



Philanthropy Lead

JUSTICE & CARE

Who we are

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Today, thousands of children will become slaves. Taken to work in brothels, sweatshops, as domestic workers. One every 30 seconds. Do you care about this? As in, really care? If you do, then read on.

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

We have a strong track record of impact - with more than:

- **5,373** survivors rescued
- **1,641** arrests made
- **4,957** survivors supported
- **1,783** prosecutions of exploiters supported
- **65,716** 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 - securing in 2020 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 Programme. In Romania we have received a SocNET (Serious Organised Crime Network) Award for our outstanding contribution to counter Modern Slavery and Human Trafficking.



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

Let's get into the detail...

Position in the organisation

As Philanthropy Lead, you will report to the Head of Fundraising & Development and take a senior role in the Development Team. You will have support from the Chief Executive, the Board of Trustees and our Ambassador Group - a high-value network of senior volunteers.

You will line manage the Philanthropy Specialist, supporting their growth and ensuring we deliver a joined-up, high-performing philanthropy programme.

Team Purpose

The Fundraising and Development Team is responsible for growing income across a range of streams - philanthropy, corporates, trusts and foundations, and individual giving - to advance Justice and Care's global mission. We build long-term, strategic partnerships and create bold opportunities for others to invest in ending modern slavery.

Role Purpose

You will lead our major donor programme - driving ambitious growth in high five- and six-figure giving, managing a small but growing team, and shaping the future of our philanthropy strategy. You will nurture and expand powerful relationships with new and existing supporters, bring bold ideas to life, and work closely with the Head of Fundraising & Development to unlock the next level of potential in our income and impact.

This is a senior role at the heart of our 10-year vision: to reduce modern slavery in the UK, Romania and Bangladesh by 2035. You will join forces and help bring others into that mission - as investors, ambassadors and advocates for change.

Key Relationships

Internal relationships

- Head of Fundraising & Development (line manager)
- Philanthropy Specialist (line report)

- Trusts & Foundations, Corporate and US fundraising leads
- CEO, Trustees and Ambassador Group
- Policy, Programmes, Finance, Impact and Operations teams

External relationships

- Major donors, prospects and philanthropic foundations
- Wealth advisors, family offices, and strategic networks
- Donor-facing events, circles and speaking engagements

Main Responsibilities

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

Strategic Leadership

- Develop and lead the delivery of a bold philanthropy strategy with clear growth targets.
- Use data and insight to build a high-performing programme that delivers strong ROI.
- Line manage the Philanthropy Specialist,

providing day-to-day support, guidance and development, and ensuring they are set up to thrive in their role.

- Foster a positive, high-performing culture within the philanthropy team.
- Collaborate across the organisation to shape compelling funding campaigns and partnership opportunities.
- Act as a senior voice within the Development Team - mentoring others and helping drive a culture of ambition, learning and impact.

Relationship Building and Income Generation

- Manage and grow a portfolio of HNWIs and foundations, with a focus on high five- and six-figure giving.
- Identify and cultivate new prospects, forging long-term partnerships that drive exponential growth.
- Map out new networks, markets and opportunities for growth.
- Create high-impact proposals and tailored communications that move donors to action.

- Lead donor cultivation events and international insight trips to deepen engagement and unlock new giving.

Engagement and Representation

- Act as a senior ambassador for Justice and Care in relevant philanthropic and wealth networks.
- Represent the charity at high-level events, panels and private briefings.
- Build influence with key connectors, wealth advisers and next-gen donor circles.
- Speak compellingly about our mission and model to external audiences as needed.

Reporting and Insight

- Maintain accurate, up-to-date records in our CRM (Salesforce).
- Lead income forecasting with clear visibility of pipeline strength and confidence levels.
- Track performance against targets and provide regular updates to senior leadership.
- Clearly flag income restrictions and emerging risks to support agile organisational planning.

Collaboration and Learning

- Work cross-organisationally to shape proposals, gather impact stories and prepare reports.
- Proactively share learning and insight with colleagues to strengthen team performance.
- Take on other duties as needed to advance the work of the Development Team and the wider organisation.



Person Specification

Essential

Desirable

Experience and knowledge

- Proven track record of securing high five- and six-figure gifts from high-net-worth individuals and/or foundations
 - Experience managing donor pipelines from identification through to stewardship and renewal
 - Demonstrated ability to take ownership of income targets and deliver against ambitious goals
 - Experience line-managing and developing fundraising staff or junior colleagues
 - Skilled in developing compelling, tailored proposals and cases for support
 - Confident using CRM systems for portfolio and income tracking
- Experience engaging wealth advisors, family offices or next-gen philanthropists
 - Familiarity with international development, human rights or anti-slavery sectors
 - Experience in philanthropy markets outside the UK
 - Strong public speaking or donor presentation experience
 - Experience planning and delivering high-impact donor events or insight trips

Skills/Abilities

- Exceptional interpersonal skills - emotionally intelligent, persuasive and donor-centred
- Strong written and verbal communication - able to craft compelling narratives that inspire action
- Strategic thinker, with the ability to develop and deliver high-impact fundraising plans
- Supportive people manager - able to set clear direction, give constructive feedback and coach for performance



Person Specification

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Essential

Skills/Abilities

- Highly organised, with strong project management skills and attention to detail
- Comfortable working at pace and adapting to change in a dynamic environment
- Collaborative and proactive - works well across teams and functions
- Insight-driven - uses data and feedback to improve strategy and performance

Mindset and Values

- Deep commitment to Justice and Care's mission and values
- Results driven and motivated by meaningful, long-term outcomes - not just short-term goals
- Pioneering, creative and solutions-oriented
- Humble, reflective and team-oriented
- Decisive, ambitious and courageous
- Ready to lead, willing to learn

Other Comments

- Willingness to work occasional evenings for donor events
- Travel within the UK (frequent) and overseas (1-2 times per year)
- All roles subject to DBS check



Information for Applicants

Job Title:	Philanthropy Lead
Grade:	3
Reporting To:	Head of Fundraising & Development
Contract Type:	Permanent, Full-Time
Location:	London, Hybrid
Working Hours:	37.5 hours per week (For this role we are open to discuss flexible working arrangements)
Salary:	£43,000 - £53,000 dependent on experience
Annual leave:	27 days per year plus statutory bank holidays
Benefits:	<ul style="list-style-type: none">• Birthday Leave• Enhanced Employer Pension Contribution• Private Medical Insurance• Life Assurance• Learning and Development opportunities
New staff service:	6 month probationary period

Read our Total Reward offer to view the full list of benefits

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.
This role is subject to a DBS Check.

To apply for this role, you will need to submit your full CV and a covering letter of no more than 1,500 words, outlining your suitability for and interest in the position. Your covering letter should explicitly address the candidate requirements outlined above.

Applications must be submitted via the online application form.