



Candidate Pack Director of Fundraising



WELCOME

Dear Applicant,

Thank you for your interest in joining the Labour Party as our next Director of Fundraising.

The Labour Party has always been about people. It was formed to stand on the side of working people, and it has sought power in order to improve their lives. Labour has changed Britain for the better, through the most progressive governments in history.

Our country stands at a critical crossroads. After years of division, public trust in our institutions has been deeply eroded. Fuelled by online cynicism, the threat of populism and the rise of the far right are no longer distant risks; they are real, pressing dangers to the fabric of our democracy.

As we approach the next General Election, Labour has a historic opportunity to demonstrate that politics can still be a force for good. We must show the British people the enduring power of our values: fairness, security, and opportunity for working people.

To deliver this change, we cannot stand still. We need to build a powerful coalition of support, driving the pace and progress required to win. This means securing and leveraging the vital financial backing and resources needed to power our campaigns, defeat the politics of division, and deliver a government of national renewal.

As our next Director of Fundraising, you will lead our ambition to grow and diversify our income in a way that is sustainable, resilient and rooted in long-term relationships. This is a unique opportunity to build on a strong foundation of existing supporters while developing new partnerships that will help us broaden our reach and secure the resources needed to deliver lasting impact.

As our strategic lead for fundraising, you will champion a culture where income generation is recognised as a shared responsibility across the organisation. Drawing on a strong track record of success, you will inspire colleagues, strengthen collaboration and embed best practice to maximise opportunities for growth.

You will be confident in building trusted relationships across a diverse range of stakeholders, navigating complex and sensitive situations with integrity, sound judgement and emotional intelligence. Above all, you will share our commitment to creating meaningful partnerships that deliver positive outcomes for the communities and causes we serve.

The great thing about working for Labour is that we are not powered by profit but by a desire to create a fairer, better society. Our staff are motivated and inspired by the fact that together we can achieve more than we can alone. If you believe you can offer the skills, experience and personal qualities we are looking for, we look forward to hearing from you.



Claire Reynolds
Executive Director of Stakeholder Relations

FIND OUT MORE

The Labour Party was formed to give ordinary people a voice and improve lives. The Labour Party delivers for working people. Labour has changed Britain for the better, with achievements that have made a lasting difference to people's lives across our country.

To find out more about what we've already delivered, [please click here](#).

Ours is a proud history, with achievements – from the NHS to the minimum wage– that have made a lasting difference to the lives of people across our country. To find out more about the legacy we are building on, [please click here](#).

The Labour Party is a democratic, membership organisation. As a member of the Labour team, you'll be a key part of our diverse movement of hundreds of thousands of people across Britain, dedicated to delivering a fairer, better society.

To find out more about how we work together with our groups and networks, [please click here](#).



ROLE DESCRIPTION

Job title	Director of Fundraising
Reports to	Executive Director of Stakeholder Relations and General Secretary
Direct reports	Prospect Research Manager Fundraising Officer Fundraising Officer Research Coordinator

ROLE PURPOSE

The post-holder will be responsible for leading the development and delivery of a strategic, multi-layered fundraising programme, maximising mid and high value income to support the organisation's short, medium, and long-term electoral objectives. The postholder will align fundraising strategy with the political electoral cycle, ensuring sustainable income growth, effective donor engagement, and the financial resilience required to deliver Political campaign success at all levels.

MAIN RESPONSIBILITIES

Strategic leadership of income

- Set the long-term fundraising strategy for the Labour Party, aligned to organisational priorities and financial requirements.
- Define the ambition for income growth, the mix of fundraising streams and the shift towards more sustainable, relationship-based supporter models.
- Ensure income strategy is fully integrated with organisational planning, with clear links to service demand, investment decisions and overall financial sustainability.
- Income growth and diversification
- Deliver sustained and measurable income growth across fundraising activity, with clear ownership of financial plans and performance.
- Build a more diversified income base that responds to changing demographics, supporter expectations and sector trends.
- Ensure consistent focus on return on investment, prioritisation and disciplined execution.

Governance, risk and assurance

- Own income-related risk, including delivery risk, reputational exposure and external environmental factors affecting fundraising.
- Provide clear and consistent assurance to the Executive Board and Trustees on performance, risk and trajectory.
- Ensure all fundraising activity meets regulatory and ethical standards.

Executive contribution

- Contribute fully as a member of the Executive Board, shaping overall strategy, prioritisation and organisational performance.
- Bring an external, market-aware perspective on fundraising, ensuring the Labour Party is positioned competitively given its scale and complexity.
- Model a leadership approach that combines ambition with delivery discipline, ensuring income growth is both credible and sustainable.

PERSON SPECIFICATION

In your written application, please provide evidence against Part One of the specification. Parts Two and Three will be tested at interview for selected applicants.

PART ONE

Knowledge and experience

- Substantial successful experience of strategic fundraising and income generation activity, based on building trusted relationships across a diverse range of stakeholders.
- Strong track record of delivering sustained income growth at scale and of holding accountability for significant financial targets and performance across multiple income streams.
- Strong understanding of supporter behaviour, segmentation and changing patterns of giving, underpinned by a personal track record of building enduring high value relationships.
- Experience of working in another fast paced, high pressure environment, and of managing political risk.
- Proven track record of success in project management, through the complete project life cycle, preferably in complex situations.

PART TWO

Skills and abilities

- Ability to produce compelling, overarching fundraising strategies and ensure their effective implementation.
- Exceptional stakeholder management and interpersonal skills; you are persuasive, influential, diplomatic and highly credible in style.
- Ability to lead through complexity, ambiguity and change.
- Ability to adapt approach, pace and style to suit different environments and situations.
- Highly developed strategic and analytical capability, with the ability to deploy data to drive decision-making.

PART THREE

Personal style and behaviours

- Has the confidence, presence and emotional intelligence required to represent the Labour Party externally, and in high-profile, high stakes situations.
- Strong outcome-focus: you are driven to deliver a step change in our income growth.
- Resilient, forward-looking and decisive: willing to challenge traditional models.
- A calm, collaborative and collegiate team player.
- Clear commitment to the Labour Party's values and mission.

The Labour Party values equality and diversity, and welcomes applications from candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marriage and civil partnership, or pregnancy and maternity.

TERMS OF APPOINTMENT

SALARY

This role will lie in salary banding 53 and is offered on a full-time permanent basis.

LOCATION

Head Office, London. The Labour Party's standard working arrangement is that all employees based in headquarters in London/Newcastle attend their contracted office four days per week, Monday to Thursday. Home working is only authorised on Fridays.

PENSION

Competitive. Details available on request.

ANNUAL LEAVE

Competitive. Details available on request.

ADDITIONAL BENEFITS

The Labour Party offer employees a number of benefits such as a cycle to work scheme and the opportunity to take part in the Tastecard. We offer staff the ability to apply for an interest-free season ticket loan and to join one of our two pension schemes. We also have a generous annual leave scheme, as well as a volunteering days allowance.



HOW TO APPLY

Thank you for your interest. To make an application for this role, please go to <https://starfishsearch.com/jobs/labour-fundraising-director/> and click on the apply now button, with the following prepared:

- Your CV (no more than two sides)
- A supporting statement (no more than three sides) that clearly evidences how you will meet the criteria set out in Part One of the Person Specification
- Details of two referees who we may be able to contact at shortlist stage.

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 31st July 2026
Preliminary interviews: w/c 10th and 17th August 2026
Final Panel interviews: w/c 7th or 14th September 2026

