

Yorkshire Cancer
Research



**Candidate Pack for
Director of Fundraising**

Welcome

Thank you for your interest in joining Yorkshire Cancer Research.

Yorkshire Cancer Research is the largest independent regional cancer charity in England. We have a clear mission to take action today by preventing cancer, diagnosing it earlier and treating it more effectively. Yorkshire as a region has one of the worst cancer outcomes in England. Every 17 minutes, someone in Yorkshire is told they have cancer, and we work to ensure these people have access to world-leading treatments and have the best possible chance of survival.

Yorkshire Cancer Research is well-funded with income from legacies, investments and fundraising, and has healthy reserves. We commenced, several years ago, a significant expansion and investment in research backed services, our retail network and fundraising capability. The headquarters relocated in late 2023 to bespoke premises which includes offices, a charity shop, a café, a donation centre and facilities for delivering cancer rehabilitation programmes, directly connecting the charity with supporters, volunteers and beneficiaries.

We intend to continue to grow and diversify our income and we have an ambitious and stretching fundraising objective to invest over £200m in the next ten years to tackle the region's biggest cancer issues. We have been fortunate to receive significant income from royalties as a direct result of our research 20 years ago. This revenue stream will be reaching its conclusion over the next five years and therefore it is more important than ever that we invest in our wider fundraising. We're now looking for an experienced Director of Fundraising with an outstanding track record of income generation across a diverse portfolio of activities to lead our new fundraising directorate and help us drive forwards our overall strategy and plans.

We are looking for someone who shares our ambition and is passionate about our vision. Someone who is both analytical and strategic, who will enjoy leading and inspiring our talented team. You will bring a strong track record of growing and diversifying income and be confident working with everyone from individual donors to corporate partners, trusts and foundations, and our research and scientific community.

Yorkshire is big, beautiful and diverse. Whilst we are open to receiving applications from candidates living beyond Yorkshire, an understanding of the region and its fundraising landscape will be important.

This is a wonderful opportunity to make a significant difference. If you bring the skills and experience, we are looking for and are motivated by our commitment to people in Yorkshire living longer healthier lives free of cancer, I hope you will read on to find out more.

Dr Kathryn Scott
Chief Executive

About us

Yorkshire Cancer Research exists so that more people in our region can live longer healthier lives, free of cancer. We are the largest regional independent cancer charity in England. Every week in Yorkshire almost 600 people are told they have cancer, and the Charity works to ensure these people have access to ground-breaking research and world-leading treatments to give them the best possible chance of survival.

In addition to our fundraising efforts, each year we gain significant income from a revenue sharing stream from a class of drugs known as PARP inhibitors, discovered as a result of Charity research funding over 20 years ago.

More detail on the Charity's financial position is given in the latest Annual Report & Financial Statements to be found [here](#).

Details of our current Board members can be found [here](#).

Our vision

Our vision is that people in Yorkshire live longer healthier lives, free of cancer.

Our values and behaviours



Here for Yorkshire

The needs of people in Yorkshire come first

Yorkshire Cancer Research exists to prevent, diagnose and treat cancer in Yorkshire. The needs and interests of people in Yorkshire are at the forefront of what we do, how we think and how we act.

People are the heart of everything we do

When we develop new plans, projects and activities, we actively seek patient, supporter and/or customer input to inform our approach and decision-making.

United by the cause

United by the need to Give Yorkshire More Life to Live

We are transparent and open in what we do and what we say, uniting to support one another in achieving our shared goals.

We collaborate with each other and other organisations

We work to build relationships based on trust and collaboration. We seek to understand the needs and objectives of others to establish the common ground and agree how we can work together to benefit people in Yorkshire.

Think Big and Bold

We deliver world-leading research and services

We evaluate worldwide research to harness it in Yorkshire and drive the greatest advances and impact in cancer research and services.

We promote a culture of continual improvement and innovation.

We dare to think differently to Give Yorkshire More Life to Live

We are ambitious and not afraid to try something new or difficult when it comes to achieving our goals.

Nor are we afraid to make difficult decisions when they are in the best interests of those we exist to serve; the people of Yorkshire.



Making it Happen

We create and build solutions

We are focused on understanding the impact of our work and the difference it is making. We ensure we are always pushing forward the achievement of our charity's vision.

We approach our work with positivity, energy and drive

We see every challenge as an opportunity to provide a solution.

When it comes to preventing, diagnosis and treating cancer, we deliver pioneering solutions *To Give Yorkshire More Life To Live*.

We pursue our goals with enthusiasm and commitment; always asking 'Can I, and can we, do more?'.



Our Research

Together, we are finding new and better ways to save more lives.

We fund researchers and cancer experts who pioneer early diagnosis and discover new and better treatments for people with cancer. These life-giving medical breakthroughs are helping more people survive cancer - here in Yorkshire, and beyond. Thanks to the income from our royalties, investments and through the generosity of our supporters, Yorkshire Cancer Research is the biggest funder of cancer-related clinical trials for people in Yorkshire, giving greater access to innovative new cancer treatments.

Prevent cancer

Genetic screening can identify if someone is at higher risk of developing cancer, giving them the opportunity to act before cancer develops. Some cancer screening – such as cervical cancer screening – can detect pre-cancerous cells. Through research and services like these, we can prevent more people developing cancer.

Diagnose cancer sooner

Late diagnosis of cancer is a particular problem in Yorkshire, where 4 in 10 cancers are diagnosed at a late stage - well above the national average. We fund vital new screening programmes and research trials to help detect cancer at the earliest possible opportunity when it's easier to treat.

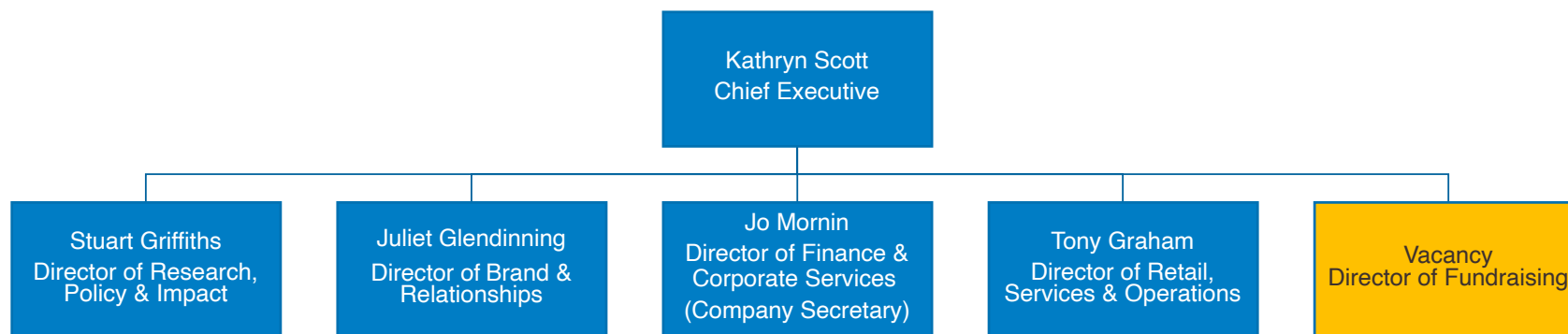
Treat cancer more effectively

Most people undergoing treatment for cancer will experience surgery, chemotherapy or radiotherapy - sometimes all of these. We fund world-leading researchers and medical experts to improve these treatments, making them more effective at treating the cancer while minimising the impact on the rest of the body.

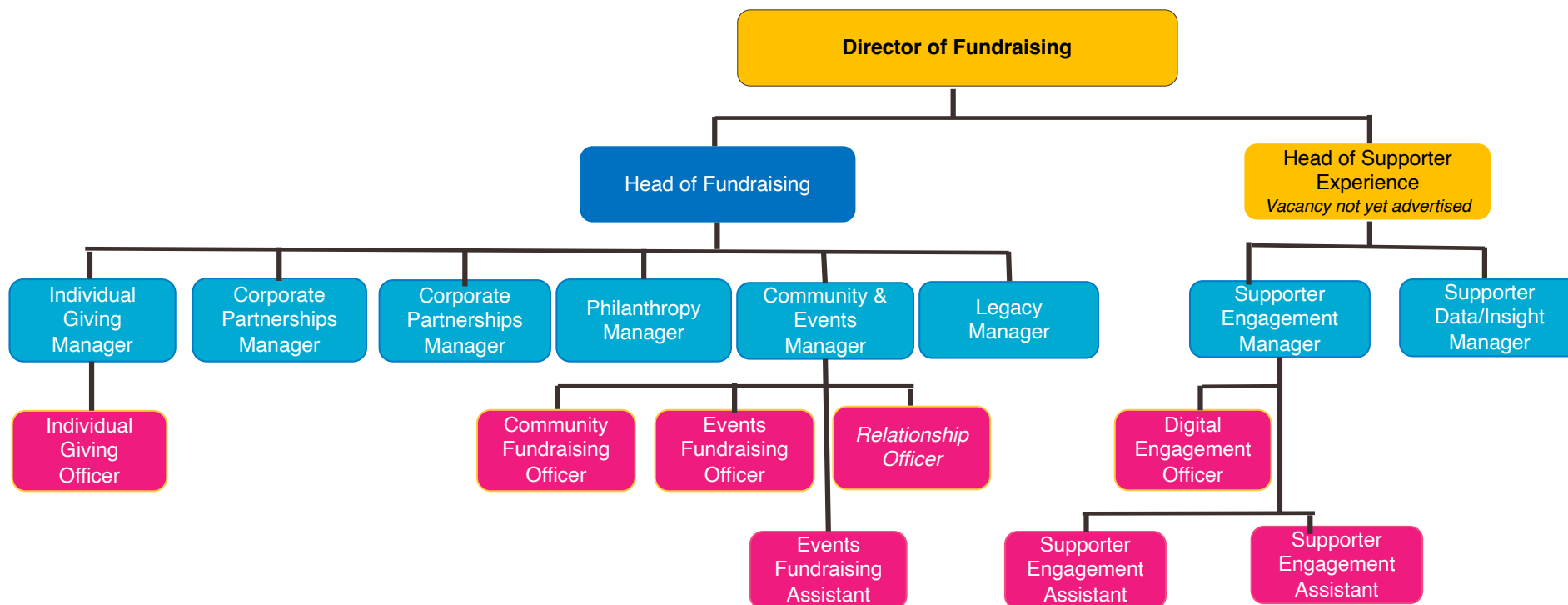
Information on the impact of the work the Charity funds can be found [here](#).



Executive Team



Fundraising and Supporter Experience



Job description

Job title: Director of Fundraising

Reports to: Chief Executive

Direct reports: Head of Fundraising and Head of Supporter Experience

Role purpose:

As a member of the Executive Team, the Director of Fundraising will play a crucial role, leading the Fundraising team to deliver the charity's strategic plans.

The Director of Fundraising will underpin the charity's ambitious growth strategy and support a talented and high performing team to generate significant income through a variety of channels, including individual giving, legacies, philanthropy, and corporate partnerships.

Directorate Accountabilities for all of our Executive Team

- Inspirational and authentic leadership.
- Prioritises collaboration, openness and trust, and empowerment in decision-making.
- Evolves and role-models the charity's culture.
- Role models and champions the charity values.
- Facilitates Yorkshire Cancer Research's significant transformation from a research award provider to a mixed model including customer-focused service delivery.
- Ensures strategic decision-making is customer-focused and commercially considered to ensure the charity's long-term sustainability and future health.
- Ensures everyone connected to the charity is respected, supported and equality, diversity and inclusion is maintained and always promoted.
- Grows the charity's brand, engagement and income levels.
- Increases the charity's impact through cancer prevention, diagnosis and treatment.

Director of Fundraising Principal Accountabilities

Strategy Development

- Develops the strategy and framework for supporter and donor acquisition, stewardship and retention.
- Builds the strategy and plans for fundraised income generation - including individual giving, legacies, philanthropy and corporate partnerships.
- Works with the Board of Trustees and its sub-committees (e.g. Fundraising and Retail Committee) to develop and deliver the ongoing sustainability, growth and success of the charity.
- Works in collaboration with the Chief Executive and Executive Team to diversify income streams and develops innovative and effective plans to secure long-term sustainable funding.
- Leads the Fundraising Directorate to prioritise and deliver those initiatives that will provide the greatest impact for the charity.
- Leads the Fundraising team to identify and prioritise campaigns that will provide the greatest financial and/or relationship-building returns.
- Develops insight-led briefs and works collaboratively with the marketing team to both build upon and deliver against fundraising targets.
- Collaborates with the Directorate and employees to translate the charity's mission and vision into outcome-based, measurable activities that engage and motivate the Fundraising team and support the needs of the wider organisation.
- Acts as an ambassador for the charity when seeking to secure income and funding



People and Culture

- Cultivates a sense of ownership and purpose amongst colleagues, inspiring them to actively contribute to the charity's work and impact.
- Provides leadership and direction, ensuring the right roles and resources are deployed at the right time to deliver the charity's purpose and plans.
- Builds and develops the Fundraising directorate, embedding a culture of high performance and commitment in a high growth, rapidly changing environment.
- Role models the charity's brand, values and culture whenever representing the charity both internally and externally.

Income Generation and Evaluation

- Sets fundraised income generation targets and budgets that will allow the charity to achieve its strategy, goals and plans, securing the input and agreement of the Fundraising & Retail Board Sub-Committee.
- Analyses and evaluates new fundraising opportunities, accurately assessing which opportunities to pursue and which to leave, and maximises return on investment (ROI) by developing efficient strategies, targeting high-value opportunities, and allocating resources effectively.
- Monitors the progress of each income stream against target/plan, identifying potential shortfalls and implementing remedial/alternative action where needed.
- Builds, manages, monitors and reviews charity relationships with fundraising agencies (e.g. face-to-face fundraising) and partners (e.g. specialist legacy and philanthropy consultants) to ensure income expectations can be achieved.
- Researches and develops new income streams, building a business case where new resources and skills are required to deliver and optimise these opportunities.
- Leads the review of income generation against targets so the charity can respond and re-prioritise to meet its annual targets.



- Takes responsibility for the charity achieving, monitoring, reporting performance and learning from fundraising strategies and plans.
- Collaborates with the wider team to create events that showcase the charity's research impact, encouraging deeper engagement and ongoing financial support from stakeholders.

Supporter Acquisition, Stewardship and Retention

- Sets clear goals for supporter acquisition and retention, ensuring the organisation has the resources, skills and tools to achieve these goals.
- Takes overall responsibility for the charity achieving, monitoring, reporting performance and learning from supporter engagement and stewardship.
- Builds and maintains strong relationships with a diverse range of key stakeholders, including donors, grant funders, volunteers, and the wider community.
- Ensures each supporter journey and every touchpoint is optimised to provide an appropriately tailored experience based upon their relationship with the charity.
- Champions the Fundraising team's and wider charity's input and update of CRM records to enable every supporter, or potential supporter, to benefit from the optimum engagement with the charity based upon their relationship and contact preferences.
- Analyses CRM data to understand and model supporter trends and insight to inform fundraising activity and campaigns.

Finance, Risk & Governance

- Develops and manages departmental headcount and financial budgets, monitoring against plan and implementing corrective action where necessary.
- Oversees the fundraising budget.



- Monitors financial performance and ROI, regularly evaluating campaigns and initiatives to prioritise those with the highest return.
- Oversees fundraising risk management on behalf of the charity.
- Reports to the Board of Trustees on progress against key strategic objectives, providing data/information and answering for Fundraising team performance.
- Produces high quality business cases, recommendations and reports for the Board of Trustees, Board sub-committees and the Leadership Team.
- Develops and implements risk mitigation strategies for fundraising, including planning for economic downturns, donor withdrawals, or reputational risks.
- Ensure fundraising activity complies with legal and regulatory standards.
- Advises the Board on strategic Fundraising activity.
- Ensures systems and structures are in place for the Board of Trustees to fulfil its statutory responsibilities and exercise effective control in relation to regulation affecting fundraising, including data protection laws.
- Acts as a spokesperson at Board meetings and Board subcommittees, providing advice and updates.



Person specification

Knowledge and experience

Essential:

- Demonstrable experience of effective fundraising leadership at a senior level for a minimum of five years, preferably with a not-for-profit organisation of at least comparable reach and scale.
- Experience of directing, motivating, supporting and coaching teams of a comparable size or greater. Experience of budget management, financial planning and decision-making which has enhanced organisational profit.
- Clear experience of having embraced organisational change and transformation, and of helping colleagues and team members to do likewise.
- Experience developing and maintaining strong relationships with a broad range of external stakeholders including volunteers, suppliers and corporate partners.
- Experience of developing and implementing strategies in organisations of similar size and scale.
- Proven track record of effectively prioritising projects and tasks to ensure the delivery of activities with the greatest strategic impact.
- A strong understanding of fundraising techniques and experience in securing donations and support.
- Proven financial acumen with the ability to manage a significant budget.

Desirable:

- Knowledge of the UK cancer landscape, current challenges, and relevant legislation.
- Knowledge and understanding of the Yorkshire fundraising landscape.
- Prior experience working within the charity sector.

Skills and abilities

- Inspiring and empowering management and leadership skills.
- Ability to manage rapid organisational growth and ensuring continued focus on strategic objectives and charitable impact.
- Excellent strategic and analytical skills, with the ability to plan strategically to achieve measurable outcomes and interpret complex information from a range of sources in a way that derives actionable insights.
- Ability to set and achieve ambitious, but realistic, targets for self and wider team.

- Excellent networking, influencing and relationship management skills, with the ability to inspire and motivate others, as well as the confidence and personal authority to work with external organisations.
- Excellent risk assessment and management abilities with an ability to judge an acceptable level of risk and communicating this to stakeholders.

Styles and behaviours

- A genuine passion for the charity's mission and a commitment to improving the lives of people affected by cancer in Yorkshire.
- A dedicated and respected team player creating effective working relationships.
- Comfortable with challenging and changing environments and demonstrates resilience.
- A relentless commitment to continuous improvement.
- A passion for excellence.

Qualifications

- Membership of the Institute of Fundraising or similar body would be advantageous.



Terms of appointment

Salary

The salary for this role is c.£100,000 per annum on a full-time permanent basis.

Location

This is a hybrid role with a minimum of three days a week at our head office in Harrogate. Some Directorate and Trustee meetings occur on days which are not part of the standard three in-office days. The role will also require regular travel across Yorkshire, and occasionally beyond, and access to a car will be important.

Pension

10% employer contribution, 4% employee contribution (minimum).

We also offer a salary sacrifice scheme with 50% of the employer NI savings passed onto the employee.

Annual leave

25 days a year holiday rising 1 day per year up to 30 days after 5 years' service plus bank holidays (pro rata for part time employees).

Additional benefits

- Option to buy or sell up to 5 days holiday per year (pro rata for part time employees).
- Death In Service cover of 4x salary
- Cycle to Work Scheme via Cyclescheme
- Tech Scheme
- Income Protection Plan via Unum
- Ability to manage own benefits via an online portal and see your total reward package



Wellbeing

As a charity we are very committed to supporting the wellbeing of our colleagues:

- Unum Help@hand (inc. remote GPs, EAP/ mental health support, physiotherapy, medical second opinions and life, personal training, lifestyle coaching, money and wellbeing support)
- Private Healthcare via AXA PPP
- Weekly Pilates and Circuits classes
- Free gym in our building before or after working hours
- Annual free flu vaccinations
- Fruit box provided twice weekly and staff pantry in the kitchen
- Funding for Eye Tests
- Ongoing initiatives and training to support and promote well-being
- Talks from guest speakers on topics such as menopause, neurodiversity, dementia, Mental Health Awareness
- Ongoing initiatives and training to support and promote wellbeing
- Discounts on gym passes from January

Learning and Development

- We offer a range of courses in-houses through our Learning Hub and support to attend relevant additional training through external providers
- LinkedIn Learning access

How to apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact erin.fuller@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/ycr-dir-fundraising/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would 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.

Closing date:

Friday 21st November 2025

Further dates to be confirmed

Please be advised that the successful candidate will be subject to reference checks, due diligence procedures, and a Disclosure and Barring Service (DBS) check. These will be undertaken once the role has been offered and conditionally accepted.