

HEAD OF DEVELOPMENT

(NEW BUSINESS AND PHILANTHROPY)

Salary: £60-70K plus benefits package (Starting salary is dependent on qualifications and experience)

Permanent: 37.5 hours per week

Location: Waterloo, London or Hackthorpe, Cumbria (minimum 3 days per week). Plus regular travel to meet donors across the UK.

Outward Bound has never been stronger – delivering incredible, high challenge adventure in the lakes and mountains of the UK’s wildest environments to 25,000 young people each year.

We are now looking for an outstanding and energetic individual to build on our fundraising success and help secure new funding partners to help meet our ambitions.

Outward Bound has never been so popular. If anything we have a supply, not a demand problem - and we need a skilled and experienced leader to join our team to meet our ambitious goals and growth and brand development.

The Head of Development will be a key role and will require someone with experience and skills in stakeholder management, team development and clear ability to drive new income streams through fundraising – in particular through Corporate and High Net Worth markets.

Working alongside other members of the Fundraising and Marcomms Leadership Team and the wider All Managers Team, this person will work closely with Board and Senior stakeholders.

You will need to be robust, challenging, innovative and positive – and able to show experience of securing 6 and 7 figure partnerships.

JOB DESCRIPTION

- Provide strategic leadership in securing Leadership Gifts and Partnerships in support of Outward Bound
- Create an effective team responsible for the identification and approach to potential five/six figure donors (with a main focus on Major Donor and Corporate markets)
- Develop and maintain oversight of a dynamic New Business pipeline which identifies those with the highest potential, including strategic and sponsorship opportunities.
- Develop, submit and present innovative and persuasive funding applications with costed project budgets
- Work alongside the Trusts and Foundations team on the identification and approach to large funding opportunities (50k+) – in particular large corporate Foundations
- Provide creativity and drive to every part of Outward Bound's new business development process: prospecting, delivering impactful proposals and presentations, leading on negotiation and securing new business.
- Work with the Board and Leadership teams to transform strategic priorities into compelling fundable programmes, products and services.
- Strong collaborative approach to working with Account Management and Stewardship Teams
- Liaison with other key internal stakeholders on key proposals to ensure joined up approaches in line with Outward Bound's strategic objectives
- Work with other fundraising teams to maintain a joined up approach to new business and account management.

SKILLS AND EXPERIENCE REQUIRED

- Proven experience (3 years+) leading teams and campaigns responsible for multi-million pound income from Major Donors/Family Offices and/or Corporate Partners
- Superb written and verbal communication skills to speak with prospective donors and other stakeholders across the organisation
- 5 years experience of securing five/six/seven figure donations/partnerships
- Energetic and Focussed leader – with proven experience of building appropriate propositions targeted at potential funders
- Proven experience of organising complex multi-stakeholder campaigns working directly with Board and Senior Management
- Excellent relationship builder
- Strong CRM Database understanding and experience
- This role will require extensive travel.





BENEFITS

- Annual Leave of 24 days, plus bank holidays. Annual leave increases by 1 day per year to a maximum of 30 days, plus bank holidays.
- Life Assurance: 3 x salary, covered from start date; includes Employee Assistance Helpline.
- Long-term Disability Insurance: 2/3 salary less state incapacity benefit after 6 months' absence for up to 5 years, covered from start date
- Employee assistance programme: with easy access to medical and mental health support. Ranging from instant GPs appointments to physio or counselling services.
- Personal Accident Insurance while at work or commuting
- Health Cash Plan with Medicash: on application after completion of probation; taxable benefit
- Pension Scheme (currently Standard Life): Auto-enrolment of all staff after 3 months service
- 8 weeks' sick pay at full salary in any 12 months
- Berghaus uniform items provided and the opportunity to purchase Berghaus products at discount
- Staff bursaries: discounted course fees for family members
- Childcare voucher scheme

Plus!

- Personal Adventures – Outward Bound has a positive attitude to extended/unpaid leave (forward planning is required).

Hours of work

You'll work an average of 37.5 hours per week.

Probation Period

There is a 6-month probationary period from the employee's start date.

HOW TO APPLY

To apply for this job please send a covering letter of no more than one side of A4, explaining your fit to the job description and the person specification, together with an up-to-date CV to karen.black@outwardbound.org.uk by Tuesday, 11 March 2025.