



Head of Philanthropy and Partnerships

Recruitment Pack

buttle[™]

Background

At Buttle UK, we are driven by a single, powerful vision: **poverty and crisis should not define a child's future.** For nearly 80 years, we've been dedicated to supporting children and young people facing profound challenges. As we embark on our ambitious 2025–2030 strategy, we're not only offering immediate aid; we're also committed to tackling the systemic issues that trap children in cycles of poverty.

This is a pivotal moment for our organisation. We're proud to have supported over 27,000 children through our Chances for Children grants in the last five years, but the need continues to grow, with 4.5 million children in the UK currently living in poverty. Our new strategy has three bold aims:

Delivering Impactful Grants: We'll continue to provide fast, flexible, and essential grants, while also deepening our support for those with the most complex challenges and evolving our grant model to be even more empowering and equitable.

Amplifying Our Voice for Change: We'll leverage our research, data, and co-production work to influence policy and practice, advocating for families failed by existing systems.

Harnessing Our Resources: With a strong endowment and ambitious fundraising goals, we are investing in partnerships, innovation, and infrastructure that will ensure we can support even more children in the years to come.

This strategy was developed through deep collaboration – with our staff, trustees, funders, and importantly, young people. Their lived experience and insights continue to guide our work, ensuring we remain **child-focused, empathetic, responsive, collaborative and accountable.** You can read about our 2025-30 strategy in more detail [here](#).

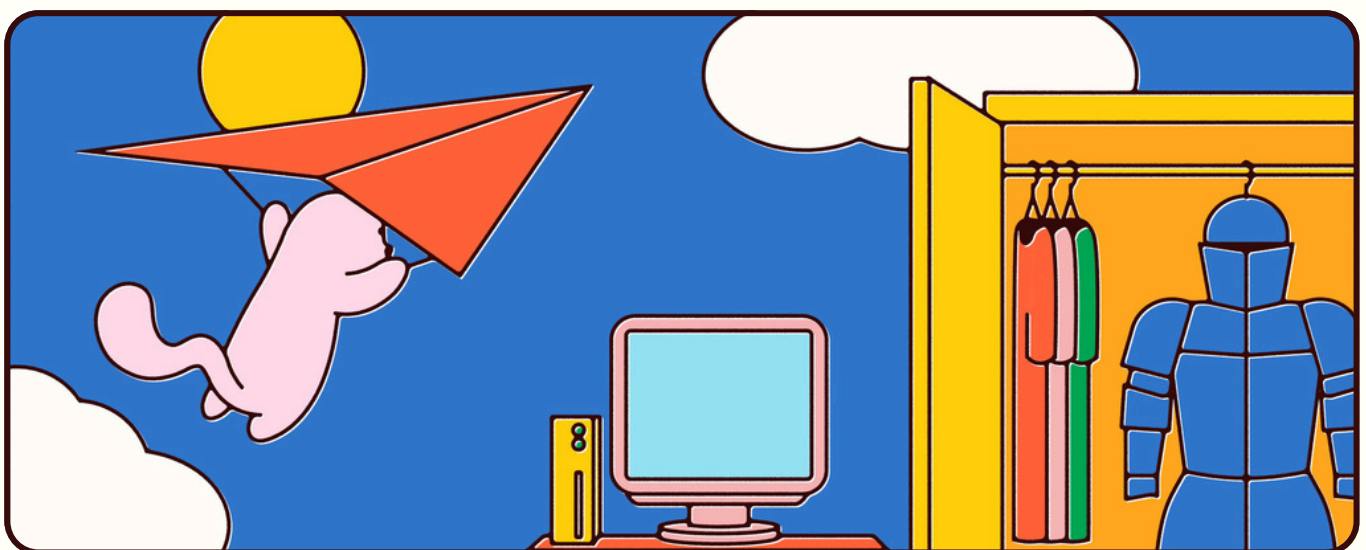
Thank you for your interest in the role of Head of Philanthropy and Partnerships at Buttle. This is an exciting time to join the team as we move forward with our new organisational strategy and further develop how our grants can make more of an impact to children and young people experiencing poverty and crisis.

The Fundraising and Communications teams have grown in size over the past two years and we now need to embed this new team structure and strategy. As a senior member of the Fundraising and Communications directorate, this role has responsibility for delivering against our ambitious fundraising plans, day-to-day operational management and income growth, holding a portfolio of donors and partners. Using your experience of leading and motivating high performing teams with strong communication, relationship-building and organisational skills, I look forward to working collaboratively to drive income growth to support a resilient and sustainable organisation that continues to ensure no child's future is defined by poverty and crisis.

Thank you for considering being part of our journey. We're ready to meet the challenges head on, and together.

Lisa Oeder

Director of Fundraising and Communications



About Buttle

Founded in 1953, Buttle UK is a charity dedicated to supporting children and young people across the UK who face crisis situations, financial hardship, and multiple social challenges. Our mission is to enhance emotional, educational, and social outcomes through targeted interventions, primarily through our Chances for Children grants.

We support children and young people living in severe poverty, often on income levels under £18,000 a year. Many face challenges such as domestic abuse, mental health issues, estrangement, or neglect. Our grants, up to £2,400, are tailored to each individual's needs. This can be as simple as a new school uniform to help them settle in school; support for family or play therapy; or membership of a club or activity so that they can explore something they enjoy, socialise and have opportunities to make friends. We can also help with items like beds, toys, clothes or even a TV. Our grants help children to live a life that feels a little more like other children's. They are designed to create safe, nurturing environments and foster wellbeing-promoting activities, ultimately empowering children and young people to thrive academically, emotionally, and socially.

You can read more about the impact of our work [here](#).

Our Mission: The maintenance, education and advancement in life of children and young people who through poverty and family circumstances are in need of, and will benefit significantly from, Buttle UK's support.

Our Values:

Child-focused. We put children and young people first in the decisions we take. They are the focus of all our efforts and energy.

Empathetic. Empathy and compassion are central to our work with children, young people and families. We act with respect for all people, communities and cultures, and value this in our wider team as well as our grant-making.

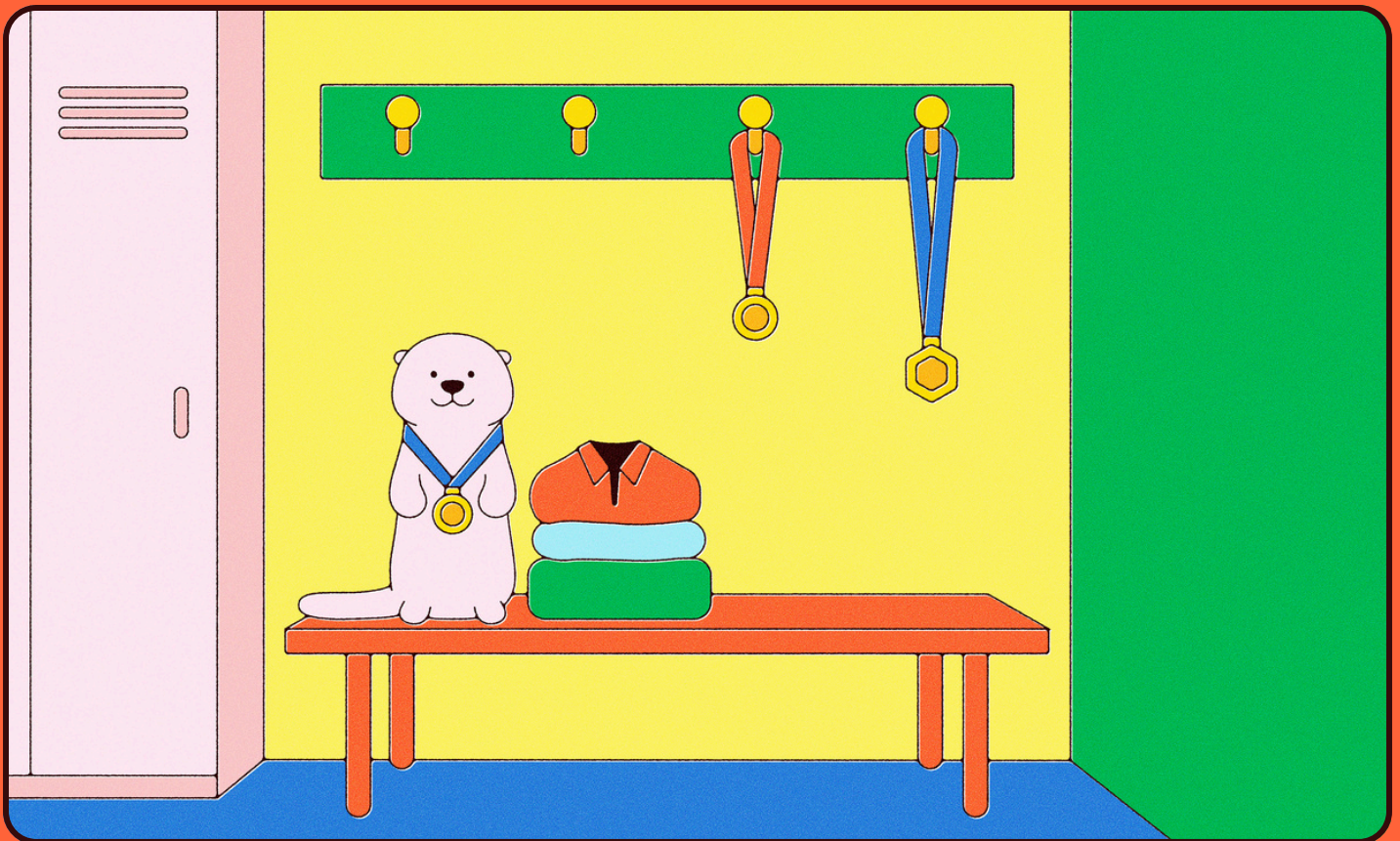
Responsive. We are responsive to the needs of children and young people, with a focus on providing swift decisions. We listen and adapt so that we can do better in all aspects of our work and deliver more for those we support.

Collaborative. We collaborate in order to create chances for children and young people that are significantly disadvantaged by crisis and poverty. It is only through working in partnership that we can be truly successful.

Accountable. We are accountable to children, young people, and all those with whom we work. By recognising and acting on this accountability, we will most effectively and appropriately serve the communities for which we exist and deliver the best possible service to meet their needs.

Our Vision:

Our vision is that poverty and crisis does not define a child's future. We have always had a role in working to address the impact of crisis and poverty for children and deeply understand the debilitating impact of both on young lives. The UK is facing a worsening crisis with 4.3m children currently living in poverty. Our own reports, 'State of Child Poverty' (2019-24) and 'Growing up in Poverty' (2024), highlight this escalating crisis. The challenges of child poverty in the UK have intensified, creating a poverty emergency. Families are increasingly caught in a cycle where crises, such as abuse or homelessness, lead to deeper poverty, and systemic failures prevent meaningful recovery.



Head of Philanthropy and Partnerships - overview

JOB TITLE: **Head of Philanthropy and Partnerships**
Full-time Permanent role (35 hours a week, flexible hours will be considered)

REPORTS TO: **Director of Fundraising and Communications**

ROLE: As a senior member of the Fundraising and Communications directorate, this role has responsibility for delivering against our ambitious fundraising plans, day-to-day operational management and income growth, holding a portfolio of donors and partners. Working closely with the Director of Fundraising and Communications you will shape and deliver Buttle's fundraising to support the delivery of our new strategy to ensure that poverty and crisis does not define a child's future.

The Head of Philanthropy and Partnerships will be responsible for the management of the fundraising income and will work with the Director of Fundraising and Communications to drive a step-change in sustainable growth and supporter engagement. You will manage a team of 4 overseeing major donor, trusts and foundations, and corporate partnership income streams. You will also work closely with the Fundraising and Marketing Officer to deliver excellent supporter cultivation and stewardship through a donor's lifecycle of giving, maximising opportunities to integrate individual giving and legacy messaging.

You will have significant experience in cultivating, soliciting and stewarding transformational gifts (at six- to seven-figure levels) from High-Net-Worth (HNW) individuals, corporates, and grant-making trusts.

OBJECTIVES: To drive sustainable income growth and embed a culture of high-value fundraising excellence at Buttle. Through strategic relationship management, cultivation, and stewardship, this role will work across HNW individuals, trusts, and corporate partners. Leading a high-performing team, the role is key for the wider directorate and will directly contribute to the delivery of Buttle's ambitious 2025–2030 strategy to ensure poverty and crisis do not define a child's future.

PLACE OF WORK: Hybrid with 1-2 days at the London office.

SALARY: Grade 3 (£57,480- £60,506 dependent on skills and experience)

Responsibilities

- Design and implement ambitious, long-term fundraising strategies to diversify and grow high-value income streams.
- Hold a portfolio of high value donors and cultivate and steward relationships with high-net-worth individuals, key stakeholders and corporate partners with the ability to deliver transformational gifts.
- Identify strategic new business opportunities and partnerships, through prospecting and strategic outreach, ensuring alignment with organisational values and goals.
- Lead and embed a stewardship and cultivation programme that delivers excellent relationship management and aligns with current best practice.
- Build fundraising resilience and sustainability by undertaking regular competitor analysis and sector research, identifying ways to improve effectiveness, anticipating risks and encouraging innovation.
- Manage and mentor a team of fundraisers, fostering a high-performance, collaborative environment.
- Work closely with the Senior Management Team and wider leadership to shape the organisation's partnership offerings and positioning at a strategic level.
- Develop and embed effective systems and processes to maximise the use of our database (Raiser's Edge NXT) and the insights provided by our data.
- Develop multi-year forecasts, KPIs and evaluation and monitoring systems to provide regular reporting, ensuring targets are met and stakeholder engagement is robust.
- Ensure co-production is integrated into our high value fundraising and appropriate safeguarding is undertaken, to enable young people to help shape fundraising activities and messaging.
- Work with the Senior Management Team and other Heads of, to actively contribute to and shape the organisational culture and values.
- To undertake any other reasonable duties as directed by the Director of Fundraising and Communications, as the team's work develops and new needs emerge.

Person Specification

Experience and Knowledge

- Significant experience of managing high value supporters, specifically high-net-worth individuals, corporate partners and trusts and foundations.
- Demonstrable track record of personally securing six- and seven-figure gifts.
- Experience of designing and delivering high impact stewardship and cultivation programmes that has translated into long term commitments and relationships.
- Experience of working with high level volunteers and networks to secure major gifts.
- A proven track record of achieving or exceeding income targets, both individually and for the team.
- Strong experience of developing and managing pipelines, KPIs, budgets and strategies.
- Experience of leading and motivating high performing teams, with a collaborative leadership style.
- Demonstrable expert knowledge of best practice and compliance in the prospecting, cultivation, solicitation and stewardship of new and existing donors.
- Experience of Raiser's Edge or a similar specialist fundraising database.
- Knowledge of the issues facing children and young people experiencing poverty. (Desirable)

Skills and abilities

- Able to develop strategy and translate it into operational plans with successful implementation.
- Excellent relationship-building, communication and influencing skills, capable of engaging diverse audiences, from high-net-worth individuals, corporate executives and senior internal stakeholders.
- Strong organisational and time management skills, with the ability to prioritise, problem-solve and work flexibly in a changing environment.
- Ability to identify strategic opportunities, craft compelling propositions, and negotiate mutually beneficial agreements.
- Proven ability to inspire supporters, staff, volunteers and key stakeholders through excellent verbal and written communication skills.
- Strong analytical and financial skills.
- A commitment to working collaboratively.
- Commitment to promote the best interests of children and young people and a willingness to develop an understanding of the challenges facing children and young people living in crisis and poverty in the UK.

All staff are expected to:

- Be aware of and committed to the ethos and values of Buttle UK
- Take an active role in the development and implementation of Charity policies and in the whole life of the Charity
- Ensure that there are equal opportunities for all
- Adhere to Charity policies and procedures
- Be fully committed to safeguarding and promoting the welfare of children and young people

Our commitment to Equity, Diversity & Inclusion

Buttle UK recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome applications from people of all backgrounds.

We pride ourselves on being an inclusive organisation and welcome applications from all applicants, regardless of race, sex or gender, sexuality, socio-economic background or any other minority or protected characteristic.

To support anyone looking to work with us, we commit to:

- Paying for childcare for the hours in and around the interview process.
- Paying for your travel costs to the office and back for interviews, if these are held in person.
- Making any reasonable adjustments to support your needs in the application and interview process.

Read more about our commitment to equity, diversity and inclusion across our organisation [here](#).

What we offer

- Hybrid working
- Strong commitment to staff development
- Cycle to Work Scheme
- Generous 25 days annual leave + Christmas closure + bank holidays
- Employer pension contribution
- Employee assistance programme for staff wellbeing and support
- Life assurance scheme
- Free eye tests and payment of up to £100 for glasses if required
- Enhanced maternity/paternity and sick pay

Accessibility

- Our office is accessible, and is on the ground floor as are meeting rooms
- Workspace is accessible via stairs or slope, there are accessible toilets and there is a lift

How to apply for the role

Buttle UK is partnering with Valued Recruitment, an inclusive recruiter who is unafraid to represent the real you. If you would like more information about the role, please contact Anna Ludeman: anna@valued-recruitment.co.uk or phone on 07828 288704.

To apply, please send Anna your CV and a letter (max. 2 pages) letting us know why you would like this role and what you can bring to us here at Buttle.

Accessibility is incredibly important to us here at Valued Recruitment and at Buttle UK. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.



Recruitment timetable

Closing date for applications: 9am, Monday 22 June

Shortlisting completed by: Tuesday 23 June

Interviews: Monday 29 June and Tuesday 30 June

Second stage interviews (in person, London): Monday 6 July

Decision by: Tuesday 7 July

The appointment will be made subject to satisfactory references and pre-employment checks.

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