



Job Description: Head of Strategic Partnerships

LOCATION: LONDON

REPORTING TO: MANAGING DIRECTOR OF EXTERNAL RELATIONS

FULL TIME: 37.5 HOURS PER WEEK

START DATE: ASAP

About the Freedom Fund

The Freedom Fund (www.freedomfund.org) is a leader in the global movement to end modern slavery. The Freedom Fund works to combat many different forms of extreme exploitation, including forced labour, sex trafficking, forced marriage, and the worst forms of child labour. It:

- **invests** in those countries and sectors with the greatest incidence of modern slavery.
- **analyses** which interventions work best and **shares** that knowledge.
- **brings together** a community of activists committed to ending extreme exploitation and empowered by the knowledge of how best to do so.
- **generates** funding by demonstrating how effective interventions can protect those at risk of being exploited and free those in situations of exploitation.

In its first eight years, the Freedom Fund has supported over 140 organisations in Bangladesh, Brazil, Ethiopia, Indonesia, India, Myanmar, Nepal, and Thailand.

About the position

This is an exciting new role for a highly talented individual to work together with the Managing Director of External Relations and the Strategic Partnerships team to take the Freedom Fund's fundraising efforts to the next level.

The Freedom Fund has just surpassed its strategic target of raising \$200m by 2025, ushering the organization into an exciting time of creation and delivery of new targets. The successful candidate will have the opportunity to build on this fundraising momentum to create ambitious new targets for the next 10 years and implement pathways for the team to achieve on these targets.

Reporting to the Managing Director of External Relations and working as part of the Freedom Fund's Wider Management Team, this new post will be based in the London office and will manage a dedicated and high performing medium sized team across London and New York City. The successful candidate will be responsible for developing and executing a highly strategic, innovative, and collaborative plan to identify and engage governments, foundations, and high net worth individuals who are aligned with the Freedom Fund's mission.

Responsibilities

- Closely collaborate with the Managing Director of External Relations to develop and deliver a bold new strategic partnerships strategy, having surpassed our current strategic target of raising \$200m by 2025.
- Lead on the development and execution of the Freedom Fund's annual fundraising plans, co-ordinating internally between teams to ensure accountability, strategic alignment, and results.
- Lead and line manage the Strategic Partnerships Team. This comprises 7 staff based in London and New York.
- Recruit and manage consultants to support the delivery of the fundraising strategy and / or annual plans as required.
- Develop plans for the team on how to build and deepen relationships with current and prospective donors.
- Lead the team on creating and delivering a new prospecting strategy and updating as needed – mapping out key philanthropic trends and developments.
- Initiate new donor communications and information management tools as appropriate.
- Promote open and transparent communications across all parts of the organisation about all fundraising matters.
- Review all applications / reports to donors before submission.
- Collaborate with the CEO and Managing Director of External Relations to ensure their external engagement efforts support the greater development and strategic partnerships strategy.
- Manage the Strategic Partnerships budget and other financial processes.
- Provide quarterly board reports to the Managing Director of External Relations and ensure that they are fully briefed in advance of board meetings.
- Lead and manage events staff, supporting the development of strategic plans for events throughout the year, identifying capacity constraints and solutions.
- Partner with the Head of Communications (who also sits in the External Relations team) and the Director of Programs to ensure delivery of aligned goals.
- Support CEO and MD to lead on relationships with donor Board members and the Council of Advocates, providing input and content for meetings and ensuring seamless grant management and donor stewardship.
- Ensure there is a close and effective relationship with all other Freedom Fund departments.
- Be an active contributor to the Wider Management Team.
- Lead on the development of new ways of working, policies, and procedures for the department, including areas like safeguarding and DEI practices.

Qualifications and experience

Essential

- Proven ability to win multi-million £ / \$ fundraising commitments from governments, foundations, multilaterals, and ultra-high net worth individuals.
- Expertise of working within international philanthropy markets, including the US and UK.
- Previous experience of working in an international development or human rights organisation in a management or leadership level.
- Ability to develop, manage and oversee long term relationships with governments, foundations, multilaterals, and ultra-high net worth individuals.
- Significant experience and a track record of successful leadership and management of internationally disbursed teams.
- Proven ability to lead a high functioning fundraising team and manage organisational change.

- Experience of setting and overseeing implementation of new systems and processes to ensure donor compliance.
- Entitled to work in the UK without work permit sponsorship from the Freedom Fund.

Desirable

- Experience in the anti-slavery sector.
- Experience managing people with diverse backgrounds.

Personal attributes

Essential

- Strong commitment to the Freedom Fund's vision, mission, values and goals, with a passion for human rights issues.
- Business-oriented with a market-based, metrics-driven approach to funding and organisational management.
- Excellent emotional intelligence and ability to approach difficult conversations with sensitivity.
- Commitment to excellence and a relentless pursuit of results with an exceptional work ethic, strong organisational skills and a can-do attitude.
- Strong critical thinking skills, ability to problem solve and resourcefulness.
- Entrepreneurial and driven individual with exceptional attention to detail.
- Willingness to work as part of a team in a cooperative and supportive way.
- Ability to partner with a wide range of individuals from diverse backgrounds.
- Comfort with planning and delivering multiple activities under pressure to strict deadlines and high levels of precision.
- Willingness and ability to travel (estimated up to 10% of time).

Compensation

- £70,122 – £71,968 per annum pro-rata, plus 10% non-contributory pension scheme.
- 25 days holiday pro rata, plus public holidays.
- Season ticket loan and childcare voucher schemes available.

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page) and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'Head of Strategic Partnerships' in the subject line before **9.00am BST on Monday 28th November 2022**.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people

with disabilities, Black, Asian or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in the London office.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking. Any offer of employment or consultancy with The Freedom Fund will only be made following both successful background checks being conducted on the applicant and upon receipt of satisfactory pre-employment checks by former employers. Such checks may be updated periodically during the course of the period of employment or consultancy. By submitting a formal application, you agree to the Freedom Fund carrying out these checks.