

Head of Development (Partnerships & Philanthropy)

Job Level	Level 6	Job Reference No:	#12351
Directorate	Marketing, Fundraising and Communications	Role review date:	May 2025
Service		Function	Partnerships & Philanthropy
		Reports to:	Director of Partnerships & Philanthropy

Scale and scope of role

Direct reports	2	Indirect reports	
Budget responsibility/ accountability	c.£150,000 expenditure on staff	Accountable for other resources	

Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **fundamental principles**: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Purpose of the role

This role will be responsible for developing and delivering the cross functional projects and activities that will drive forward the ambitious Partnerships & Philanthropy (P&P) plan, both long term and shorter term. This role will work across the P&P function to integrate plans, spot strategic opportunities and monitor progress in order to accelerate delivery of the ambitious growth strategy. This role will also work very closely with other functions in the Marketing, Fundraising & Communications (MFC) directorate particularly with the Strategy & Innovation (S&I) function so that the P&P audience is represented in the MFC strategy and vice versa.

Key responsibilities

Developing and delivering strategic projects and activities

- Working with Partnerships & Philanthropy Heads to identify cross functional projects and activities that will drive forward the Partnerships & Philanthropy plan
- Leading the delivery of these using resource from across Partnerships & Philanthropy and Marketing, Fundraising & Communications.
- Ensuring these activities are integrated across Partnerships & Philanthropy and Marketing, Fundraising & Communications and progress is monitored
- Acting as the lead for cross functional Partnerships & Philanthropy input and insight into the Marketing, Fundraising & Communications strategy and activities

Driving forward the culture and engagement workstream in P&P

- Responsible for the delivery of a high-quality culture and engagement workstream, informed by the Partnerships & Philanthropy staff survey results, that will continue to develop a strong and positive culture. This will include Partnerships & Philanthropy specific internal communications, team moments, learning & development and leadership development
- Liaison with the role in the Marketing, Fundraising & Communications Business Delivery team that will support this activity

Leading the International Committee of the Red Cross (ICRC) high value partnership

- Reviewing and finalising the BRC/ICRC high value partnership plan
- Line managing the two roles funded by ICRC that deliver this partnership
- Collating insight and learning from this partnership to build into broader ways of working across the Movement

Leadership Behaviours

- Authentic, consistent and honest leader.
- Actively listens and allows others to be heard.
- Adaptable to changing needs, pressures and opportunities
- Empowers others based on their skills and expertise.
- Demonstrates our organisational values - dynamic, inclusive, compassionate and courageous.

Team Leader

- All team members understand their responsibilities and objectives.
- All resources involving staff are managed in accordance with BRC policies and procedures.
- All staff are kept informed of all relevant organisational plans and updates on development.
- Team ideas and comments are communicated and forwarded appropriately.

Team Member

- Actively participates in all team meetings.
- Supports other team members
- Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamics)

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre-engagement checks

Criminal Records

Type of criminal record checks required for this role

England and Wales – Disclosure and Barring Service (DBS)
• None
Scotland
• None
Northern Ireland
• None

Drivers Check - Required – No

International roles only

If you have been living outside of the UK we will request international police checks in lieu of a UK criminal record check.

International Police Check	Yes	No
International Driving License for manual cars	Yes	No

Person Specification

Requirements	Evidence obtained through Shortlisting (S), Interview (I), Assessment (A)		
	S	I	A
Knowledge and Skills			
Essential - Confident and self-aware leadership skills - Strategy development and business planning - Coaching skills to build high performing teams - Deep knowledge and understanding of P&P audiences - corporate, institutional and philanthropy - Working knowledge of project management principles - Very strong external and internal relationship management skills - Ability to assess, comprehend and manage complex written and financial information quickly and accurately - Highly developed written and oral communication, negotiation, influencing and interpersonal skills	S	I	
Desirable - Demonstrable skills in Partnerships & Philanthropy fundraising including personally raising significant gifts/partnerships - An understanding and appreciation of the legislation affecting charity fundraising - Knowledge of the emergency response sector	S	I	
Experience	S	I	A
Essential - Demonstrable experience of leading a high performing projects and developing successful strategies - Strong experience of leading and developing project teams and matrix management - Extensive experience and success in working with Partnerships & Philanthropy audiences - Demonstrable experience of working collaboratively with a range of internal stakeholders and donors to facilitate complex project, concept and budget development and co-creation	S	I	
Desirable - Experience of working at a £100m+, multi-cause, international charity/organisation - Experience of P&P income generation and relationship management	S	I	
Additional requirements	S	I	A
Essential			

