



## Director of Philanthropic Partnerships Applicant Pack



## Applicant Pack | Director of Philanthropic Partnerships

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**Term:** Fixed Term - 2 years, with scope to extend

**Hours:** 1.0 FTE, 37.5 hours per week with the opportunity for flexible working hours.

**Salary:** £80,000

**Location:** Hybrid; minimum two days per week in the London office.

**Work pattern:** Full-time (flexible options including part time considered)

**Department:** Fundraising

**Reporting to:** Chief Growth Officer

**Managing:** Front-line fundraising staff, including the Senior Manager of Corporates, a part-time U.S. Philanthropy Lead, and future roles as they are defined.

### CEO Introduction

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Thank you for your interest in joining Mission 44. We're building a hugely exciting organisation and the whole team is inspired by the extraordinary potential we have to change lives for the better.

Established by Sir Lewis Hamilton in 2021, Mission 44 is a charitable foundation working to ensure that every young person can thrive in school and access great careers in STEM. We support bold organisations, leaders and ideas to reimagine the future and transform the lives of young people.

We are incredibly fortunate to have the encouragement and support of Sir Lewis Hamilton, whose personal pledge laid the foundations for our work, and whose vision we are working to deliver. Mission 44 will be a profoundly effective, impact-led place to do great work: we're building an organisation that's inclusive, dynamic and collaborative. We're determined that the time you invest with us will enable you to grow personally, as well as offering the huge professional satisfaction of delivering concrete and lasting change. If this sounds like the right fit, we'd love to hear from you.



**Jason Arthur, Chief Executive**

## About the Role

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Mission 44 is at an exciting inflection point - we're growing, evolving, and expanding our global impact. As our **Director of Philanthropic Partnerships**, you'll be at the forefront of driving our revenue, leading a dynamic front-line fundraising team, and crafting innovative strategies to secure the resources that power our mission. While this role will have a particular focus on expanding our UK donor portfolio, the ideal candidate will come with experience working with global audiences.

This is a dynamic position suited to a strategic doer: someone who builds systems, drives outcomes, and leads by rolling up their sleeves. You'll wear multiple hats - major gift strategist, relationship-builder, data-driven decision-maker, and team leader. You'll personally manage a portfolio of high-net-worth individuals, while also overseeing our growing UK trusts and foundations portfolio. And because we're a fast-moving, ambitious organisation, you'll have the opportunity to shape our fundraising approach, experiment with new ideas, and play a key role in advancing Mission 44's global vision.

You also won't do this alone. You'll work closely with senior leadership and key partners to create a fundraising strategy that's not only sustainable but truly game-changing. If you're excited about making an impact, driving innovation, and rolling up your sleeves in a collaborative, mission-driven environment - this role is for you.

## Working at Mission 44

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### Our team

The Mission 44 team currently has 25 employees. The team is currently organised into four directorates: Impact, focused on grantmaking and research; Fundraising, focused on income generation; Communications, focused on our external-facing messaging and campaigns; and Operations, focused on our finance, HR and operational platform.

We provide a workplace where every team member's contributions are recognised and appreciated. Our goal is to attract a wide range of talented professionals and ensure fair opportunities for all.

### Our values

Everything we do at Mission 44 is guided by our five core values.

- We are **brave**: with an ambitious sense of possibility, we focus on where we can drive long-term improvements.

- We are **collaborative**: we build partnerships and coalitions to solve problems and make change happen.
- We are **curious**: we are evidence-led and continuously learning how best to grow our impact.
- We are **inclusive**: we amplify the voices of the less widely represented.
- We act with **integrity**: we are honest and transparent, and build trust-based relationships.

## Benefits at Mission 44

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### YOUR TIME OFF



#### HOLIDAYS

Enjoy 28 days annual leave, plus a day for your birthday



#### SUMMER FRIDAYS

We finish every Friday at noon in August



#### VOLUNTEER DAYS

Unlimited volunteering leave, as agreed with your manager

### YOUR WELLBEING



#### STAY ACTIVE

Use our cycle-to-work scheme and free gym access



#### STAY HEALTHY

Optional health insurance and access to an EAP



#### STAY WELL

Wellbeing allowance to spend in whatever way works for you

### YOUR FUTURE



#### PENSION

Save for retirement with our generous pension package



#### DEVELOPMENT

Professional development budget of £1k



#### FAMILY LEAVE

Competitive parental leave package

## Key Responsibilities

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### **Fundraising Strategy & Leadership**

- Partner with the CGO to lead the development and execution of a comprehensive fundraising strategy that leverages high-net-worth individuals, trusts and foundations, corporate partnerships, and other revenue sources to grow a sustainable funding base.
- Lead, mentor, and inspire a high-performing front-line fundraising team, fostering collaboration and efficiency across Mission 44 and the broader ecosystem.
- Represent Mission 44 at high-profile external meetings and events (particularly in the UK), positioning the organisation as a leading force in youth empowerment, education, and employment.

### **Personal Portfolio & Pipeline Management**

- Work with the wider fundraising team to identify, map and develop a pipeline of potential supporters across high-value income streams with a focus on delivering against the long term strategy for growth.
- Personally cultivate and manage a UK focused, but potentially global portfolio of 25-30 high-net-worth donors, developing individualised strategies to secure major gifts and multi-year commitments.
- Oversee and grow the trusts and foundations portfolio, identifying and securing relevant funding opportunities in the UK.

### **Donor Cultivation & Stewardship**

- Oversee the development and execution of tailored cultivation and stewardship plans for various donor segments, ensuring long-term engagement and retention.
- Build and maintain strong relationships with existing and prospective donors, ensuring they are actively engaged in and inspired by Mission 44's work.
- Develop initiatives to deepen donor involvement beyond financial contributions, including volunteering and advisory opportunities.
- Lead the strategy and execution of Mission 44's donor communities and new ideas to attract and retain donors.
- Work with the Impact and comms teams to refine and continuously evolve Mission 44's case for support, ensuring donors understand the role and impact of their investment.
- Work closely with the Head of Engagement and Events to implement stewardship and cultivation initiatives, strategically leveraging year-round events for donors, and plans to ensure donors feel valued and appreciated.

## Data-Driven Insights & Reporting

- Monitor and evaluate fundraising performance, leveraging data insights to inform strategy and optimise results.
- Produce and present insightful fundraising reports, forecasts, and analysis to senior leadership and the Board of Trustees.
- Continuously assess and refine fundraising activities, ensuring they align with best practices and organisational goals.
- Collaborate with Finance and Events to ensure accurate forecasting, budget management, and compliance with reporting requirements.
- Implement and refine operational systems and moves management processes to optimise fundraising efficiencies and effectiveness.

## Personal Qualities

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At Mission 44, we believe that success comes not just from expertise but from the right mindset, approach, and values. We've carefully considered the qualities that will enable someone to thrive in this role and contribute meaningfully to our fundraising efforts. The bullets below reflect the attributes of a leader who will help make our team more strategic, effective, and enjoyable. Please consider these thoughtfully when applying.

- **Passionate About Young People:** You are deeply committed to Mission 44's vision of creating a fairer, more inclusive future for young people. Your passion and previous experiences allow you to be effective as a front-line fundraiser.
- **Creative, adaptable, and enterprising:** You excel in taking initiative, solving problems, and bringing new ideas to life in a fast-paced and evolving environment.
- **A Proven Fundraiser:** You have a track record in securing major gifts from high net worth donors globally and building long-term donor relationships. You understand the nuances of high-value fundraising and can create compelling cases for support.
- **Remote-Savvy:** You excel at building trust and relationships across different time zones and remote settings. Given that the Chief Growth Officer is based outside of London, you are comfortable with flexible scheduling to accommodate global meetings and playing a key leadership role in the London office.
- **A Team Leader & Motivator:** You have experience managing and mentoring fundraising professionals, fostering a collaborative, high-performing culture that drives results.
- **Data-Driven & Analytical:** You use data to inform decisions, track performance, and optimise fundraising strategies. You're comfortable presenting insights to leadership and pro-actively think about the right data-sets to inform decisions.

- **An Excellent Communicator:** You are skilled at building relationships, engaging stakeholders, and inspiring donors, whether in-person or remotely.
- **Detail-Oriented & Organised:** You have exceptional project management skills, ensuring that fundraising efforts are executed flawlessly and efficiently.

## Knowledge, Skills, and Experience

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### Essential

#### Fundraising Leadership and Strategy

- At least 8-10 years working in nonprofit fundraising, business development, sales, startups, marketing, or new product development/management.
- Demonstrated ability to build from scratch or scale up a fundraising function.
- Demonstrated success in securing diverse revenue streams for organisations with budgets of £10M+.
- Strong track record of effectively managing, leading, and inspiring a high-performing fundraising team in a hybrid/remote environment.
- Solutions-oriented, with a proven record of problem-solving complex and high-stakes external partnerships.
- Knowledge of philanthropy, grant-making and HNW landscape including philanthropic motivations of individuals, companies and foundations, and the relevant giving mechanisms and strategies they deploy.

#### High Net Worth Fundraising and Stewardship

- Proven track record of designing, pitching, and closing £100,000+ gifts from high net worth individuals and UK trusts & foundations
- Deep understanding of donor cultivation, solicitation, and stewardship practices — including the design of tailored donor journeys and strategic engagement plans.
- Strong relationship-building skills with a focus on authenticity, trust, and long-term partnerships.

#### Systems thinking and operational excellence

- Deep understanding of the sales cycle, fundraising strategies, systems, and processes.
- Financial acumen and understanding of nonprofit finances.
- Highly organised, with strong prioritisation skills and the ability to balance short-term needs with long-term strategy.

- Experience with forecasting, reporting, and budget management in a fundraising context.

### **Values and Culture Alignment**

- A deep commitment to inclusive education and youth empowerment.
- Strong emotional intelligence and the ability to engage authentically with diverse stakeholders.
- Experience working in a start-up or fast-growth environment, particularly in building or scaling a function, team, or organisation.

### **Desirable**

- Exposure to international fundraising or donor engagement, particularly in emerging or high-potential markets such as the United States, Brazil, or Italy.
- Familiarity with philanthropic advisory services, family foundations, or private client fundraising, with an understanding of donor motivations and relationship dynamics in those settings.
- On the ground experience and perspective on under-resourced communities, school and workforce systems to authentically and respectfully raise funding and communicate program participants' stories.
- Insight into the dynamics between celebrity-led platforms and purpose-driven missions, with the ability to harness visibility while ensuring the organisation's identity and impact remain front and centre.
- Lived experience or strong understanding of regional inequalities, access barriers, or shared lived experiences of the communities served.

### **HOW TO APPLY**

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Please submit an anonymised CV and a memo answering three questions (remove any identifying details such as name, address, photos). Your submission should answer the following three questions (max 350 words per question):

- What excites you most about our mission and what makes you a great fit for this role in line with our values and the criteria outlined in this job description?
- Describe a time you designed and led a successful fundraising or sales strategy that resulted in revenue growth. What were the key components of your approach, and how did you align your team / stakeholders to deliver results?
- Give an example of how you cultivated a relationship with a high-net-worth individual or foundation that led to a major gift or long-term commitment. What was your process for identifying, engaging, and stewarding this donor?



Mission 44 will be supported in this appointment by the executive search firm, Perrett Laver. Perrett Laver will support the selection committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify and warmly welcome applications from talented people of diverse backgrounds without regard to age, disability, gender, gender identity, gender reassignment, sexual orientation, pregnancy or maternity, parental status, marital or civil partner status, race, color, ethnic or national origin, nationality, religion or belief.

The salary range for this role is circa £80,000 in addition to a range of benefits including a competitive pension scheme, private health insurance and generous annual leave allowance. The successful candidate will be based in London, United Kingdom, and will be expected to be in the office at least two days per week. Flexibility to travel locally and internationally will be required.

Please note that applicants must be eligible to work in the United Kingdom. To apply, please visit our [landing site here](#) **quoting reference 7923. The closing date for applications is 9:00 am (BST) Wednesday 18th June.**

The first round of online interviews will be held between 25th - 27th June. Final interviews will be held in person in London on 9th and 10th July.