maintaining strong donor relationships, managing a portfolio of donors, and managing fundraising pipelines. The ideal candidate will therefore be proactive, results-driven, and skilled in developing insight-led strategies, managing solicitations, along with the ability to create processes, gather insights, and propose budgets. You'll be passionate about continuous improvement, have a proactive attitude and be comfortable in suggesting new and/or better ways of working. You'll enjoy a challenging and fulfilling environment, working with a supportive and forward-thinking team.

Key Objectives:

- As a member of the Fundraising team, you will work across all parts of the fundraising process, from prospect research all the way through to the fundraising ask.
- You will work collaboratively within the Fundraising team and the wider organisation to develop compelling fundraising proposals for corporate donors, high net worth individuals, community appeals and trusts and foundations.
- You will seek out and identify patterns of prospect and funder data and behaviours which inform our growth and generate ideas and solutions
- You will problem solve with others enabling planning and anticipation of challenges and opportunities

Fundraising Objectives:

- Develop a high value pipeline of prospects and funders which has a balanced approach across acquisition, retention and uplift to meet team targets and which provides the best supporter experience.
- Manage a personal portfolio through all stages of the fundraising cycle, within an overall fundraising team target, demonstrating an understanding of how to mitigate risk, maximise return on investment and give a focus to unrestricted income generation.
- Manage and cultivate prospect and funder relationships in their entirety, with responsibility for planning briefings, proposal writing, stakeholder engagement, reporting, stewardship, delivery, and evaluation.
- Research, prepare, and submit high-quality grant applications to charitable trusts, foundations, and other funding bodies utilising different funder approaches including bids, applications, proposals and EOIs, all delivering high-quality experiences and materials to secure funding.
- Monitor and report on the progress of fundraising activities and grant applications, providing regular updates to the management team.
- Plan and write bespoke engagement plans (e.g. stewardship reports), including report-writing and impact analysis, and coordinating event and PR milestone activities.
- Work with internal & external stakeholders to develop new projects and ensure donor requirements and engagement opportunities are met.

Team and Operational Objectives:

- Help colleagues and supporters overcome any challenges and maximise their fundraising efforts.
- Manage your time and workload, and utilise our given processes, systems, and parameters to overcome barriers
- Support funder account management and compliance through planning, financial budgeting, and record keeping.
- Ensure that systems and processes are effective, and that our database is updated and utilised as the central source of information for recording income, supporter interactions and reporting.
- Ensure all supporters are appropriately thanked and help develop specific supporter journeys.
- Identify potential funding opportunities and contribute to philanthropic discovery exercises across new territories and themes
- Build and maintain relationships with a range of stakeholders from corporate partners through to community groups.

Please note the key responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business needs.

Person Specification

Experience (*essential*)

- Experience in a charity fundraising role.
- A successful track record of building strong internal and external relationships and generating income from a broad range of funders
- Experience in fundraising preferably from Trust and Foundations; both family, corporate and individual, and partnership bid development.
- Experience in all aspects of donor cultivation (research, writing, follow-up, and stewardship), required
- Experience closing gifts at the six-figure level, including complex gifts using a variety of giving vehicles
- Pipeline development and management thereof, to ensure multi year planning and team financial target contributions are reflected.
- Proven track record in achieving financial and non-financial targets and in forecasting/ setting KPI's
- Experience in identifying and acquiring new business opportunities and creatively retaining long term funder relationships
- Knowledge of prospect research techniques
- Maintaining a library of templated materials

Experience (*desirable*)

- Knowledge of place-based fundraising
- Experience working with under-represented communities
- Enthusiastic “all hands-on deck” style team player; able to operate and collaborate across multiple teams and thrive in a fast-paced culture
- Advancing or building digital capabilities to support work activities
- Managing relationship milestones in collaboration with colleagues to include performance tracking, solicitations and reporting

Skills (*essential*)

- Commitment to the aims and ethos of Right to Succeed and a genuine desire to bring about positive change for children and young people.
- Knowledge or experience in a broad range of high value income generation practices and legislation
- Highly proactive and organised, with strong project management skills including multitasking and attention to detail
- An ability to identify, research and qualify potential donors and explore networks.
- Excellent written and verbal communication skills, with the ability to adapt messages to different audiences and craft compelling grant proposals
- Ability to nurture, develop and promote effective relationships and communicate with colleagues, community members and funders
- Strong cross team planning and organisation skills ensuring lead time processes for tight deadlines, consultation and proofing
- Experience in utilising a range of printed and electronic resources and in working with databases to build a strong pipeline of funding and diverse portfolio of supporters
- Confident networker and relationship builder with excellent interpersonal, presentation, and negotiation skills
- Understanding of financial planning and business plans, ability to analyse accounts and data to inform funder activities, decision making and forecasting.
- Demonstrable IT skills and the ability to learn detailed processes quickly and accurately.

Qualifications & knowledge (*desirable*)

- Awareness of local areas, key challenges and understanding of current contexts
- In-depth knowledge of education improvement and community development
- Demonstrated experience with Google Suite, fundraising CRM, project management tools

- CIOF or equivalent sector membership or qualification
- Sector Peer Network Participation and knowledge building
- Fundraising compliance knowledge – inc Data Protection and Due Diligence

Our Values	Key Competency 1	Key Competency 2
Commitment	<i>Deliver excellent services to our schools and partners</i>	<i>Work as part of a team committed to delivering a mission</i>
Integrity	<i>Uphold principles and values</i>	<i>Following through on responsibilities</i>
Humility	<i>Approach our work with professional curiosity</i>	<i>Demonstrate learning and the application of your learning</i>
Curiosity	<i>Willingness to positively question operating norms</i>	<i>Passion for identifying and trialling innovative solutions</i>
Collaboration	<i>Building effective relationships</i>	<i>Influence and negotiate the conditions to create an impact</i>

Equal Opportunities

Right to Succeed is an Equal Opportunities Employer and is committed to ensuring no candidate or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.

Diversity and Inclusion is critical to our success and we actively seek to recruit, develop and retain talented people from a diverse candidate pool.

We particularly encourage applications from those candidates with lived experience of the issues our programmes seek to address as we recognise the value this adds to the delivery of our services.

As a Disability Confident employer we would encourage any applicants who need assistance or alternative versions of our recruitment pack to get in touch so that we can help.

We're proud to be an organisation that is aligned to the 'happy to talk flexible working' campaign and will positively consider all applicants who wish to discuss flexible working arrangements.



Background checks

Due to the nature of the role and the work Right to Succeed carries out we will ask the successful candidate to complete an Enhanced DBS check and any offer of employment will be subject to this background check, along with references from previous employers and checks on their right to work in the UK.

As an equal opportunity employer Right to Succeed does not discriminate against those with criminal records and any information disclosed on the background check will only be considered against the risk that could be posed to our staff members or the recipients of our work, and we comply in principle with the DBS Code of Practice.

How to Apply

To apply for this position, please submit a CV and a supporting statement including your motivation for applying and how you meet the criteria for the role to recruit@righttosucceed.org.uk by **12:00pm on Monday 19th May 2025**

Unfortunately, we can't consider any candidates who do not submit a supporting statement.

Your supporting statement must not exceed two pages and should cover your motivation for applying for the role and how your skills and experience meet the criteria outlined in the Person Specification. This is also your opportunity to evidence the written communication skills that will be necessary for the role.

If you need any advice or guidance on what to include in the supporting statement, please contact recruit@righttosucceed.org.uk.

Timetable

Applications invited by **12:00pm Monday 19th May 2025**

First Stage Interviews: Ongoing as applications received

This will be a **two-stage interview process with a task to be prepared for stage 2.**

Please note we will be interviewing candidates as applications are received and may close the vacancy earlier if a suitable candidate is identified. Candidates are advised to apply as early as possible.

These dates may be subject to change.

Queries

For queries about the role or, for additional information, please contact: recruit@righttosucceed.org.uk