



Young Life International London Director of Development

Candidate Pack
October 2025



International
UK & Ireland

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CHARITY RECRUITMENT



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Introduction



Dear Candidate,

We're so glad you're considering applying for the role of London Director of Development!

The London Director of Development is a key role for Young Life International – London in serving and supporting staff and leaders to be able to effectively engage with, serve and support young people in a number of local communities in London.

Over the past 5 years, the London Team has grown from a few staff and a handful of volunteer leaders serving young people in one borough to 12 staff and 63 volunteer leaders who know and support over 1000 young people and students across 11 boroughs.

This exciting role offers the opportunity to build and develop meaningful relationships with high-net-worth individuals in London, securing significant funding to grow Young Life International's impact on young people in London and beyond. With the potential for wider influence across the UK and Europe, the successful candidate will lead by example in donor stewardship, train the team, and play a key role in expanding Young Life International's philanthropy efforts.

We believe every young person deserves to be safe, loved and supported and to experience all the fullness of life. We seek to play our part, supplementing family and community structures to provide practical and personal support and positive opportunities to help young people in London have hope and purpose. Our staff and volunteer leaders believe in young people and share the hope-filled message of Jesus with them, inviting them to consider following Jesus and to live lives that bless and make a positive difference to their friends, families and communities, both now and for generations to come.

If the purpose and focus of the role, the values of the London Team, the B.L.E.S.S. London framework, the global context and the vision of the Young Life International – London Team you find in this Applicant Pack resonate with what energises you and what you would be excited to be a part of and to help make possible, we would be delighted to receive and consider your application. May you know joy and peace today,

Tate

Tate Johnston, London Director

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About us



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About Us



We believe in young people

Helping Young People in the UK & Ireland Find Hope & Purpose

Young Life International starts with caring adults who spend time building bridges of authentic friendship with young people - where they are, as they are.

We listen to their stories and learn what's important to them because we genuinely care about their joys, triumphs, heartaches and setbacks.

Because their leaders believe in them unconditionally, young people begin to see that their lives have great worth, meaning and purpose. Young Life International leaders offer young people adventure, hospitality and unconditional friendship.

Our staff and volunteers enter the world of adolescents, focusing on what matters to them: fun, adventure, friendship and a sense of significance. In doing so, we earn the privilege of talking to them about something that we believe matters most of all: the truth about God and His love for them.



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About Us

Global context

GLOBAL

1941

Young Life begins in the USA with the mission to introduce adolescents to Jesus Christ and help them grow in their faith.

100+

Countries now have Young Life staff and leaders. We are a global organisation with a local focus.

EUROPE

20,000

Kids are now involved weekly in Young Life across countries in Europe, with caring adults who have walked into their world as mentors and friends.

We are working in over 20 countries across Europe including France, Spain, Germany, Norway & Bulgaria.

1999 **UK & IRELAND** 70+

Young Life is invited to begin working with young people in communities in the UK & Ireland.

Staff and 440+ volunteers involved in the Republic of Ireland, Northern Ireland, Scotland, England and Wales.

LONDON

1,019

Kids known by name and being prayed for regularly across London.

**We are a global city.
33 boroughs.
1.5 million young people.**

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About Us



London Team values and vision

Our team values

take care of people	
courage	
attitude	
initiative	
responsibility	
resilience (perseverance)	

Our framework

Together , we B.L.E.S.S. London

- Build our sections of the wall ([Nehemiah 3](#))
- Love one another - demonstrating unity in diversity ([1 Corinthians 13](#) & [John 13:34-35](#))
- Entrust to others - make disciples, grow leaders or leaders ([Matthew 28:16-20](#) & [Timothy 2:2](#))
- Serve one another and those around us ([Mark 10:45](#) & [Philippians 2](#))
- Seek the peace of the city ([Jeremiah 29:7](#))

Our vision

That all kinds of young people in every borough would hear and experience the good news of Jesus in ways and words they understand from someone they know and trust.

Our work

[Click here](#) to watch this 3 minute video about Young Life's work in London and visit [our website](#) to find out more.

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Job description





Role details

Job title:	London Director of Development
Responsible to:	London Director, with support from the VP of International Development
Salary:	£55 000 - £68 000 (plus up to 16.8% inner London weighting if applicable)
Contract / Hours:	Permanent / Full time (40 hours per week)
Location:	Ideally, London-based. The successful candidate will be expected to be in London at least three days a week. From time to time, the role will also require some travel, potentially within Europe and to the USA.
Benefits:	• 20 days paid annual leave + Bank Holidays (pro rata) • Flexible working • Remote working • Paid sick leave • Pension - 3% employer contribution • A positive work environment, focussed on a healthy work-life balance
Team meeting commitments:	This is indicative of the expected level of meeting commitments, which may vary as needed: 1. Induction - training calls to get familiar with our systems and introductions to the team 2. Once a week - 90 - 120 minutes online with London Director 3. Once a week - London staff planning day 9am to 5pm in person 4. Termly - London staff planning day 9am to 5pm in person 5. Twice a year - in person events with the London team (includes Christmas and summer socials) 6. Once a year - all UK staff gathering
DBS Check:	Enhanced and a PVG (due to camp in Scotland)



Role description

Purpose of the position

The purpose of the role is to build and develop relationships, initially with London-based high net worth households, to help increase Young Life International's ability to grow local ministry and impact the lives of young people in London and beyond.

Job summary

To engage primarily with London-based major donors and potential major donors to secure significant funding for the work of YLI London and working towards securing further funding for Young Life in the UK, Ireland and Europe. To do this through developing relationships and the invitation to 'come and see' the impact of YLI in person.

To work towards achieving personal targets and oversee team targets, training the wider team, and leading by example on donor stewardship.

Note: there is scope for the successful candidate to become part of YLI's exciting plans to expand its philanthropy work from being primarily London-based to throughout the UK and into Europe.

Essential duties

Raise funds

- Develop an active portfolio of current, primarily London-based, major donors (MDs) and potential major donors (PMDs), building on the pipeline already established by YLI in its work to date
- Work with the London Director to establish new funding each fiscal year from major gifts including annual and multi-year commitments
- Network with current donors to engage in relationships with new PMDs who can make major gifts in the range of £10,000+



Connecting / Engagement and Relationship building

- Cultivate and strengthen relationships with high net worth individuals and, secondarily, major trusts.
- Identify PMDs through your own contacts and existing connections within Young Life, developing long-term relationships, cultivating and stewarding support.
- Represent Young Life in various settings, including high-level meetings, conferences, key networking events and speaking engagements directly related to major gift development and ways to promote the work of Young Life in London and further afield
- Work collaboratively with senior management and other fundraising colleagues across the organisation
- Strive to connect donor interests with different parts of the Young Life mission, prioritising London, and then UK & Ireland, Europe and mission-wide/globally. Invite and accompany donors to YLI events and activities with a view to sharing first hand experience of the mission.

Cultivating Relationships including Communications & Events

- Plan and implement a strategy to cultivate, care for and communicate with MDs and PMDs and track stages and progress of relationship development
- Support the London Director and London Lead Team in connecting and communicating consistently with major donors and potential major donors in London
- Communicate with excellence:
 - Plan, organise and host impactful vision events to inspire and engage MDs and PMDs
 - Take MDs/PMDs on relevant trips to see different aspects of the mission that would inform them about specific projects and encourage support
 - Oversee the design and creation of relevant digital, printed and video materials
 - Design and deliver appeals to key individuals and groups to maximise fundraising potential
- Participate in and, where appropriate, host, teach at and/or lead relevant gatherings of adults and/or young people

Systemise & Track

- Organise, track and measure KPIs and fundraising outcomes
- Report on progress
- Ensure data is populated, maintained and utilised effectively to enhance the journey for MDs/PMDs whilst providing necessary up-to-date reporting on MDs/PMDs to relevant parties such as the UK & Ireland Director and the UK Trustees

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Job description



Steward

- Implement and oversee an effective thanking and reporting process following successful securing of funding
- Implement personalised stewardship plans to retain and grow donor support

Trusts

- Lead on the securing of grants from key UK trusts

Other

- Ensure the MD/PMD engagement and fundraising function is compliant with GDPR and YLI policies regarding data management and fundraising procedures
- Engage with London, UK & Ireland, Europe and global staff and be present at meetings and ministry events, as appropriate and agreed
- Attend and participate in job related training programmes, locally, nationally and internationally, as assigned
- Contribute towards staff prayers and, on occasion, lead devotions
- Perform other duties as assigned

Essential Prerequisites (from Young Life's Bylaws - article VII)

"Because of Young Life's exclusive Christian purposes of evangelism and discipleship as set forth in its Articles of Incorporation and in these Bylaws, and to reflect what has always been and will continue to be the position of Young Life, specifically the Christian belief that each and every employee and volunteer of the corporation should minister as a servant of God whose primary responsibility is proclaiming the gospel of Jesus Christ and, as such, is an integral part of the Christian mission and ministry of the corporation, Young Life shall only employ individuals or enlist volunteer leaders who: (a) profess a belief in Jesus Christ as their personal Savior and Lord; and (b) subscribe to the statements and policies required of all Young Life staff, including the Young Life Statement of Faith. Therefore, employees and volunteers of Young Life, during working and nonworking hours, shall: (i) be ready, willing and able to fulfill such ministry functions as may be required by the organization; (ii) refrain from conduct and statements that detract from the biblical standards taught and supported by Young Life, and (iii) abide by all policies and practices of Young Life including, without limitation, those related to religious belief or ministry activities."



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Person specification

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Person spec



Person specification

Personal

- A vibrant Christian commitment, with a desire to embed faith into leadership and fundraising initiatives.
- A deep passion for the organization's mission and values, driven by both impact and results.
- A highly relational and inspiring leader, able to engage and motivate donors, teams, and stakeholders.
- Integrity and credibility, serving as a compelling ambassador for the organization's vision.
- Open to giving and receiving feedback, with a growth mindset and a commitment to continuous improvement.
- Ability to work collaboratively and with confidentiality.
- Able to regularly travel within and occasionally travel outside the UK.
- Willingness to share about the organisation within a live event environment (for example, with donors at club or camp events)
- Willing to work according to YLI policies and practices, including our Faith and Conduct Policies, which are available on request.

Professional experience and qualifications

- Proven success in a senior fundraising role, with a strong track record of securing and growing income.
- Demonstrable leadership experience, capable of managing a high-performing team and delivering through others.
- Experience in developing and executing an integrated fundraising and marketing strategy, aligning with organizational goals.
- Proven ability to build strong relationships with major donors.
- Experience in securing multi-year funding from Trusts, Foundations, and institutional donors.
- Ability to organise and deliver high-quality vision events to enable prospects to hear the case for support for YLI.
- Experience of working with faith-based NGOs
- Ability to think and plan strategically, contributing to organizational culture-building and long-term decision-making.
- Project management skills, with the ability to oversee multiple fundraising initiatives and deliver results.

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How to apply



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How to apply



Young Life International is working exclusively with Charisma Charity Recruitment.

Applications should be submitted through the [Charisma website](#) and include:

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role, including the genuine occupational requirement to be a practicing Christian. Please also describe any potential conflicts of interest.

For an informal and confidential discussion about the role, please contact Nick Thomas, Consultant, Charisma Charity Recruitment on 01962 813300 or email info@charismarecruitment.co.uk.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion*, sexual orientation, age, veteran status or other category protected by law.

***In accordance with the equality act 2010 it is a genuine occupational requirement that the post holder is a practicing Christian.**

Closing date: Sunday 23 November 2025

Charisma vetting interviews must be completed by: Tuesday 25 November 2025

First stage interviews with Young Life International (Virtual): w/c 1 December 2025

Final stage interviews with Young Life International (In-person): w/c 8 December 2025



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