

CANDIDATE PACK FOR DEVELOPMENT DIRECTOR



the
CHURCHILL
fellowship



WELCOME

Dear Candidate,

Thank you for your interest in the role of Development Director at The Churchill Fellowship. I am delighted you are considering joining us at what is genuinely an exciting moment in our history.

For sixty years, The Churchill Fellowship has backed individuals with the passion, potential and ideas to create change, enabling them to exchange knowledge and build relationships across the world, and then supporting them to turn their learning into action.

Today we are a living network of more than 4,000 Fellows - a remarkable community of changemakers whose work touches almost every part of national life. Our three-year strategy commits us to three big shifts in how we deliver on our mission, and proactive fundraising is one of them. The Board and I are committed to playing an active, hands-on part in that shift, and this role will lead it.

The Development Director is a senior leadership role responsible for the strategic direction and performance of our fundraising, spanning major gifts, trusts and foundations, individual giving, legacies and partnerships. This is an opportunity to build fundraising into a core organisational capability, working with me, the Board and colleagues across the organisation to understand what we can realistically raise, to develop the strategy to raise it, and then to lead its delivery.

Sitting on our Senior Leadership Team, you will lead the Development team, build and hold a portfolio of significant donor and funder relationships, and bring our wider Fellowship community behind a shared case for support. You will also build the pipeline, systems and diversified income we need to sustain and grow support for Churchill Fellows and the impact of their learning here in the UK. As a full member of the SLT, you will help shape our overall strategy and priorities, alongside our fundraising.

This is a role for someone who is as comfortable setting strategy as they are identifying and nurturing partnerships with donors and playing a leadership role for the organisation as a whole; who can bring rigour and structure to fundraising while never losing sight of the extraordinary people and stories at the heart of our work. If this sounds like you, I very much look forward to reading your application.

Best wishes,
Julia Weston,
Chief Executive



ABOUT US

The Churchill Fellowship is a community of changemakers whose mission is to learn from the world and transform lives across the UK.

We support passionate individuals to pursue their own vision for change in an area where they have first-hand experience. They are driven by a personal commitment to tackle today's key issues, to develop new solutions for their communities and sectors, and to exchange ideas throughout the UK and beyond. They work across all of today's most pressing challenges, from protecting the environment to preventing domestic abuse, from increasing youth employment to enriching urban spaces and much more. Collectively, they create change that reaches across the country.

Every year we select approximately 100 new Fellows and fund them to spend up to two months discovering new approaches around the world for practical issues they care passionately about. Fellowships cover every aspect of UK life because our approach is universal, responsive and inclusive. We respond to emerging trends and challenges and our Fellowships are open to all UK adults regardless of qualifications, background or age. Fellows propose their own programmes of research and action and bring their lived or learned experience of their chosen subject. We believe in the power and potential of individuals and prioritise people and topics that would not be funded elsewhere.

This inclusive approach gives the Fellowship a unique range and authority and has created a powerful model for change, based on real needs, frontline insight and personal dedication. It offers dynamic individuals the recognition, funding and support to pursue what is often their mission of a lifetime.

The Fellowship was created by public subscription in 1965 as the living legacy of Sir Winston Churchill. Since then we have made almost 6000 grants to inspiring individuals who possess the passion and commitment to make a real difference. Many Fellows become knowledge leaders and influencers for the long term and continue to feel the beneficial effects of the Fellowship decades after being awarded.



OUR ORGANISATIONAL VALUES

The Churchill Fellowship lives authentically by its organisational values. These are:

Inclusivity We welcome everyone who is working to benefit society into our community. We know there is strength in diversity and are committed to equity across all of our activities. We celebrate individuality and are proud to support people on their own terms.

Investment in people We aim to empower everyone in our community. Our investment supports people to believe in their ability and achieve their potential. We believe the possibilities for development are unlimited and we invest in people who are dedicated to building a better society.

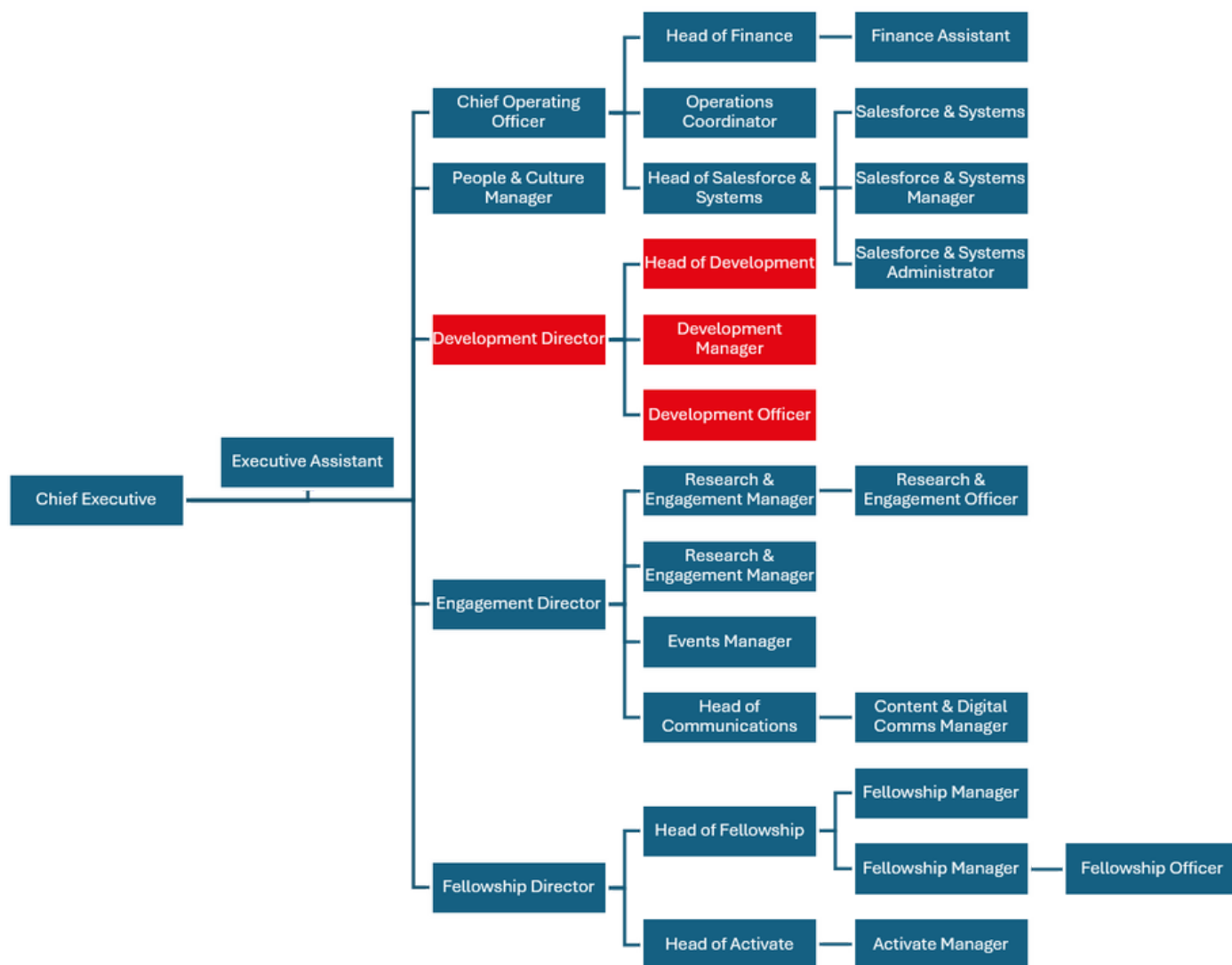
Appreciation We recognise the importance of people and their potential. We place trust in the members of our community and their ability to utilise their expertise and knowledge. We value the opinions of others and create a positive environment for people to share.

Collaboration We thrive on collaboration and supportive relationships. We continue to build our community and promote long-term partnerships and connections. We appreciate the importance of our networks and how these can contribute to change.

Creativity Our approach is to listen, learn and improve. We adapt to change and build on what we discover. We have a responsibility to learn from the world in order to improve society.



ORGANISATION STRUCTURE



JOB DESCRIPTION

Job title: Development Director

Reports to: Chief Executive

Direct reports: Head of Development, Development Manager and Development Officer

Other key relationships: SLT and Head of Finance, Board of Trustees, Development Committee and Ambassadors

ROLE PURPOSE:

The Development Director is a senior leadership role responsible for building fundraising into a core capability, and for the strategic direction and performance of income across major gifts, trusts and foundations, individual giving, legacies and partnerships.

Reporting to the Chief Executive and sitting on the Senior Leadership Team, the postholder will lead the Development team, build a portfolio of significant donor and funder relationships, and develop the strategy, pipeline and systems needed to establish and grow diversified income for The Churchill Fellowship.

MAIN RESPONSIBILITIES:

Senior Leadership

- Be a full member of the Senior Leadership Team, shaping TCF's overall strategy, business model and priorities alongside the Chief Executive, Directors and the Board of Trustees, as well as leading on fundraising.
- Lead TCF's fundraising and income generation and be accountable for its performance, advising the Chief Executive, SLT and Trustees on fundraising and evolving and emerging trends in philanthropy.
- Inform TCF's continuing capability development so that fundraising is built into how the organisation works.
- Work closely with the Engagement Director, Fellowship Director and Head of Communications so that fundraising draws on, and supports, the work and stories of Churchill Fellows.

Fundraising Strategy & Performance

- Help TCF understand what it can realistically raise, from whom and by when, using evidence and benchmarks from beyond the organisation, and agree the target and fundraising parameters with the Chief Executive, COO and Board so that they are credible to everyone.
- Develop TCF's fundraising strategy across major gifts, trusts and foundations, individual giving, legacies and partnerships for board approval, and lead its delivery.
- Hold overall accountability for fundraising income and pipeline, balancing short-term delivery with long-term relationship-building and diversified income.
- Provide regular and accurate reporting on pipeline and forecast to the COO and Head of Finance, so that fundraising income can be budgeted and planned with confidence, and report on performance, pipeline and risk to the Chief Executive, SLT and Board.
- Use market intelligence to identify new opportunities and partnerships, and to anticipate trends and risks in the philanthropic environment.

Major Donor, Trust and New Business Relationships

- Oversee the cultivation, solicitation and stewardship of TCF's most significant donor and funder relationships, working closely with the Head of Development, Chair and CEO.
- Provide support and advice to the Chief Executive and Trustees in their engagement with donors.
- Lead the identification and securing of new institutional funding, prioritised against TCF's funding needs, including the core Fellowship programme and unrestricted income.
- Lead the work to create a compelling case for support, working closely with the Engagement Director, Fellowship Director and Head of Comms so that proposals are accurate and clearly communicate the impact of Churchill Fellows' work.

Donor Stewardship, Fellows and Supporter Development

- Lead the strategy for engaging Churchill Fellows as donors, legators and connectors to donors, working with the Engagement Director and Fellowship Director so that giving becomes a natural part of Fellowship for Life.
- Provide strategic oversight of donor stewardship, individual giving and legacy development, so that supporters and Fellows receive meaningful, consistent engagement that deepens relationships over time.

Governance and External Representation

- Work with the Board, the Development Committee, the Advisory Council and Ambassadors to help them play a confident and effective role in fundraising, making sure they are well briefed and supported to use their networks.
- Work with the Chief Executive and Chair to ensure Board and committee arrangements support fundraising effectively.
- Represent TCF externally at a senior level, building profile and credibility with funders, philanthropic networks and the wider sector, and keep up to date with developments in fundraising practice.
- Make sure fundraising is conducted within appropriate ethical, legal and governance frameworks, including due diligence, ethical fundraising standards and GDPR.

Leading the Development Team

- Lead and manage the Development team through a period of change, setting clear objectives and accountability and supporting the team through a coaching-led approach.
- Put in place the systems, processes and reporting needed for effective, well-governed fundraising, and promote collaboration and continuous improvement across the team and wider organisation.

PERSON SPECIFICATION

SKILLS AND EXPERIENCE

- Degree level or equivalent experience.
- Significant senior-level fundraising experience, with a proven track record of developing and delivering fundraising strategies and achieving agreed income targets.
- Experience of personally securing and stewarding six-figure and multi-year gifts from major donors and trusts and foundations, and of advising senior leaders and Trustees on philanthropy.
- Experience of building or significantly growing a fundraising pipeline, ideally from a small or early-stage base.
- Experience of setting income targets and forecasts with finance colleagues and a Board, and of reporting against them openly and accurately.
- Experience of introducing or developing CRM systems, processes and reporting, and of embedding their use across a team.
- Experience of supporting Trustees, senior volunteers or ambassadors to become confident and effective fundraisers.
- Experience of making and carrying through difficult prioritisation decisions, and of leading a team through change.
- Experience of contributing to organisation-wide strategy beyond your own function, in a small or medium-sized organisation where you need to be both strategic and hands-on.
- Excellent communication and presentation skills, with the credibility to represent an organisation confidently with donors, funders, partners and Trustees.
- Experience of fundraising through networks: engaging members, alumni or peers as donors and connectors.
- Experience of developing individual giving, membership or legacy programmes.
- Experience of leading fundraising through a period of organisational change or growth.

PERSONAL CHARACTERISTICS

- Values-led and collaborative, with a strong commitment to TCF's mission and to ethical fundraising.
- Thinks like an organisational leader: comfortable shaping strategy, business model and priorities beyond their own function.
- Credible, confident and relationship-focused, able to build trust and long-term relationships with donors, Trustees and senior partners.
- Strategic and commercially astute, balancing immediate income needs with long-term organisational sustainability.
- Open and low-ego: shares credit, welcomes challenge and says what they think, constructively.
- Proactive, creative and curious, bringing new thinking to fundraising and making things happen.
- Inclusive and supportive leader who brings people with them through change.
- Resilient and adaptable, with a high level of integrity, sound judgement and strong attention to detail.

OTHER

Some UK-based travel, and willingness to work occasional evenings or weekends to meet the needs of donors and the organisation.

WORKING FOR THE CHURCHILL FELLOWSHIP

Detailed package, benefits and wellbeing package:

- Salary c.£90,000 per annum (Full time, 36.5 hour a week)
- Hybrid working policy
- 5 weeks holiday a year, with additional paid leave if the office closes over the Christmas Break
- Paid leave for volunteering
- Enhanced pension scheme, with 10% employer contribution
- Enhanced maternity, paternity and adoption leave and pay after 2 years of service
- Employee Assistance Programme
- Life Assurance

Standard working hours are 36.5 hours a week 9.30am until 5.00pm, Monday to Thursday and from 9.30am until 4.00pm on Friday, including a paid lunch break of one hour.

We have embraced the benefits of working from home and at the same time, we value the contribution of face-to-face contact in building teamwork, collaborating with colleagues, exchanging ideas and know-how, and for work efficiency. We therefore operate a hybrid working policy, where staff can work from home if they wish, however SLT members are required to work in the office a 2-3 days a week with Tuesdays as the core day for regular whole team meetings and Thursdays reserved for SLT meetings.

Note: unfortunately, we are not currently in a position to offer sponsorship for visas and all applicants will need to have, and be able to prove, the right to work in the UK.



HOW TO APPLY

We hope you will consider making an application. To make an application, please go to [Starfish link](#) 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.

<i>Closing date:</i>	Friday 23rd October 2026
<i>Preliminary interviews:</i>	w/c Monday 9 th November 2026
<i>First Stage Interviews:</i>	w/c Monday 30 th November 2026
<i>Final Stage Interviews:</i>	w/c Monday 7 th December 2026

