



Head of Fundraising

Candidate Pack

December 2025

INTERNATIONAL
MISSION TO
JEWISH PEOPLE



charisma
CHARITY RECRUITMENT



CONTENTS

Section one - Introduction

- Welcome from Joseph Steinberg, CEO

Section two - About us

- History
- Funding
- Organisation chart

Section three - Job description

- Overview
- Specific requirement
- Key responsibilities

Section four - Person specification

- Essential skills and experience
- Desirable skills and experience

Section five - How to apply

- How to apply



1

Introduction



Thank you for your interest in the Head of Fundraising role at International Mission to Jewish People (IMJP). The job description and person specification will give you a clear picture of the role itself and outline the kind of person we're seeking to join our team. You'll also find more about our ministry and vision by visiting our website, www.imjp.org.

It has been my privilege to lead IMJP as CEO for the past eleven years, and I continue to be excited by all that God is doing through this mission. Since 2014, we have more than tripled in size – not just in income and expenditure, but in the scale of our mission work. We are now entering a new season of growth, with a particular focus on expanding our fundraising reach in both the UK and the US.

At our core, we are driven by a single, unwavering purpose: to share the Good News of Jesus the Messiah with Jewish people. This calling, which began over 180 years ago, remains as urgent and essential as ever. And we are seeing new opportunities arise as churches and individuals increasingly engage with our message and support our mission.

We recognise that, following the events of October 7, 2023, and the ongoing conflict in the Middle East, there are significant challenges facing Jewish mission. Yet, we believe the gospel brings the only true hope for reconciliation and peace. If we desire to see transformation in our world, then we must continue in our calling to proclaim Jesus to Jewish people. In Israel, in the diaspora, and beyond.



The Head of Fundraising role is key to that vision. As we deepen our supporter engagement and extend our reach internationally, we are looking for someone who can lead our fundraising with clarity, creativity, and commitment. Working alongside our CEO and communications team, and in partnership with trusted agencies and consultants, the person in this role will shape and deliver the strategies that will enable our mission to flourish.

We are seeking someone who combines strong practical fundraising skills with a heart for ministry. You will need to be hands-on, data-informed, and digitally fluent – someone who is equally confident overseeing appeals, working with external partners, and guiding a small internal team. Above all, we're looking for someone whose Christian faith inspires their work and who shares our desire to see Jewish people encounter Jesus.

1

Introduction



This role will report directly to me and be a key part of our small Head Office team. While the focus is on fundraising, the reach and influence of this post will extend across the organisation, playing a vital role in helping us grow into the future God has for us.

I hope the details in this pack are helpful. If you believe this is a mission you could champion, and if the role aligns with your sense of calling, skills, and experience, we would be delighted to hear from you. You'll find details of how to apply at the end of this information pack.

Thank you once again for considering this role. Please do pray for us as we seek God's leading in this appointment, and for all who will apply.

Yours Sincerely

Joseph Steinberg, CEO



2

About us



Sharing about Jesus across the world

For almost 200 years, in response to God's calling, International Mission to Jewish People has been taking the Good News of Jesus to the Jewish people.

We do this because we believe that this Good News is for everyone.

In the same way, we believe that the Church is for everyone and that there is nothing but good that might come from seeing a universal Church enriched by the faith and discipleship of Jewish believers.

History

International Mission to Jewish People has been at the cutting edge of cross-cultural mission since the mid-nineteenth century and was formed by people with a vision and passion for the salvation of the Jewish people. Originally the British Society for the Propagation of the Gospel among the Jews (BJS), the Society was founded at an inaugural meeting in Regent Square, London on 7 November 1842 and was supported by British evangelical leaders such as Robert Murray M'Cheyne and the great Baptist preacher Charles Haddon Spurgeon.

The Holocaust brought the work of Jewish mission in Europe to a grinding halt but through the heroic efforts of the Society's director Rev I E Davidson, over a hundred Jewish children were air-lifted from certain death in Nazi-occupied Europe. A significant number of those children became believers and of those who came to faith, a high proportion went into Christian ministry.

As the work of the BJS expanded, in 1965 the mission became the International Society for the Evangelization of the Jews (IJS) and eleven years later joined with the Barbican Mission to the Jews, founded in 1879, to become Christian Witness to Israel.

Nearly 200 years after it came into existence, International Mission to Jewish People is still at the cutting edge of cross-cultural, multi-cultural, international and interdenominational mission to the Jewish people, sharing the Good News that the Messiah promised through the ancient Jewish prophets has come, and his name is Jesus. IMJP is on the threshold of yet more exciting change as we seek to respond to the challenge and commission taken up by our founders to proclaim Jesus as Messiah and Lord to Jewish people today.

2

About us



Funding

We are a faith mission and, as such, depend on God to provide for our needs. Nevertheless, IMJP seeks to raise funds by making its work known through public meetings, Christian events, as well as print and e-media.

Members of staff do a lot of the work on the ground by presenting the mission work of IMJP at churches and Christian fellowships, and through the IMJP's publications.

Current and historical financial and associated information can be found in the Trustees' Annual Report & Accounts, available on the Charity Commission website.

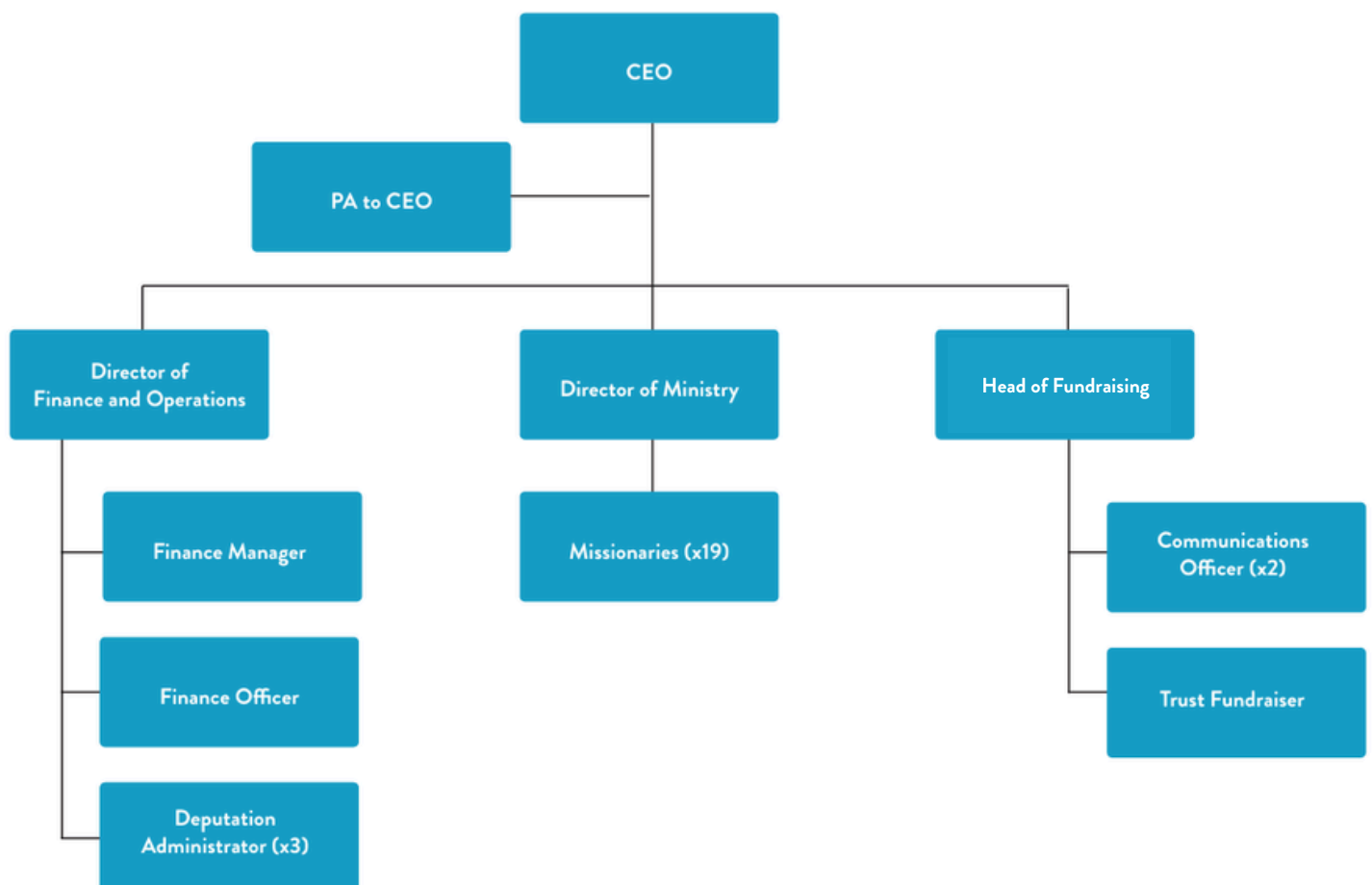


2

About us



Organisation chart 2025



3

Job description



Job Title: Head of Fundraising
Reports To: The Chief Executive Officer (CEO)
Location: Hybrid / Eynsham, Oxfordshire
Salary: Circa £55k plus excellent benefits, including 8% employer contribution pension and health plan.

Overview

This is a hands-on, strategic fundraising leadership position. You'll take the reins in this newly created role and bring fresh energy, clarity, and delivery. Reporting directly to the CEO, you'll lead and develop our fundraising and communications function, working closely with a small, dedicated internal team and several trusted external partners.

This isn't a "high-level-only" post – we need someone who's just as comfortable rolling up their sleeves and troubleshooting technical donation flows as they are shaping campaigns and spotting new opportunities.

You'll line manage two communications staff and oversee the work of several consultants, including a trust fundraiser, a database lead, and a US fundraising partner. There's a strong emphasis on individual giving, digital fundraising, and appeals, with a smaller but steady stream of trust income and legacy gifts.

Specific Requirement

This post is subject to an Occupational Requirement that the postholder is a practising Christian, per part 1 of Schedule 9 of the Equality Act 2010. He/she will be expected to participate and on occasion, to lead staff devotions.

Key Responsibilities

Fundraising Strategy and Delivery

The Head of Fundraising will lead IMJP's income generation with creativity, clarity, and commitment by:

- Developing and implementing effective fundraising strategies that focus on individual giving, digital acquisition, appeals, legacies, and trusts.
- Overseeing the successful delivery of regular donor appeals and fundraising campaigns across multiple channels, ensuring tone, message, and brand consistency.
- Working closely with external consultants (including a trust fundraiser and Masterworks for digital campaigns in the US and UK) to ensure seamless coordination and maximum impact.
- Using data insights to guide fundraising activity, track performance, and identify new opportunities for supporter growth and retention.
- Contributing to the strategic development of IMJP's long-term fundraising goals in collaboration with the CEO and senior leadership.

3

Job description



Digital Fundraising and Systems Integration

This role is central to delivering a connected, data-informed supporter experience by:

- Project-managing the integration of digital platforms and tools used for UK and US donor acquisition and stewardship.
- Ensuring digital donation journeys, payment platforms, and thank-you communications are fully functioning and optimised for engagement.
- Liaising with Masterworks to ensure the US website and Fundraise platform are integrated with back-end systems and reporting tools.
- Collaborating with the communications team to ensure creative content aligns with campaign goals and is effectively distributed.
- Identifying and implementing improvements to fundraising tech and processes to maximise return on investment.

Team Management and Collaboration

The Head of Fundraising plays a collaborative and empowering role by:

- Line managing the communications team, supporting their development and aligning their work with fundraising objectives.
- Working cross-functionally with operations, finance, and international partners to ensure alignment and consistency in messaging and supporter experience.
- Fostering a team culture of learning, creativity, and accountability.
- Providing regular updates to the CEO and Board, including income tracking, campaign performance, and strategic recommendations.
- Supporting the CEO in shaping external communications, church engagement, and fundraising messaging where required.

Donor Engagement and Supporter Stewardship

This role is responsible for deepening donor relationships and ensuring a positive supporter journey by:

- Leading on donor segmentation, stewardship strategies, and supporter journeys for new and existing givers
- Managing the production and delivery of donor communications – including newsletters, magazines, and email updates – in collaboration with the comms team.
- Ensuring that mid-level and high-value givers (typically £50–£100 per month) are nurtured appropriately, with personalised touchpoints where relevant.
- Coordinating the management of donor data (via ThankQ) to maintain accuracy and insight, and working with an external database specialist as needed.
- Overseeing Gift Aid processes and compliance, ensuring all donations are accurately recorded and maximised.

3

Job description



External Relationships and Oversight of Partners

This role is the key link between IMJP's internal team and its network of external fundraising specialists:

- Managing relationships with key suppliers and consultants, including those focused on trust fundraising, data management, and US-based acquisition.
- Coordinating work with Masterworks to ensure digital campaigns in both the UK and US align with IMJP's goals and voice.
- Working collaboratively with the CEO on content development, creative direction, and broader donor-facing materials.
- Ensuring all external activity reflects IMJP's theological convictions, brand, and commitment to excellence.

Additionally, this role will undertake any other duties as required to support the efficient operation of IMJP.



4

Person spec



Essential Skills and Experience

We are seeking a servant-hearted Christian who shares our passion for seeing Jewish people encounter Jesus as Messiah. The ideal candidate will bring a blend of strategic thinking and practical delivery, with strong experience across fundraising and supporter engagement.

Fundraising Leadership & Strategy

- Proven experience in a senior fundraising role, with a strong focus on individual giving, digital campaigns, and donor development.
- A track record of developing and delivering successful fundraising strategies that grow income and deepen supporter relationships.
- Experience of working with external consultants, agencies, and creative teams to shape compelling campaigns and appeals.
- Understanding of legacy, trust, and individual giving, and how to steward donors effectively over time.

Digital and Data-Driven Fundraising

- Familiarity with digital fundraising tools, donation platforms, and supporter journeys.
- Confident in interpreting data and using insights to inform strategy, improve performance, and maximise engagement.
- Experience working with CRM databases (such as ThankQ) to manage donor records, track giving trends, and analyse results.
- Competency in overseeing digital platforms and ensuring technical integrations are functioning smoothly.

People & Project Management

- Experience of managing and developing team members to deliver results, ideally within a fundraising or communications context.
- A collaborative and relational working style, with the ability to influence others and work well cross-functionally.
- Strong project management skills, able to coordinate multiple campaigns, deadlines, and stakeholders.
- Experience managing external suppliers and partners to deliver key projects on time and within budget.

Personal Attributes

- A committed Christian with a strong alignment to IMJP's mission and values.
- Hands-on, proactive, and solutions-focused – someone who takes initiative and gets the job done
- Excellent written and verbal communication skills, with a keen eye for detail and consistency.
- Adaptable and comfortable working in a small team with broad responsibilities.
- High levels of integrity, professionalism, and discretion.

5

How to apply



To find out more about this role, and how to apply, please contact Charisma who will be handling all applications for this role on behalf of IMJP.

Closing date for applications: 8 January 2026

Charisma can be reached at the following:

Contact person: Adam Stacey
Email: info@charismarecruitment.co.uk
Phone: 01962 813 300

Your application should be submitted through the [Charisma website](#) and include your CV and supporting statement explaining clearly your suitability for this particular role.

This post is subject to an Occupational Requirement that the postholder is a practising Christian, per part 1 of Schedule 9 of the Equality Act 2010. During the vetting interview, you will be invited to share your personal Christian journey and involvement in church.

For shortlisted candidates the selection process will include two stages, each involving a panel interview with senior IMJP colleagues who will prayerfully assess and seek to discern the selection of the right candidate.

First stage interviews with IMJP (online): 15/16 January 2026
Second stage interviews (in-person): w/c 19 January 2026



INTERNATIONAL
MISSION TO
JEWISH PEOPLE



charisma
CHARITY RECRUITMENT