



Director of Philanthropy and Partnerships – Information Pack

Dear Candidate,

I'm so pleased that you're considering applying for this role at Impetus. We are looking for a bold, driven, and mission aligned individual to join our team to unlock financial and pro bono support to transform the lives of young people from disadvantaged backgrounds.

Impetus invests in the best education and employment non-profit organisations, giving them long-term funding, pro-bono support and our strategic expertise, and influencing policy to deliver systemic change, so that more young people get the education, qualifications and opportunities they need for a fulfilling life. And we can't do this without the generous support of our donors.

This is a senior, strategic role working collaboratively as part of our Senior Management Team, alongside Finance and Operations, Public Affairs and our Investment Portfolio. You will lead a talented team, using your expertise and experience to support them to deliver a significant programme of events, engage donors in the work of our portfolio organisations and direct pro bono support, building their skills and developing them in their roles.

This is a critical time for our organisation as we continue to grow our income and profile. We need to be stewarding our substantial group of loyal donors, who bring not only financial support but wide networks and strong expertise, to demonstrate the shared value of their ongoing support. And as we move into the second year of our new strategy, a critical part of this role will be securing new donors to help us to deliver our ambition.

To do this we need someone who thrives on building relationships, who can craft compelling cases for support, can articulate our unique role and who can inspire donors to invest and reinvest in our work.

If you are passionate about making a difference for young people, and if you want to work with a team that is ambitious, collaborative, and impact driven, then we'd love to hear from you.

Susannah Hardyman
CEO, Impetus

Information Pack

Thank you for requesting the application pack and for your interest in working for Impetus.

This pack contains all the relevant information you will need to apply for this role:

- Information about [the organisation](#) and [our values](#)
- Information about [the team](#) and [the role](#)
- The [job description](#) – [key responsibilities](#) and [person specification](#)
- Our [commitment to equality, diversity and inclusion](#)
- Details on the [application and recruitment process](#)
- [Terms and conditions and benefits](#) of working for Impetus

The closing date for receipt of completed applications is midnight on 18th May.

If you would like to find out more about this role or have any questions regarding the recruitment process please contact Rhiannon Mehta at Prospectus on Rhiannon.mehta@prospect-us.co.uk



About Impetus

Our vision is for a society where all young people, regardless of their background, can thrive in school, secure crucial qualifications, and take their first steps into the world of work on the journey to sustained employment in adulthood, for a fulfilling life.

As a leading impact funder, since 2002, Impetus has been helping the best leaders build stronger organisations delivering the most promising interventions that support young people from disadvantaged backgrounds to succeed against the odds. We do this by using our deep expertise and high calibre networks to give the best non-profits the essential ingredients to have a real and lasting impact, through a powerful combination of long-term funding, direct capacity building support from our experienced team and our pro bono partners, alongside research and policy influencing to drive lasting systems change.

We tackle the three most difficult challenges that affect a young person's ability to succeed in life in Britain today:

- Lost learning through absence, suspensions, exclusions from school.
- Stagnation in education attainment outcomes, which means many are missing out on key qualifications like GCSE English and maths.
- The large numbers of young people out of education, training and employment.

These are challenges that are faced by all young people, but they disproportionately affect young people from disadvantaged backgrounds.

You would be joining a team that is passionate, rigorous, determined, creative and warm. We care deeply for our colleagues, our charity partners and the young people we serve.

Impetus is a registered charity and our charity number is 1152262.



Our Values

In 2022 the Impetus staff agreed the following set of Values to act as our guiding principles as an organisation, and help us to remain focused on achieving our mission to support young people from disadvantaged backgrounds.

Evidence led and results driven for young people

We pursue excellence for the young people we work with, are wholly committed to better outcomes, unapologetically results driven, and accountable for our actions.

High trust, high challenge

We invest the time, kindness, integrity and honesty needed to build and sustain long-term relationships. We focus on developing high trust, to allow for high challenge, helping our colleagues, partners and supporters to be our very best selves in pursuit of our mission.

Diversity enables us to thrive

We seek to embed diversity of thought, background and experience in every aspect of our work. We are open, thoughtful and proactive in better understanding and challenging our assumptions to better deliver the change we seek.

Brave and open

We are brave and open; exploring new solutions to long-term problems, asking difficult questions well; learning from mistakes and challenging the status quo when needed.

Collaboration always

We will not succeed alone. We seek meaningful, productive partnership with others to achieve our mission and drive systems change for young people.



About the team

The Philanthropy team raises income for Impetus and for Impetus partner organisations. The team consists of 16 staff. Impetus has an annual income of £10 million, which we are looking to grow to £12–£14 million within the next few years. The team is led by the Director of Philanthropy and Partnerships.

The Philanthropy team works with major donors, corporates and grant-making trusts, as well as collaboratively with colleagues across the organisation to ensure we make a compelling case to generate new financial commitments and wider support for our work. The team also delivers a high-quality engagement programme of volunteering and pro bono support for Impetus' corporate partners.

In addition to our direct grants, we have several themed funds that support specific areas of our work, currently Connect and Engage, with plans to launch Skills and Attainment. An important part of this role is working closely with the Investment team to shape compelling cases for each fund, and with the Philanthropy team to connect them with the most suitable donors.

Impetus is driven by a shared belief in tackling the barriers that hold back young people from disadvantaged backgrounds in education and employment. Alongside investing extensive financial and non-financial support in our portfolio partners through our Investment team, we also seek to influence decision makers to design and implement evidence-led policy and direct new resources to get young people the support they need through our Public Affairs team. We are resolutely focused on outcomes, driven by quality evidence.

You would be joining a team that is passionate, ambitious, determined and warm. We care deeply for our colleagues, our portfolio partners and the young people we serve.

About this role

The Director of Philanthropy and Partnerships will lead Impetus' ambitious fundraising and engagement strategy, securing major philanthropic gifts, corporate partnerships and pro bono support to meet income targets of £10.4m in 2025, rising to up to £14m by 2028/29. Reporting to the Chief Executive, and as a key member of the Senior Leadership Team, they also share in accountability for the overall performance and culture of Impetus. In their functional role they will create and execute the fundraising strategy, ensure excellent donor engagement, oversee a sector-leading events programme, and lead a high-performing team to deliver against ambitious goals. This role combines being an inspirational ambassador for Impetus and our mission, communicating with clarity and impact, with effective team leadership and governance.

Job description

Title:	Director of Philanthropy and Partnerships
Team:	Philanthropy
Reports to:	Chief Executive Officer
Direct reports:	Development Director (x3), Director of Events Full team size: 16
Salary:	£102,992 per annum plus benefits
Contract:	Permanent
Working hours:	Full time (37.5 hours per week) or part time but no less than 0.8 FTE. We are happy to consider requests for flexible working.
Location:	<p>Hybrid working – at least two days per week in the Impetus office (currently based in Charing Cross, Central London) as well as flexibility to attend key donor meetings/events as required during the day or evenings.</p> <p>In addition to this, all staff are expected to attend regular Impetus in person events. These include staff away days, training events and a monthly Townhall meeting where we come together in person for lunch and intentional cross-team working</p> <p>We may ask you to come to the office three days per week during the first three months to help set you up well for success – ensuring you get the support you need to thrive.</p>
Starting date:	As soon as possible



Key responsibilities

Fundraising and income generation

- Lead the development and delivery of a bold and effective fundraising strategy in collaboration with the Chief Executive and Board, aligned to the 5-year organisational plan and designed to meet ambitious income targets:
2025 fundraising target: £10.4m of which 56% already secured / high probability, growing to £12–14m by 2028/29.
2025 pro bono target: £2.3m (forecast between £2.3m–£3m in future years).
- Secure high-level (six- and seven-figure) philanthropic gifts, grants, corporate partnerships, sponsorship and pro bono support, using the well-established networks and time of the Chief Executive, Board, committees, pro bono partners and staff to meet both personal and team income targets.
- Build new business capability and capacity across both existing and new audiences and channels, fuelled by effective prospect research.

Donor engagement and stewardship

- Lead and refine a distinctive donor engagement and stewardship strategy, ensuring Impetus' unique positioning is communicated with impact and authenticity.
- Oversee our innovative and sector-leading events programme that supports donor cultivation and creates new opportunities for engagement and income, with particular emphasis on the private equity community and other strategic audiences.
- Ensure the Philanthropy and Partnerships Committee is effectively managed and their networks and expertise are harnessed for the benefit of Impetus.

Team leadership and organisational contribution

- Lead, develop and support a high-performing and inclusive team culture, with a strong commitment to continuous learning, collaboration and unlocking individual and collective potential.
- Ensure the Philanthropy team is effectively structured, resourced and managed to deliver the fundraising and engagement strategy, and that supporting systems and processes are in place across the organisation.
- Champion a culture of effective CRM usage across the Philanthropy team, encouraging disciplined donor management practices, ensuring accountability in data-driven performance management, and driving continuous improvement to enhance donor relationships and fundraising outcomes.
- Work closely with the communications team to ensure external communications and fundraising materials are clear, compelling and regularly refined.

- Contribute as a senior leader to the cross-organisational strategy and development of Impetus, championing collaboration across teams and functions and working with Senior Management Team colleagues to strengthen and maintain our values-led culture at Impetus.

External representation and stakeholder management

- Act as a senior ambassador for Impetus, representing the organisation externally, attending events and building high-value networks.
- Build effective working relationships at all levels across the organisation and across priority stakeholder groups.

Governance and compliance

- Ensure full compliance with all organisational policies and procedures, including employment practices, data protection, ethical fundraising and due diligence.
- Ensuring transparent, timely reporting and forecasts to the Board and Resources & Audit Committee in partnership with the Director of Finance.



Person specification

Essential:

- Proven success in securing six- and seven-figure gifts from major donors, high net worth individuals, corporates, and foundations, with a strong track record of meeting fundraising targets and delivering high-level cultivation events.
- Proven experience working for grant-making organisations and/or in frontline delivery roles.
- Strong leadership experience in driving significant income growth within a not-for-profit organisation, with expertise in innovative income generation strategies and donor engagement.
- Exceptional stakeholder management, building relationships with donors, Board members, and senior executives, while leveraging internal and external networks for fundraising.
- Strong management of the fundraising cycle, performance monitoring, and budget management.
- Experience building and leading high-performing, collaborative teams.
- Commitment to, and passion for, Impetus' mission and values, with focus on equality, diversity, and inclusion.
- Demonstrated ability to provide both strategic and tactical leadership, balancing long-term vision with practical execution and fostering a collaborative and inclusive work culture.
- Skilled in using CRM systems to drive data-informed fundraising strategies.

Desirable:

- Experience in the education, children, or youth sectors.
- Knowledge of the private equity sector.
- Experience working with organisations that provide capacity building and advisory support to grantees.
- Experience working with US foundations or organisations.
- Familiarity with Salesforce CRM.



Our commitment to equality, diversity and inclusion

We believe that a diverse workforce leads to an organisation that is more open, creative and gets better results.

We want our team at Impetus to represent the diversity of the people and communities we serve. We also want our team to be one where different experiences, expertise and perspectives are valued, and where everyone is encouraged to grow and develop.

We want to reach a diverse pool of candidates. We are happy to consider any reasonable adjustments that potential employees may need to in order to be successful.

We recognise the importance of a good work/life balance. We do everything we can to accommodate flexible working, including working from home, working part-time job shares and other arrangements.

Please just let us know in your application or at any stage throughout the process (and beyond) if these are options you'd like to explore.

Impetus is an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex and sexual orientation. We value diversity and welcome applications from people of all backgrounds.



How to apply

Please click [here](#) to apply.

You will need to:

- Upload a comprehensive CV and supporting statement.
- We will also share our equal opportunities form which must also be completed and shared with Prospectus.

The supporting statement should be no more than two sides of A4 and should address the criteria in the person specification.

You should also include the contact details of two referees, one of whom must be your current or most recent employer. Referees will only be approached with your express permission.

As part of our commitment to flexible working we will consider a range of options for the successful applicant. All options can be discussed at interview stage.

The deadline for applications is midnight on Sunday 18th May.

Interviews

Preliminary interviews with a Prospectus panel will take place: **w/c 26th May and w/c 2nd June.**

First round interviews will take place: **w/c 9th June.**

Second round interviews will take place: **w/c 16th June.**

You will also be required to provide proof of your eligibility to work in the UK.

Personal Data

Your personal data will be shared for the purposes of the recruitment exercise. This includes our HR team, interviewers (who may include other partners in the project and independent advisors), relevant team managers and our IT service provider if access to the data is necessary for performance of their roles. We do not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you. We do not transfer your data outside the European Economic Area.

Terms and conditions and benefits of working for Impetus

We are committed to supporting staff in a range of ways. The tables below detail some of the support provided:

Financial and Wellbeing Support

Benefit	Detail	Eligibility
Pay	Target is to pay within plus or minus five per cent of the upper quartile for the role in the charity sector	All staff eligible
Pension	In line with auto enrolment legislation all eligible employees will be automatically enrolled into The Pensions Trust pension scheme. 5% employer contribution. 3% employee contribution	All staff eligible
Life Assurance	Four times salary	All staff eligible
Season ticket loan	Interest free – repayable over 10 months	On completion of six-month probation period
Eye test vouchers	Reimburse for the cost of eye examination up to the value of £25 per annum	All staff eligible
BHN Extras	Staff discount site offering special perks for employees	All staff eligible
Cycle to work scheme	Staff save up to 42% on a new bike, e-bike and cycling accessories through this salary sacrifice benefit and can spread the cost of their bike and accessories interest-free over 12 months	All staff eligible
Home and Tech Scheme	Staff save up to 8% on home and tech products at Currys and IKEA, through this salary sacrifice benefit and can spread the cost interest-free over 12 months	All staff eligible

Work life balance

Benefit	Detail	Eligibility
Annual leave	28 days plus bank holidays (this includes three days between Christmas and New Year) pro-rata for part time staff	All staff eligible
	Flexible bank holidays. Staff can choose to work on five of the UK bank holidays and use their annual leave on alternative days (with the exception of those bank holidays that fall during Christmas Closure)	
	Ability to carry over a maximum of five days with any additional days to be at discretion of relevant member of SMT and Director of Finance and Operations and allowed only on an exceptional basis	
	Birthday leave – staff can take a day of leave on their birthday (or the closest available working day if it falls on a bank holiday or weekend)	
	After three years service staff will receive an additional two days annual leave (pro rata). Total entitlement 30 days per year	Staff with three years service
Sick pay (OSP)	Six weeks full pay and six weeks half pay in rolling 12 month. Staff eligible from day one of employment	All staff eligible subject to statutory requirements
Compassionate leave and pay	Discretion of line manager (up to three days paid)	All staff eligible subject to criteria (which include, for example, closeness of family member in event of death in family)
Parental Bereavement leave and pay	Two weeks paid leave	All staff eligible subject to statutory requirements

Work life balance

Benefit	Detail	Eligibility
Dependency leave and pay	Usually unpaid but paid time off may be granted at discretion of line manager	All staff eligible subject to criteria
Carers leave and pay	One week paid leave	All staff eligible subject to statutory requirements
Maternity leave	Statutory Maternity Leave (SML) - 52 weeks	All staff eligible subject to statutory requirements
Maternity pay	Statutory Maternity Pay (SMP) - six weeks at 90% salary followed by 33 weeks at SMP rate	Continuously employed for at least 26 weeks up to any day in the "qualifying week" (15th week before the child is expected)
	Occupational Maternity Pay (OMP) -13 weeks at full pay followed by 33 weeks at Statutory Maternity Pay (SMP) rate	Continuously employed for at least 52 weeks up to any day in the "qualifying week" (15th week before the child is expected)
Paternity leave	Statutory Paternity Leave (SPL) - two weeks	All staff eligible subject to statutory requirements
Paternity pay	Statutory Paternity Pay (SPP) - two weeks at SPP rate	Continuously employed for at least 52 weeks up to any day in the "qualifying week" (15th week before the child is expected)
	Occupational Paternity Pay (OPP) - two weeks at full pay	Continuously employed for at least 52 weeks up to any day in the "qualifying week" (15th week before the child is expected)

Work life balance

Benefit	Detail	Eligibility
Adoption leave	Statutory Adoption Leave (SAL) maximum 52 weeks	All staff eligible subject to statutory requirements
Adoption pay	Statutory Adoption Pay (SAP) six weeks at 90% followed by 33 weeks at SMP rate	Continuously employed for at least 26 weeks up to any day in the week they were matched with the child
	Occupational Adoption Pay (OAP) - 13 weeks at full pay followed by 33 weeks at Statutory Adoption Pay (SAP)	Continuously employed for at least 52 weeks up to any day in the "qualifying week" (15th week before the child is expected)
Shared parental leave	Statutory - maximum 50 weeks	All staff eligible subject to statutory requirements
Shared parental pay	Statutory Shared Parental Pay (ShPP) - maximum 37 weeks at ShPP rate	Continuously employed for at least 26 weeks up to any day in the "qualifying week" (15th week before the child is expected)
	Occupational Shared Parental Pay (OShPP) - 11 weeks at full pay	Continuously employed for at least 52 weeks up to any day in the week they were matched with the child
Parental leave	Statutory - 18 weeks of unpaid leave	All staff eligible subject to statutory requirements
Flexible hours	10am to 4pm are core hours. Office hours are 8am to 6pm	All staff eligible
Work from home	Occasional home working available. Regular working at home available upon request	All staff eligible

Work life balance

Benefit	Detail	Eligibility
Charitable duties or volunteering	Four half days leave per year subject to agreement from line manager and HR	All staff eligible
Employee assistance programme	Health Assured provides a comprehensive employee support service which includes a 24/7 confidential helpline, counselling and bereavement support, financial, legal and medical information, Wisdom Mobile App and online resources	All staff eligible
Health cash plan	Allows staff to claim money back for health treatments and access to services. Also includes employee assistance, discounted rates to health partners and gym memberships	All staff eligible
Give as you earn (GAYE)	Membership to scheme to enable employees to make donations exempt from National Insurance	All staff eligible

Professional Development

Benefit	Detail	Eligibility
Learning and development	A range of organisational and individual training and development opportunities Budget - £750 is allocated to each individual annually, plus a central budget agreed annually	All staff eligible
Professional subscription	Paid for, subject to agreement from HR and line manager	Relevant to role
Professional qualification	May be able to help - discuss with line manager and HR	All staff eligible
Sabbatical leave	Opportunity to request up to three months unpaid sabbatical leave	After 10 years service