



Recruitment pack

Philanthropy Lead

Introduction

Hello!

Thank you for your interest in Christians Against Poverty (CAP) and in this exciting role.

Our names are Becs and Harriet, and we are the Heads of Philanthropy. We lead a talented and creative team dedicated to fueling CAP's mission through meaningful partnerships. It is an exciting time to join us as we develop our ambitious plans for growth and to celebrate our 30th anniversary year.

We are looking for an experienced relationship manager to join us in the Philanthropy team. We are seeking someone with first-class communication and interpersonal skills who can build authentic rapport with a variety of stakeholders including philanthropists, trusts and corporate partners.

If you are ready for a new challenge at a truly inspiring cause, where we live and breathe our Christian values and see vulnerable lives transformed every day, this could be your perfect next step.

Please contact Nick at Charisma to explore this opportunity further.

We look forward to hearing from you!

With blessings,



Becs and Harriet

Becs Lee
Head of Philanthropy - Strategic Engagement

Harriet Mace
Head of Philanthropy- Strategic Development

About CAP

Christians Against Poverty (CAP) has been serving people experiencing unmanageable debt and poverty since 1996. In that time, we've developed highly effective expertise to break into the overwhelming mix of financial difficulty, isolation, chaos and severe stress, and as a result we've seen tens of thousands of people break free and start afresh.

Backed by CAP's experience and expertise, hundreds of local churches across the UK deliver face-to-face debt help, job clubs, life skills groups and money coaching, through which people find hope, peace, freedom and, in many cases, a personal relationship with Jesus.

Together with churches and individuals who share our heart to see an end to UK poverty, we're a movement that's making waves across the UK, bringing the gospel message to life in local communities, and seeing lives transformed for eternity.

Our purpose

To inspire and equip churches across the UK to help people out of debt and poverty and see them become followers of Jesus.

Our vision

Transformed lives

We want to see people across the UK released from poverty, living with faith in Jesus and hope for the future.

Thriving churches

We want to see churches that have become the beating heart of their communities, actively serving them and bringing the hope of Jesus.

An end to UK poverty

We want to see a hope-filled society, free from poverty, with churches united to improve the lives of those facing debt and financial hardship.

Our values



We are Christ-centred

Christ-centred in action: rooted in faith and fuelled by love

Jesus first. Always. We share the gospel and are guided by his teaching. We demonstrate unwavering compassion, faith, and integrity with each other as well as those we serve, partner with and are supported by.

We're Christ-centred when we seek to behave like him in every action. We know that it's in God's strength, as his co-workers, that we do our work to bring his kingdom here on earth. Prayer and worship are patterns of our daily behaviour, and we inspire and equip churches as a channel of God's grace to the world.



We are joyful

In action: choosing gratitude and celebrating transformation

Whatever the reality of poverty throws at us, we choose joy. The deep joy that comes from being rooted in Christ is our strength and brings strength to others. Every day, we embrace thankfulness, rejoicing with our church partners when those we serve experience moments of faith and hope on their journey, discovering life to the full.

We don't ignore or minimise challenging circumstances, but intentionally focus on God's goodness amidst them, remaining thankful through the difficult and rewarding journey of serving people who experience poverty. We're joyful when we celebrate every win, big or small, for those we serve and partner with.



We are compassionate

In action: driven by justice and moved to action

Jesus wept. And so do we. Driven by a deep hunger for justice and mercy, we put others first and understand their experiences, showing empathy and care for those we serve, our partners, supporters and each other. We're moved to action every day by the poverty we see in our broken world.

We're compassionate when we're intentionally kind, listen actively, set boundaries, prioritise wellbeing, and offer and receive thoughtful feedback. With faith in Jesus' restorative justice, we pursue restoration and seek reconciliation.



We are collaborative

In action: collective innovation that transforms lives

We know we can't solve poverty alone, so we collaborate. We deliver our services in mutual relationship with the UK Church, and partner with individuals, groups and people of influence to reach our vision. We include all voices, welcome diverse perspectives and remain agile in our approach. We innovate together to solve problems and make a dynamic impact on UK poverty.

We're collaborative when we work transparently, pursue excellence and remove hierarchy. We co-design with those who've experienced poverty, knowing their expertise delivers stronger solutions for everyone. By working together in this way, we collectively bring Jesus' message to the world.



We are bold

Boldness in action: fearless service and uncompromising effort

Poverty won't give up, so neither will we. Our team and ministry is dynamic and determined. We stand uncompromisingly on our faith in Jesus and fearlessly follow him into the darkest places. We embody courage and conviction in all we do, presenting the gospel message in words and actions.

We're bold when we take full responsibility for our actions and outcomes to deliver exceptional service to our church partners and those we serve. Boldness means speaking truth to power, offering prayer and choosing Christ-like actions.



About the Executive team

The Executive team are a group of experienced and skilled individuals who each hold the dual responsibility of leading their directorates and the wider charity. We're committed to working in collaborative and agile ways to develop and lead organisational culture and strategy. We lead in a manner that serves and equips our teams, ensuring Jesus is central in our activities and the way we work together.

You can find out more about the team at capuk.org/about-us/our-team



Philanthropy Lead

Role details

Job title	Philanthropy Lead
Location	Remote with travel
Contract	Permanent
Hours of work	Full-time (37.5 hours) or Part-time (min 30 hours)
Salary	Minimum £33,980-£37,757 plus excellent benefits
Annual leave	34 days per year (including bank holidays)
Pension	Minimum CAP contribution 6.5%, Employee contribution 1.5% CAP will match any additional personal contribution up to a maximum 3.5%
Benefits include	<ul style="list-style-type: none">• Cycle to work scheme• Length of service awards• Employee Assistance Programme• Mental health days• Wellbeing awareness days• Sick pay• Emergency care days• Flexi-time• Revive days• Conferences• Apprenticeships• Personal development• Mentoring and coaching• Accredited qualification• Aspiring Leadership Programme• Development for managers and leaders

Philanthropy Lead

Context

We are building a church-based movement against poverty, delivering the right messages at the right times to inspire action and support. Our goal is to grow and strengthen a movement of individuals and churches with a heart to end UK poverty together.

We inspire our supporters to give, act, and pray, demonstrating hope to those burdened by debt and poverty. We highlight how God uses CAP to mobilise people and churches, transforming lives, churches, communities and society itself.

We are driven to raise the necessary funds and partnerships needed to achieve CAP's vision of transformed lives, thriving churches, and an end to UK poverty. We collaborate with other fundraising and communications teams to provide a fantastic and rewarding supporter experience.

Purpose

As a Philanthropy Lead at Christians Against Poverty, you will be the bridge between visionary donors and life-changing impact. We are seeking an expert relationship manager to inspire new prospects and steward high-value donors, deepening their connection to our mission and securing the vital income required for CAP's future growth.

In this role, you will leverage your expertise to specialise in key areas across CAP's philanthropic income streams, including;

- Major Donors,
- Prospect Development,
- Trusts and Foundations.

You will be an experienced and confident relationship builder, communicator and natural connector, with the ability to cultivate meaningful relationships with high-value donors and partners to achieve ambitious targets.

Passion

Our supporters are more than donors, they are a crucial part of the work we do. We are passionate about ensuring our supporters feel connected, engaged, inspired and committed to tackling poverty in the UK through CAP. We want to give our supporters the best experience of Christians Against Poverty.

Philanthropy Lead

Accountabilities

Strategic Implementation & Fundraising

- Implementation of a strategic plan to significantly increase major donor income, with a target of 17.5% of overall revenue within 3 years.
- Implement a comprehensive fundraising strategy for major donor income, aligned with CAP's overall strategic priorities.
- Execution of market research and competitor analysis to identify new funding opportunities and best practice in Philanthropic fundraising.
- Build strong relationships with key internal stakeholders, in order to identify points of engagement and draft appropriate funding bids.
- Represent CAP at high-level events and conferences to build relationships with potential donors and partners.

Major Donor Development

- Manage a designated caseload of high-net-worth individuals or trusts, cultivating deep and meaningful relationships.
- Conduct face-to-face meetings, personalised communications, and bespoke stewardship plans to cultivate and steward major donors.
- Develop compelling restricted funding projects to attract major donor investment.
- Implement a donor recognition program to acknowledge and celebrate major donor support.

Philanthropy Team Membership

- A member of the Philanthropy Team of our Mission and Movement Directorate.
- Providing peer support and development with other members of the Philanthropy Team, fostering a high-performing and collaborative environment.
- Work with the Head of Philanthropy to set ambitious targets and KPIs for the postholder, ensuring they are aligned with overall fundraising goals.
- Ensure the timely submission of funding requests and effective stewardship of donor relationships.
- Implement robust systems and processes for donor relationship management, data analysis, and performance tracking.

Impact & Reporting

- Ensure that the CRM is updated with engagements, proposal submissions and engagement plans in a timely fashion.
- Develop compelling narratives and impact reports that effectively communicate the impact of major donor support.
- Track and analyse key performance indicators (KPIs) to measure the effectiveness of fundraising efforts and identify areas for improvement.
- Provide regular updates on fundraising progress to the Head of Philanthropy.

Innovation & Best Practices

- Stay abreast of current trends and best practices in major donor fundraising.
- Implement innovative fundraising strategies, such as engaging new philanthropists, digital engagement, corporate engagement and high-impact events.
- Evaluate philanthropy activities with the rest of the team and the Fundraising Insight & Innovation team to develop a deeper understanding of supporters and identify new prospects, making data-informed decisions.
- Champion a culture of continuous learning and improvement within the Philanthropy Team.
- Create opportunities for supporters to engage at a senior level and deepen their relationship with CAP, working with the CEO and other senior staff.

Communications & Campaign Management

- Plan philanthropy initiatives that in order to produce excellent bids, proposals, events, and reports, delivered on time and within budget.
- Coordinate with the Brand and Digital Marketing teams to align messaging and campaigns.
- Ensure philanthropy plans align with brand guidelines and fundraising regulations.

Measurable Outputs

- Implementation of an annual philanthropy plan that contributes to the wider long-term fundraising strategy.
- Deliver assigned agreed annual income targets for philanthropy which may include:
 - Major Donor income
 - Trusts & foundations income
 - Corporate income
- Deliver key philanthropy targets as agreed in line with the above income targets, including:
 - Number of major donor prospects engaged and converted to a managed relationship
 - % of major donor caseload met
 - Average gift size from major donors

Culture

- Clearly live out and embrace the cultural values of CAP.
- Clearly demonstrate a heart and passion for the charity.
- Sincere acceptance, understanding and practice of the Christian ethos and purpose of the charity.

Other responsibilities include

- Being willing to pray with staff and fully engaged with our Christ-centred culture.
- Encouraging friends, family and other contacts to support the charity through the Life Changer program, and other fundraising initiatives.
- Attendance at CAP staff conferences.
- Completing all compulsory CAP training within given timescales.
- This role falls within the scope of the FCA's conduct rules, and you will be provided with training as to how these apply to the role. It is your responsibility to ensure that you follow these conduct rules.

The above job profile is a guide to the work you may be required to undertake but does not form part of your contract of employment. It may change from time to time to reflect changing circumstances.

CAP celebrates the value of diversity and our aim is for our workforce to be as inclusive as possible as well as representing the communities we serve. With this in mind, we welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are committed to continue building an environment that embraces diversity and includes all.

Person

Education

Essential

- HND level or equivalent experience of critical thinking

Desirable

- A relevant qualification in fundraising/marketing or equivalent in a relevant discipline (communications, sales, relationship management).

Experience

Essential

- Proven track record of success in relationship management
- Experience and understanding of the charity sector through work or volunteering
- Demonstrated ability to build and maintain strong, long-term relationships with High-net-worth individuals.
- Exceptional interpersonal, communication, and presentation skills.
- Strong strategic planning, analytical, and problem-solving skills.

Desirable

- Strong understanding of fundraising best practices and regulatory requirements.
- Experience of managing budgets for projects and campaigns.
- Knowledge of fundraising databases and CRM systems and Salesforce in particular.
- Track record of securing major gifts/contracts (5-6 figures)
- Philanthropy fundraising experience

Skills/Abilities

- A proven relationship manager who can inspire, influence and deliver results.
- Strong negotiation and influencing skills, particularly in building partnerships.
- Excellent interpersonal skills to build strong and collaborative relationships with internal and external stakeholders.
- Excellent and passionate written and verbal communication skills.
- Highly organised and able to manage competing priorities.
- Strong financial literacy, including experience managing budgets, tracking performance and forecasting income.
- Able to analyse complex situations, identify challenges, and make sound, data-driven decisions.
- A high level of emotional intelligence.

Person

Christian commitment

- The candidate must be able to give both verbal assent to and practical demonstration of Christians Against Poverty's Statement of Faith and core values.
- Must be able to actively participate in prayer and worship, whether individual, small group or corporately, as an expression of their own personal faith and in line with CAP's Statement of Faith.

Safeguarding

All adults working in or on behalf of CAP have a responsibility to safeguard and promote the welfare of children and adults. This includes:

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- A responsibility to ensure a safe environment in which CAP services can be delivered.
- Identifying children and adults where there may be safeguarding concerns.
- Following the CAP Safeguarding policy in addressing any concerns appropriately.

Statement of faith



The triune God

We believe that there is one living God, revealed through the Bible as the Father, the Son and the Holy Spirit. The universe is the creation of the one living God and reveals God's existence, power and goodness.



Human beings

Every human being, male and female, is an image bearer of the Creator – created in order to love, worship and obey God. We're built to relate to one another in love, to care for creation and to seek justice compassionately. Being made in the image of God, every individual is unique, sacred, dignified and equal.

God loves and cares for everyone as shown by the sacrifice of Jesus Christ and the grace this sacrifice makes possible.

All humans have sinned (acted contrary to God's nature and purpose) by rejecting his authority and disobeying his commands. We're therefore alienated from God, one another and creation. This unchecked rebellion leads to eternal separation from God.



Jesus the Christ

Jesus of Nazareth is the Son of God, the Messiah uniquely appointed by God to bring salvation to the world. Jesus Christ, being in very nature God, came to Earth. Becoming truly man, he taught and modelled for us the new life of the kingdom of God. In his death on the cross, he took upon himself the sin of the world, bearing its full cost and penalty. This was so that we can be put right with God through his grace, by faith in Christ alone.

On the cross, Christ also entered into our suffering, defeated the powers of evil and accomplished the reconciliation of all creation. In his bodily resurrection, he defeated death for us all and gave us the way to eternal life. Through his ascension, he is exalted as reigning Lord. At his return, he will fully establish the universal reign of God's kingdom.



Holy Spirit

The Bible testifies to the Holy Spirit's activity both in creation and history as well as in our lives, empowering us to love generously, experience freedom, fight for justice and proclaim the gospel. The Holy Spirit convicts of sin, leading to faith and repentance, and unites believers to Christ.

Through Christ, God's Spirit is poured out on all believers. The Spirit gives gifts, along with the power to proclaim and demonstrate the gospel, discern truth, pray effectively and advance the kingdom of God.



The Bible

The Bible tells the universal story of creation, the fall and God's redemption of humanity. Ultimately it tells of the hope of a new creation, begun through the person and work of Jesus Christ.

We believe the Bible is the word of God spoken through human authors and that it is trustworthy in all it affirms. We view it as the ultimate revelation of God's identity, character, purposes and actions. We submit to it as supremely and uniquely authoritative for our belief and behaviour.



The Church

The Church is the worldwide community of believers who have been called by God to represent his character of holiness and compassion and to bring justice on earth. We exist to fulfil his mission of proclaiming the new life made possible through the cross and resurrection of Jesus Christ.

As the Church, we're called to worship him and to love him with all our heart, mind, soul and strength and to love our neighbours as ourselves.

Therefore, as Christians Against Poverty, we commit ourselves to:

How to apply

Christians Against Poverty is working in partnership 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 and describing any potential conflicts of interest.

For an informal and confidential discussion about the role, please contact:

Nick Thomas, Senior 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: 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.



Thank you for your interest in using your skills to tackle UK poverty.