



**Trust and Major Grants Lead
Recruitment Pack 2021**



A Welcome from our CEO

Thank you for your interest in the role of Trust and Major Grant Lead at Khulisa.

The successful applicant will be joining a high-functioning and ambitious team, notable for their achievements over the last 12 months in overcoming the challenges of Covid-19, and responding rapidly and effectively to the surge in demand for mental health and wellbeing services for young people across the UK.

Khulisa's work continues to be known for putting well-being at the heart of positive change, transforming the lives of some of the UK's most vulnerable young people and supporting them to increase their self-esteem, enable educational inclusion and reduce their risk of involvement in crime and violence. The highlights of the last year, include:

- **Increasing our reach to young people** – Khulisa supported over 720 young people in prisons, pupil referral units, schools. A record 66% of participants report improved emotional wellbeing (up from 64% in 2018/19).
- **Expanding our Trauma Training for professionals** – Khulisa supported over 3,400 professionals, 100% found training useful and 100% felt prepared to put knowledge they've learnt into practice.
- **Piloting a deep, partnership model for preventing youth violence.**
- **Transforming our delivery model** to make sure it was accessible online to young people during lockdown. We now have digital programmes and toolkits which ensure young people have access to our team and support resources wherever they are.

We have a highly skilled, well-resourced team, and a well established and vibrant Board that is keen to step up and support us to drive our ambitious objectives. We are just embarking on the beginning of a new three year strategy and this role will be instrumental in supporting the important first year of this. We very much look forward to hearing from you and good luck!

Yours sincerely,

Ellie Johnson-Shaw
Interim CEO





About Khulisa

Khulisa (meaning 'to nurture' in Zulu) is an award-winning national charity with South African roots. Our programmes have been successful in reducing violence and conflict in post-apartheid South African communities since 1997 and was first piloted in the UK in 2007.

Since then, Khulisa has developed a reputation as experts in reducing reoffending and crime by supporting young people and prisoners to explore the root causes of their disruptive or violent behavior. Often this behaviour is symptomatic of experiences of trauma, abuse and neglect.

We have worked in prisons since 2007 and in schools and pupil referral units (PRUs) since 2011, delivering SEL (social and emotional learning) programmes. It is now widely accepted that children's social skills (such as conscientiousness, self-discipline and perseverance) are more accurate predictors of their health, wealth and criminal history in later life than IQ or social background.

"It was as if this programme was made for me, I was in the right place and I learnt that people want me around. I learnt how to trust people. It helped me get more confidence and it helped me a lot to control myself. I'm proud of myself, I did really well compared with how I am in class"
– Billy, 13

As such, Khulisa's team of therapists work with young people to provide a range of interventions which are designed to build social and emotional skills. Recent evaluations of our work show that only 7% of our beneficiaries go on to re-offend (almost 8 times lower than the control group), and that young people's motivation, self-confidence and wellbeing are significantly improved.

Over time we have also realised the critical importance of young people having positive relationships and being in an environment which responds effectively to their emotional needs. As a result, we now take a whole-school or whole-prison approach, delivering our interventions in tandem with professional training for prison officers and teachers.

With 10 staff, we support 1,000 young people and train over 3,000 professionals each year. Our key partners include local authorities, schools and prisons. We are also members of London Youth, Clinks, the SCYJ and various other community groups that promote the wellbeing of vulnerable young people.



Our Core Beliefs

Trauma is the root cause of violence, social exclusion and crime. Young people who experienced trauma or adversity are proven to experience delays in social and emotional development. This can have life limiting consequences and often leads to life of violence, social exclusion and crime.

Emotional Health is the key indicator of positive life outcomes for young people. Young people who are demonstrating repeated patterns of violent or disruptive behaviour are expressing a social or emotional need which is not being met. They need support and adequate care, not further punishment or exclusion.

Social & Emotional Skills are proven to promote positive life outcomes and are disproportionately valuable to the most disadvantaged groups. But, new skills will only do so much for young people. We must **build skills** whilst helping individuals to build **positive relationships** in **nurturing environments**. These are the three essential conditions for positive wellbeing.

Our Values

- **To Nurture:** Supporting growth and capacity to enable greater emotional intelligence individually and as a team (self-awareness)
- **To Restore:** Working effectively and restoratively as part of a team – a strengths-based approach to problem-solving and conflict resolution (Relational)
- **To Empower:** Enabling others to thrive and make healthy choices for self, others and the organisation (Community)
- **To Guide:** Leading projects, teams or people in pursuit of our purpose (Moments of Truth)



Khulisa facilitator delivering an ice-breaker

“Khulisa’s programme has had a deep impact on several of the students. It has opened a bit of a Pandora’s Box for some students and is just the beginning of a process that the students will need continued support with.”

– College Principal, NewLAP College, Newham, 2019



Trust and Major Grants Lead

Role: Trust and Major Grants Lead

Salary: Up to £40K (pro rata) – 2.5 days per week

Contract: Fixed term (10 months)*

Reports to: Head of Fundraising and Communications

Location: Mix of WFH and working from our new premises in South/Central London (*expected move in date: August – TBC*) Applications from those living outside of London, welcome.

Benefits: Flexible working options; access to generous wellbeing allowance plus 25 days holiday per year (pro rata) on top of bank holidays and closure over the Christmas period at the discretion of the CEO.

** To ensure we attract the very best talent we are open to discussing flexibility options around our contract terms. If you would like to discuss this with us in advance of applying please contact our Head of Fundraising and Communications, Nora Russell on nora@khulisa.co.uk*

Why Now? Why Khulisa?

We have created a new fundraising role on an interim basis, to support the team as our Director of Fundraising steps into our interim CEO role. The Trust and Major Grants Lead will join us at a pivotal moment in our organisational journey, as we roll out our new strategy.

Since 2015 we have doubled in size, we redeveloped our brand, refined our theory of change, invested in our digital and evaluation capabilities, secured multi-year funding and support from a series of well-respected funders and partners. This has laid solid foundations for future growth as we seek to expand and scale our programmes, reaching the most vulnerable young people across the UK.

At Khulisa we have a strong fundraising product, are working in an area of high demand and thanks to investment in our monitoring and evaluation, are able to show how our work has real impact. These attributes make fundraising for our work an exciting prospect, with a strong pipeline, that continues to grow as opportunities and funds open. We know that competition remains fierce, especially in the wake of the pandemic, but we continue to maintain our funding ratios and meet ambitious annual targets.

Trusts and Foundations are interested in our work, based on our theory of change and area of expertise and we are in a unique position to be able to respond to the increased demand that covid-19 has brought to young people's wellbeing. We have already secured 48% of our income for this year and are looking for strategic and multi-year funders, as opposed to emergency or covid-19 support funders.



Internally, leadership and our board are fully supportive of our strategic fundraising priorities and regularly lead on and support with bids. Decisions are made quickly and we assess opportunities based on more than the financials, looking at the resources needed and the networks and influencing opportunities that each brings. Our leadership really live by our values, supporting members of the team in their own wellbeing and personal goals. We would therefore welcome flexible workers, mixed hours or weekdays and are keen to support the right candidate to manage their priorities and those of the organisation. Our team is based in the London and the North West. We are experienced in supporting remote working and will happily consider applications from across the UK.

Role Purpose

This role is instrumental to the growth and success of Khulisa as it enters its first year of its new strategy. Its purpose is to develop the charity's fundraising activities in sourcing small, medium and major (six figures) grants from trusts, foundations and institutional/government funders.

Job Description

Experience

- Experience working in youth charities especially those relevant to education; criminal justice and/or youth mental health/wellbeing and/or trauma informed working
- Demonstrable experience of closing successful bids on values over £20,000 and meeting fundraising targets
- Experience of managing relationships with funders from initial meeting through to impact and financial reporting and ongoing engagement.

Skills

- Clear ability to produce professionally written fundraising proposals that articulates the charity's cause, demand for services and the organisation's impact and effectiveness
- Awareness of the key major trust and grant fundraising prospects, relevant to Khulisa's work
- Ability to quickly assess funders priorities and fit to Khulisa's values and cause
- Strong collaborator, able to work with colleagues in the programmes, operations and evidence teams to ensure bids are accurate and within scope of the charity's strategy
- Strong written and verbal communication skills and an excellent eye for detail.



- Excellent time management and organisational skills
- High level of numeracy
- Good coordination/multi-tasking skills and an ability to liaise with people on all levels
- Resourcefulness and being a self-starter who can manage their own workload whilst supporting the activities of others
- Able to learn quickly, comfortable working under pressure to meet demanding deadlines.

Duties

Income Generation

- Conducting comprehensive fundraising research amongst Charitable Trusts, Corporate Foundations and Statutory grant-makers in the UK, identifying strategically aligned partners and sourcing meetings where appropriate
- Producing high quality funding bid applications in line with guidance, including templates for warm reporting, cold acquisition and bespoke written applications.
- Liaising with the Head of Fundraising and Communications and CEO to submit funding proposals and reports
- With the Head of Fundraising and Communications and CEO, build and maintain relationships with trust and foundations through the production of detailed regular impact reports, sustaining potential for repeat donations
- Managing relationships with funders, including the submission of impact reports and financial reports.
- Creating budgets for new bids, in partnership with the Director of Finance and Operations and Head of Fundraising and Communications

Pipeline management

- Ensuring the pipeline is kept updated with correct bid status, ensuring all new bids are entered correctly
- Updating salesforce regularly, to reflect opportunities and workflow.

Reporting

- Managing upcoming reporting deadlines and writing reports
- Liaising with Finance and Impact and Evaluation colleagues to ensure that reporting reflects activity across the organisation and that targets are met.
- Collating case studies and narratives to add flavor to reports.



How to apply

Please apply in writing with a maximum of two page CV and one page Cover Letter highlighting your interest in the role and your relevant skills and experience.

Please send this to alessia@khulisa.co.uk

If you would like to discuss flexibility or the scope of the role further in advance of applying please contact our Head of Fundraising and Communications, Nora Russell on nora@khulisa.co.uk

"I found the process very relaxed and engaging, enabling me to make an informed decision about my suitability for the role and organisation."
- Tara, Director of Finance and Operations

Recruitment timetable

- **Closing date for applications:** Wednesday 12th May at 09:00 am
- **First stage interviews** (panel); Friday 14th May
- **Second stage interviews** (activity and panel); Friday 21st May

Please note: Should we receive a high number of applications, we reserve the right to close the advert before the closing date. We therefore encourage applicants to submit their job application earlier.





www.khulisa.co.uk

CVs and Supporting Statements should be sent to **alessia@khulisa.co.uk**



info@khulisa.co.uk

The closing date for applications is **Wed 12th May at 09:00 am.**



[@KhulisaUK](https://twitter.com/KhulisaUK)

We look forward to hearing from you.

