



# Young Life International London Director of Development

**Candidate Pack**

**March 2026**



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UK & Ireland

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# 1

## 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**

# 2

## About us



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# 2

## 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.



# 2

## 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.**

# 2

## 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.

# 3

## Job description



# 3

## 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 18.6% inner London weighting if applicable)
- Contract / Hours:** Permanent / Full time (40 hours per week). Open to flexible working and compressed hours.
- Location:** Hybrid, in London (min 1 day per week).  
You'll also have the chance to travel, 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:**
1. Once a week - 90 - 120 minutes online with London Director
  2. Once a week - London staff planning day 9am to 5pm in person
  3. Termly - London staff planning day 9am to 5pm in person
  4. Twice a year - in person events with the London team (includes Christmas and summer socials)
  5. Once a year - all UK staff gathering
- DBS Check** Enhanced and a PVG (due to camp in Scotland)

# 3

## Job description



### Role description

#### Purpose of the position

This role puts you at the heart of building and developing relationships with London's high-net-worth community, fueling Young Life International's ability to grow local ministry and impact the lives of more young people in London and beyond.

#### Job summary

You'll engage with London's major donors and high-potential supporters, securing transformative funding that fuels YLI London's work and helps expand Young Life's mission across the UK, Ireland, and Europe. Through authentic relationship-building and inviting donors to experience YLI's life-changing work firsthand, you'll play a key part in shaping the future of young people in London and beyond.

You'll work toward ambitious personal goals while guiding the wider team toward collective success leading by example in donor stewardship, developing others, and raising the standard of excellence across the board.

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+

# 3

## Job description



### 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

# 3

## 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."

# 4

## Person specification



# 4

## 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 charities 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.

# 5

## 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](mailto: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: Applications are being reviewed on receipt and interviews will be conducted on a rolling basis. When a suitable candidate is found the role will close, so please apply without delay to avoid disappointment.**



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