

Job Announcement

Director of Global Fundraising and Engagement



Location:	Currently homebased UK with ability to travel to Central London. Flexible working possible.
Reports to:	Chief Executive Officer
Annual salary:	£85,000 - £90,000 dependant on experience.

About Lumos

[Lumos](#) is an international children's charity founded in 2005 by children's author J.K. Rowling to end the harmful practice of institutionalisation of children. Lumos' mission is **to fight for every child's right to a family by transforming care systems around the world**. Our vision is for all children to grow up in safe and loving families.

Despite clear evidence of the harms of institutionalisation, an estimated 5.4 million children worldwide continue to live in institutions. Separated from their families and communities, these children are deprived of the love, attention, and opportunities they need to thrive. We have made important progress in closing harmful institutions and reuniting children with their families. And where children are unable to live with their birth families, we promote alternative family-based care, such as kinship care and quality foster care. Thanks to our tireless efforts alongside many other champions of care reform, the harms of institutionalisation are now more widely understood. A global movement is underway and the UN, the EU and some large development agencies have joined individual countries in pledging to change how they care for vulnerable children. We are committed to ensuring that global policy commitments are translated into local action, leading to sustainable change for vulnerable children.

Over the past 15 years Lumos has worked directly in different countries around the world to demonstrate that it is possible to change systems of care and fulfil children's rights. Building on our heritage and direct experience of systems reform, our new strategy focuses on sharing learning with others to reach more children and amplify the impacts of our work on children's lives.

During the past year, Lumos has carried out three major reviews: **a culture review; a governance review; and an organisational review**. Action plans have been developed to implement the recommendations of these reviews, providing strong foundations for our strategy for 2021-23. To support the implementation of the new strategy Lumos are seeking to recruit a Chief Executive Officer, a Global Director of Fundraising and Engagement and a Global Director of Systems Change.

There is a high level of commitment from trustees and staff to the change programme and to delivery of our bold new strategy and plans for the next phase of Lumos' development. Our new strategy for 2021-2023 has three priorities:

Building Global Expertise: We will use our knowledge and experience to support those responsible for reforming care systems in their own countries. This will include providing technical support, evidence, and guidance to help design and run better care systems, as well as learning exchanges where they can share experiences and challenges.

Catalysing Change: We will use evidence to motivate and press governments to reform the way they care for children. This will involve leading targeted research and advocacy campaigns to identify and tackle the drivers of institutionalisation, promoting accountability by tracking and highlighting progress, and influencing international funding, programmes, and policy.

Demonstrating & Innovating: Building on our heritage of successful programmes showing how care systems can be reformed, we will use what we have learnt in the past to support partners with their own reform efforts. Over the next two years, as we complete our current country demonstration work in Eastern Europe, we'll identify programmes in new regions – building expertise and evidence of what good care reform looks like in new and challenging contexts, particularly for those children that typically get left behind.

Job Purpose

The Director of Global Fundraising and Engagement will be responsible for raising in excess of £5m through the management of the fundraising team, working in both the UK and US markets as well as the UK-based Marketing and Communications team.

Reporting to the CEO and working closely with the Executive Leadership Team, the successful applicant will be a collaborative leader willing to engage staff at all levels and develop team members to achieve their full potential and operate as an integrated and high performing unit.

They will be a fundraising expert who can engage with donors at all levels. Working through Trust and Foundation, Major Donor, Individual Giving and Corporate Income streams, as well as the significant support provided through our Wizarding World partners. The Director will be responsible for enabling the team to achieve its ambitious income targets to help protect our life-changing work with children and families.

Key Objectives

The key objectives of the Global Director of Fundraising and Engagement will be across the following areas:

Global Fundraising Strategy and Income Generation

- Lead an ambitious global fundraising strategy by working closely with the Heads of Trusts and Foundations, Philanthropy, Senior Operations and Individual Giving Manager as well as the Director of fundraising in the US, to generate £5m of income.
- Leverage the opportunities for partnership and support that exist within 'The Wizarding World', the universe created by J.K. Rowling, including products, films, theme parks, stage plays, games and books.
- Lead on development of creative new funding streams to diversify income.

- Oversee the integration between Fundraising and Engagement and other functions, including but not limited to financial processes, legal and ethical compliance.
- To be an internal advocate for the needs of fundraising and marketing to ensure the team can implement the director's strategic vision.
- Ensure the Group's resources and processes are in place to deliver the strategy; In particular, compliance with the fundraising regulator and GDPR.
- Identify, cultivate, and manage high level, strategic alliances with key partners, donors and supporters to facilitate the achievement of strategic aims.
- Lead on creation and execution of world-class annual fundraising campaigns and donor events in the UK and the US including galas, online appeals, and custom opportunities for donor connections and experiences.
- Provide effective marketing and communications oversight for the organisation in collaboration with the Head of Marketing and Director of Communications and Media. This will involve strengthening Lumos' brand, while building the organisational narrative and positioning in the charity landscape.
- Manage the allocated Development income and expenditure budgets.

Collaborative Global Teamwork

- Lead an experienced and effective UK and US fundraising team to deliver income generation targets.
- Manage senior fundraising and marketing Heads and Directors to deliver against strategy.
- Ensure fundraising efforts are coordinated across all of Lumos' offices and teams for highest impact.
- Represent Fundraising and Engagement as a member of the Executive Leadership Team and the UK and US Boards.
- Liaise with the President and Board of Lumos US in relation to US based fundraising.

Additional responsibilities

- Ensure the Fundraising and Engagement Group contributes to, understands and implements the organisational safeguarding strategy, and risks are managed effectively.
- Work with the Executive Leadership Team towards the delivery of Lumos' long-term strategic plan.
- Other tasks as reasonably required by the Chief Executive Officer.

Person Specification

Lumos is seeking a bold and level-headed fundraising expert with extensive experience in developing and delivering ambitious and sustainable fundraising strategies from a diverse range of different sources such as Trusts, Foundations, Corporate Partnerships and Major Donors.

Experience & Knowledge

- Evidence of raising six- and seven-figure gifts from high net worth donors, foundations, corporations, and other partners.
- Knowledge of the funding landscape in the USA and globally and the ability to quickly position Lumos within that landscape with particular knowledge of external developments which impact on child-focused charities.

- Multi-disciplined fundraiser with experience of at least 4 income different streams i.e. Trust & Foundations, Corporate Partnerships, Major Donors, and Individual Giving.
- Ability to develop a compelling vision for Lumos, with the ability to inspire staff across the organisation to implement our fundraising, marketing, communications, and digital strategies.
- Strong communications and marketing skills, including an understanding of how to implement and grow effective brand marketing, digital communications, content development and campaign strategies to increase awareness and build support and funding.
- The ability to truly listen and build authentic, productive partnerships and relationships.
- Strong organizational planning and follow through, including the ability to meet deadlines while leading multiple high-priority initiatives.
- A flexible, resilient approach to work, able to work independently and as part of a team and adapt to changing circumstances as needed.
- Proven budget and income management skills.
- Ability to work calmly and creatively and to respond to a dynamic and changing environment.
- Fluent written and verbal English.

Skills

- Building and managing high performing global teams to meet ambitious targets.
- Engaging and developing staff.
- At least 5 years' experience in a senior fundraising position, preferably working with high profile partners.
- Multi-disciplined fundraiser with experience of at least 4 income different streams i.e. Major Donor cultivation, Trust & Foundations, Corporate Partnerships, Events and Individual Giving.
- Experience of working alongside executive teams to develop and deliver organisational strategies.
- Previous experience with a children's or family-based charity preferred but open to other not-for-profit experience.

Personal Attributes

- Inspirational and motivating leadership style.
- Strategic thinker with hands on attitude.
- Excels under pressure and challenging situations.
- Solution focused and problem-solving nature.
- Positive, engaging, and approachable.

To apply for this role

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in strict confidence by email only to Zoe Oldham at zoeoldham@darylupsall.com. **A full applicant's pack with more information and diversity and inclusion and safeguarding policies is available upon request.** Please ensure that they are sent as Word documents with the titles "your name cover letter" and "your name CV" Please put "Lumos – Director Global Fundraising and Engagement" in the email subject line. Also please let us know where you saw the post advertised.

The deadline for applications is Sunday the 19th January 2021

Daryl Upsall International actively promotes equality, diversity, and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.