



The Rayne Foundation

Foundation
Director



Welcome

Thank you for your interest in joining The Rayne Foundation as our Foundation Director.

We look for creative ways of tackling entrenched social issues through the arts, health, wellbeing, and education, supporting projects that can be replicated and led by people with vision. Our current work embraces three key areas of special interest:

- young people's mental health
- improving quality of life for carers and older people, and
- arts as a tool to achieve social change

Our aim is to improve the lives of individuals and communities in the UK, continuously evolving our work to meet new needs and to build bridges between communities. The last two years have exposed heightened need and how we invest for impact as we emerge from the pandemic is key.

We are looking for a new Director to lead the Foundation forward, shaping and leading our grant making and partnership activities to ensure that we continue to work towards our mission as an enabling and supportive funder that is shaping and influencing debate.

With a strong understanding of best practice in grant making and how to maximise impact, you will be a strategic thinker who brings knowledge and understanding of the issues that cause disadvantage, deprivation and discrimination. You will be a natural relationship builder and convenor who is able to listen as well as persuade and influence across a diverse range of stakeholders and sectors. Financially astute you will understand good governance and bring an inclusive leadership style that will motivate and get the best out of our team.

If you feel you bring the skills and experience we are looking for and share our passion to address inequality and drive positive social change, I very much look forward to hearing from you.

Robert Rayne, Chair

The Rayne Foundation was endowed in 1962 by Lord Rayne, who chaired or was on the board of numerous arts, education, medical and social welfare organisations. In 1965, Lord Rayne founded The Rayne Trust to increase coexistence and to reduce conflict and exclusion for vulnerable or disadvantaged communities. **The Director will also manage The Rayne Trust and the JFR Charitable Trust as part of the Rayne Charities.**

For over fifty years The Rayne Foundation has given to many different causes and organisations. Lord Rayne (1918-2003) made great efforts to ensure that the Rayne Foundation was engaged with the needs of society. Early grants included help towards creating the five Rayne Medical Research Institutes – in London, Edinburgh, and Paris in the 1960s and 1970s – which built a bridge between medical research and hospitals where researchers and doctors could work alongside each other. He gave his time to many organisations, including The National Theatre, where he served as Chairman for eighteen years, as well as RADA, the London Festival Ballet, the Yehudi Menuhin school and St Thomas's Hospital.

Lord Rayne was one of the few post-war property developers who helped to rebuild central London after the Blitz. For over forty years he built up London Merchant Securities plc (LMS) a property group which specialised in prime developments with partners such as the Church Commissioners and The Crown Estate. His interests spread around the world, including the development of General Motors building in New York.

Overview of the Foundation

The Foundation has investment assets of about £100 million and the Trust assets of about £35m; income from these investments, and capital can be drawn upon to provide additional funds for grant making for both funders. No external fundraising is undertaken.

Annual expenditure for the Foundation is c £2m pa and c £600k pa for the Trust. However, both can be considerably exceeded when Trustees wish to respond to particular needs. These include the Foundation's distribution of an additional £2m to respond to Covid, and a grant of £3m towards the construction of the Pears Maudsley centre for Children and Young People, and \$1m towards construction of a school for Bedouin children (Desert Stars) in the Negev in Israel by the Trust. These commitments have all been in the last few years.

The Foundation Board and Trust Board both meet quarterly and there are four JFIC (Finance) meetings per annum.

The Open Grants Programme is reactive and accepts applications for projects from charities and not for profit organisations. The Rayne Foundation is moving towards a more proactive approach to grant making to strengthen its impact. This has started with the more recent work we have undertaken on later life. Alongside grant-making, the Foundation began consulting on how it might be more focused in its support for care and care homes.

The Director will also work with The Rayne Trust which is the main public-facing foundation which funds organisations and projects delivering work in Israel and also funds some work in the UK, and will work with the JFR Charitable Trust, a small Trust making a smaller number of donations.

To find out more, please visit [Home | The Rayne Foundation](#)

Role Profile

Role title Foundation Director

Responsible to The Chairman

Responsible for Grants Manager, Grants Officer, Grants Administrator, Office Manager/PA, Finance Consultant and Consultant in Israel

Purpose

To champion, develop and lead The Foundation's grant making and partnership activities ensuring that it continues to work towards its mission of improving the lives of people and communities.

To lead on the delivery of grant making and specialist programmes underpinned by principles of integrity and collaboration, and an understanding of our role as an enabling and supporting funder.

Key Responsibilities

Leadership & Governance

- Work with the Board, keeping them updated, involved and informed on grant making, financial matters and best practice governance requirements
- Oversee the work of the grants team in identifying funding needs and gaps (including developing proactive initiatives)
- Lead, develop and empower the Foundation team to deliver high quality, high impact funding.

Strategy and Direction

- Actively consider different approaches to ensuring greatest impact for the funds expended
- Shape the direction of our grant-making to ensure it brings to life the Foundation's vision and mission
- Collaborate with other organisations, including other funders, to leverage funds and further the cause and impact of our work
- Develop and strengthen the Foundation's role as a convenor and influencer, shaping and influencing debate.

Grant Making & Social Investment

- Oversee the delivery of the Foundation's open and proactive funding and grant making and the work of the Foundation team as they continue to align approaches and processes to that of best funding practice
- Keep up to date on and actively participate in conversations around current topics/issues in the third sector, to ensure the Foundation can respond and support appropriately
- Provide oversight of evaluating performance including impact measurement.

External Relationships

- Build a proactive and inclusive strategy to ensure that the Foundation's values and priorities are represented to stakeholders, to the sector and to charities that engage with the Foundation
- Oversee the Foundation team's work on developing external relationships and networking, including with grantees, funders, the wider charity sector and other stakeholders, as appropriate
- Represent the Foundation externally, including at events, and sharing learning from funding, research and evaluations.

Finance & Investments

- Take a proactive role in financial management, budgeting, audits and management of the Foundation's investment portfolio
- Work to ensure ongoing effective and compliant charitable governance in line with current good practice as an employer, grant maker and owner of premises
- Actively understand the Foundation's income streams, and the programme to diversify and rebalance the investment portfolio over the next five years to balance running costs and grant demands with the ability to generate future funding

Person Specification

Essential Experience

- Excellent knowledge and understanding of the issues that cause disadvantage, deprivation and discrimination
- Demonstrable leadership experience with the ability to create a positive and inclusive culture and to develop and empower staff members
- Understanding of best practice in grant making and impact measurement, and using it to steer strategy and future focus
- Extensive experience proactively building high level relationships with a diverse range of stakeholders
- Strong financial literacy with experience of navigating and influencing leadership and governance structures
- Experience prioritising conflicting demands and meeting competing deadlines
- Understanding and experience in ensuring good governance.

Skills and attributes

- Outstanding ambassadorial and networking skills, able to facilitate debate and convene others
- Collaborative; able to motivate and get the best out of people
- Independence of thought, creative, open-minded
- Able to actively listen as well as persuade and influence
- Able to collaborate with a diverse range of stakeholders and sectors
- Demonstrable passion to address inequality
- Demonstrable commitment to equity, diversity and inclusion
- Excellent team player.

Terms of Appointment

Salary

circa. £100,000

Contract

This is a permanent full-time appointment.

Location

Hybrid working from home and in London. The successful candidate must be able to demonstrate effective leadership impact, which will include their presence and visibility within the organisation.

Other benefits

- 15% employers pension contribution
- Group life insurance and death in service (and dependent's pension)
- Private medical insurance
- Interest free season ticket loan
- Car allowance
- Annual leave 28 days

How to apply

We hope you will consider making an application.

To do so, please visit: <https://starfishsearch.com/jobs/rayne-foundation-director/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a short supporting statement (maximum two sides) that sets out why you are interested in joining The Rayne Foundation as its next Director
- We would be grateful if you would also tell us any dates when you are not available to attend interview.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Search closes	Friday 20th May 2022
Preliminary interviews with Starfish Search	w/c 30th May and w/c 6th June 2022
Final Interviews with The Rayne Foundation	w/c 20th June 2022