



Director of Fundraising and Operations

Role Type: Permanent, Full Time (part-time and flexible working considered)

Location: London preferred

Salary: £40,000 - £55,000 depending on experience

Khulisa is a charity that reduces crime by improving the wellbeing of the most socially excluded people in society. We do this by supporting, inspiring and empowering people who have been excluded from society, instead of villainising, neglecting or further punishing them, which is an approach that has failed us for far too long.

Khulisa's team of therapists deliver intensive social and emotional skills development programmes for young people in schools, prisons and community centres. We believe that schools and prisons should promote wellbeing in everything they do and as such, we also deliver trauma training for professionals, improving their capacity to support the young people in their care.

Due to significant organisational growth and success over the last 3 years, Khulisa is now looking for a proactive Director of Fundraising and Operations. This role is a fundamental part of the Senior Management team and with 1 direct report, is responsible for managing a portfolio of funding worth £1million. The new Director will take a lead role in developing the organisation's financial and commercial strategy, working closely with the Board and Chief Executive. Having been through such a significant growth period, the Director will also lead on professionalising our operations including the use of data management systems and the ongoing development of our finance processes and procedures.

The successful candidate will have a strong track record of raising income from a variety of sources, such as Trusts and Foundations, Corporate donors and Fundraising events. The successful candidate will also have some experience of creating culture change and new systems within teams, for example upskilling teams to use CRM systems, new financial tracking tools or new policies and procedures which safeguard the organisation. With one direct report and dotted line to the Head of Finance, this role ideally suit a candidate interested in becoming a future CEO or COO.

For further information about the role, please contact the hiring manager, Cara Cinnamon on 07496 013 263 or email cara@khulisa.co.uk

First stage interviews will take place during **w/c 10th February** and final stage interviews are expected to take place **w/c 17th February**.

How to apply

Please submit a CV and a Covering Letter detailing your suitability and motivation to take on the position. The deadline for applications is **Thursday 6th February at 10am**.



Background to the Role

We are facing a wellbeing crisis in the UK, with young people reporting the lowest levels of wellbeing in the world, second only to Japan. There are more than 35 permanent exclusions every school day in England and persistent disruptive behaviour is the most common reason for these exclusions). We know that this behaviour is a cry for help and a signal of poor social and emotional wellbeing which if not addressed, leads to poor life outcomes.

Khulisa has been delivering Social and Emotional skills training to vulnerable young people in schools and prisons since 2007 (and since 1998 in South Africa). We have contributed to (and continue to lead) the growing evidence base proving that Social and Emotional learning (SEL) is essential for all young people and is especially effective for disadvantaged young people. Impact data from our programmes supports the international evidence base that proves that SEL reduces mental health issues, prevents criminal behaviour and promotes not only academic achievement, but lifelong learning, satisfaction and success.

The new Director of Fundraising and Operations joins us at a pivotal moment in our organisational journey. We have almost doubled in size since 2015 and thanks to support from various new funders and high-profile ambassadors, we have been able to generate a compelling and evidence-led theory of change, we have refreshed our brand and strengthened our digital, financial and operational capabilities.

Over the next 3 years, Khulisa will continue its rapid growth trajectory and support 2000 young people and train 500 professionals in how to respond to, and support young people in their care. We will form new partnerships with schools and prisons in London, Sheffield and Manchester to deliver our intensive programmes. We will also continue to generate new evidence and learnings for the sector, making the case for Social and Emotional Learning to policy-makers, grant funders and commissioners.

Job Description

PURPOSE OF THE ROLE: The Director of Fundraising and Operations is a key position within Khulisa's Senior Management Team, with responsibility for setting and delivering the charity's fundraising strategy and for implementing effective systems and processes which support the charity to grow and thrive.

KEY ASPECTS OF THE ROLE: Leadership

- Be an active and engaged member of Khulisa's SMT; contributing to organisational strategy
- Engage the Board, the SMT and broader Khulisa team in fundraising activity and with operational advancements and developments
- Speaking on behalf of Khulisa at sector-specific external events and contributing to our policy positioning on wellbeing and SEL.

Fundraising

- Reviewing and delivering the fundraising and commercial strategy, in order to meet or exceed the annual income target of £850,000 in FY20/21; £950,000 in FY21/22 and >£1,000,000 in FY22/23
- Building and maintaining senior relationships with high profile donors and Khulisa ambassadors
- Identifying and building relationships with potential donors and/or commissioners
- Managing and motivating a Fundraising Manager
- Support and work closely with Khulisa's Head of Finance and Programme team.

Operations

- Working closely with the CEO to review HR policies and procedures
- Working collaboratively with the Head of Finance to review and improve financial processes across the organisation and leading on financial strategy
- Assessing the risk profile of new fundraising and new income opportunities, particularly earned income and public sector contracts
- Leading on the design and development of all organisational policies and procedures, ensuring the charity is operating in line with new and emerging regulations and ensuring the charity is suitably protected from risk
- Managing and reviewing the charity's risk register, in collaboration with the Board and SMT
- Strengthening the organisation's use and dissemination of data and key management information, in order to support decision making, operational planning and internal/external reporting.

Person Specification

- Passion for supporting excluded or vulnerable young people and adults in communities across the UK
- Excellent interpersonal, networking and relationship building skills and ability to influence and inspire supporters
- Ability to communicate with a wide range of stakeholders and build relationships
- Highly motivated and proactive
- Strong time-management skills and ability to manage multiple priorities and deadlines



- Ability to thrive in a small, growing team environment and to lead change
- A strong and demonstrable commitment to the aims of art/dramatherapy, social and emotional skills development programmes or other therapeutic approaches;
- Experience of working within the education, welfare or social justice sectors

Alongside a competitive salary, Khulisa offers a vibrant, well-being oriented culture and benefits, including:

- 25 days leave (plus an incremental 5 days over the Christmas period)
- An annual health and well-being cash benefit
- Flexible contracts (e.g. home-working) to support family-life and work-life balance
- Generous training and development budget to support personal and professional development
- Enhanced Maternity/Paternity/Adoption Leave