



**JUSTICE
& CARE**
Joining forces to end
modern slavery.

Philanthropy Lead

JUSTICE & CARE

Who we are

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Justice and Care exists to bring freedom to people and communities living in the grip of slavery. We rescue men, women and children who have been brutally exploited. We restore their lives. We fight slavery, pursuing and dismantling criminal networks and bringing perpetrators to justice. We secure communities at risk from traffickers and spark systemic change.

Our programmes includes work in Bangladesh helping to spot victims of human trafficking as they are being taken across borders and the pursuing of those responsible through the courts. In Romania, we are helping to bring victims home and raise awareness about the risks of being trafficked. In the UK, we work alongside police to provide critical support to victims. Our work is always victim centric and focused around how to help create systemic change.

We have a strong track record of impact:

- **5,063** people rescued
- **1,134** suspected traffickers arrested
- **4,157** survivors supported
- **1,275** exploiters prosecuted
- **51,164** police officers, public prosecutors, and community leaders trained in trafficking awareness

Our work has led to major systemic change in India, Bangladesh and the UK. It is also award winning – in 2020 securing a coveted Thomson Reuters Stop Slavery Award for our work in Bangladesh and the ‘Breakthrough of the Year’ in the UK’s Third Sector Awards for our Victim Navigator Project. In Romania, we have been given a SocNET (Serious Organised Crime Network) Award for our outstanding contribution to counter Modern Slavery and Human Trafficking, and in Scotland we were recently recognised as “Policing Partner of the Year” by Police Scotland.



Justice and Care is an equal opportunities employer. We value the strength of a diverse workforce and encourage applications from people with disabilities, Black, Asian or Minority Ethnic (BAME) backgrounds, LGBT+ and from different socioeconomic backgrounds.

Role overview...

Modern slavery is the fastest growing crime in the world, with an estimated 50 million victims globally and more than 100,000 in the UK.

Justice and Care joins forces to end modern slavery. We recognise that we cannot do it alone - it needs survivors, governments, law enforcements, businesses, media, NGOs, and investors to work together. There will be no single hero in this fight, and that is why we form partnerships to achieve lasting freedom for individuals and societies.

We have an exciting opportunity for a new Philanthropy Lead to join the Justice and Care Development Team to build partnerships and accelerate the growth of income from major donors. This is a crucial role to support Justice and Care's 10 year strategy to significantly reduce modern slavery in the three strategic locations where we work – Bangladesh, Romania and the UK - by 2035.

With ambitious plans to scale our fundraising to deliver significantly more impact globally, the successful candidate will cultivate and strengthen relationships with existing investors,

as well as identifying and engaging HNWIs and philanthropic foundations (at the five and six figure level) to secure funding for Justice and Care and its priority programmes. The successful candidate will work with the team to help unlock the full potential of our philanthropy programme and raise the profile of the charity externally.

If you are successful, you will be:

- An experienced fundraiser - you have a proven track record of identifying prospective supporters and securing philanthropic partnerships at the six figure level
- A natural relationship builder - confident, emotionally intelligent and able to build rapport and establish trust with a wide range of stakeholders
- An outstanding communicator in person and on paper – you will be able to tell a compelling story and describe our work - whether in 20 seconds or 20 minutes - and you will be an excellent writer

- Results driven - you thrive working towards ambitious fundraising targets and relish the opportunity to take on new challenges
- Confident to make an ask – you are not afraid to encourage people to be generous with their money, time and connections
- Someone who takes the initiative – you are a self-starter, a go-getter and an ambitious type. You will propose solutions rather than focus on problems, and are able to communicate and influence effectively and professionally with internal colleagues, partners and high-net-worth individuals amongst others
- Passionate - you are passionate about the eradication of modern slavery and human trafficking
- Innovative and tenacious - you are optimistic and creative in the face of challenge, always finding a way to maintain momentum
- Willing to roll up your sleeves - you will not be afraid of hard work. A team player, committed to making things work and helping get everything in place to do so

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You would be joining a dynamic and ambitious Development Team that has seen a 750% increase in baseline sustainable income over the last seven years. The team is collaborative and highly supportive, regularly celebrating individual and group successes.





Position in the organisation

You will report to the Head of Fundraising & Development, but with support from other key members of the executive team as you need it, including our Chief Executive. You will also have access to our Board of Trustees and a highly engaged Ambassador Group of senior volunteers.

Scope of the job

Success looks like:

- Hitting and exceeding funding targets - you will engage existing supporters and secure new philanthropic funds through our networks, with a strong pipeline for the future
- Building sustainable relationships - you will be focused on long-term sustainable funding, with excellent relationships stewarded at multiple levels
- Delivering and pioneering engagement tools - you will create new exciting ways for donors to connect with the impact their support is making at Justice and Care, as well as helping to deliver our highly successful events programme

Your work will have a direct impact on Justice and Care's frontline work, allowing us to see more victims rescued, lives restored and traffickers brought to justice. It will also ensure we are able to work with governments to create change at scale.



Main responsibilities

Your key responsibilities include, but are not necessarily limited to:

Strategy

- Develop and implement Justice and Care's philanthropic fundraising strategy and activity plans, ensuring a focus on impact, strong impact growth and ROI.
- Use data and insights to continuously develop the philanthropy programme.
- Develop a strong working knowledge of Justice and Care's programmes, working closely with colleagues to develop proposals and partnership opportunities.
- Act as a mentor to colleagues to collaboratively support the team's success.

Relationship building

- Manage a portfolio of prospects and existing supporters with a primary focus on raising gifts at the five and six figure level, using your passion, sales gifts and strong communication skills to compel people to partner with Justice and Care.
- Develop new, lasting partnerships with high net worth individuals that contribute to a forecasting exponential growth in philanthropy over the next five years.

- Produce high quality written proposals and presentations tailored specifically to donors' personal interests.
- Organise and lead events and international investor trips to raise new income for prospects and existing supporters.
- Act as an external ambassador for Justice and Care, including through representing Justice and Care at relevant events and philanthropic circles, specifically focused on wealth advisers and next generation donors.
- Where appropriate, undertake strategic speaking engagements.

Reporting

- Ensure our supporter database is kept up to date.
- Ensure your forecasting approach is robust with clear visibility of confidence levels.
- Provide regular reporting and track metrics to ensure the portfolio remains on track to deliver organisational goals.
- Provide visibility of income restrictions to enable the organisation to manage the

unrestricted expenditure available to the organisation.

- Highlight risks and opportunities against the agreed budget.

Other

- Liaise and collaborate with others in the organisation as necessary, including our impact, operational and policy teams.
- Undertake other tasks as necessary to contribute to the Development Team and wider organisational objectives.

It is worth noting, this job description is not exhaustive. It merely acts as a guide particularly as this is a new role it may be amended to meet the changing requirements of the charity at any time after discussion with the post holder.



Person Specification

Essential

Experience

- Substantial experience of major donor fundraising, with a proven track record of securing five and six-figure donations
- Experience in identifying prospective major donors, and bringing in new business opportunities
- Proven experience in customer relationship management

Desirable

- Public speaking
- Experience of initiation, development and implementation of strategic processes

Skills/Abilities

- Exceptional communication, networking, influencing, negotiating and persuading skills
- Excellent writing skills
- Able to build and sustain effective working relationships, both internally and with donors at all levels
- Creative and innovative approach
- Proven ability in prioritising complex and wide-ranging opportunities
- Collaborative approach to working cross-organisationally and embedding effective ways of working to deliver shared

- Strategic thinking, and able to develop and implement successful fundraising strategies
- Project management skills



Person Specification

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Essential

Personal Qualities

- Target and outcome driven
- Passionate to do whatever you can to combat modern day slavery
- Adaptable – with a desire to learn and pioneer
- Love working as part of a team
- A self starter
- Listening Skills

Desirable

Skills/Abilities

- Willingness to work anti-social hours, such as for donor events ·
- Occasional travel across the UK
- Occasional overseas travel (approx. once/twice per year)
- All roles require a DBS check



Information for Applicants

Job Title:	Philanthropy Lead
Reporting To:	Head of Fundraising & Development
Contract Type:	Permanent
Location:	London office, but with hybrid working
Salary:	£40,000-£50,000 dependent on experience
Working Hours:	Full time 37.5 hours (For this role we are open to discussing the possibility of reduced hours, flexible start and finish times, or compressed hours.)
Annual leave:	27 days pro-rata + statutory bank holidays + birthday leave
Benefits:	<ul style="list-style-type: none">• Workplace pension scheme• Death in service• Private health care
New staff service:	6 month probationary period

Safeguarding

Justice and Care prioritises Safeguarding. As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with Justice and Care will be subject to satisfactory pre-employment checks. Such checks may be updated periodically during the course of the period of employment. Justice and Care also participates in the Misconduct Disclosure Scheme. In line with this Scheme, we will request information from successful candidates' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her/their understanding of these recruitment procedures.

How to apply:

You must have the right to work in the UK.

To apply for this role, please send your full CV and a covering letter of no more than 1,500 words setting out your suitability for and interest in this post to recruitment@justiceandcare.org. Your covering letter should explicitly address the candidate requirements outlined above. Interviews will be scheduled as applications are received.