

The logo for Tearfund, consisting of the word "tearfund" in white lowercase letters inside a teal rounded rectangle.

tearfund

Director of Global Fundraising and Engagement

Appointment Details



Dear Prospective Candidates,

Thank you for considering the role of Global Director of Fundraising and Engagement at Tearfund. We are praying with you for a clear sense of calling, as you discern whether to serve Tearfund at this time.

Tearfund is a Christ-centred INGO, founded over fifty years ago. We have a big vision: to see all people freed from poverty, living transformed lives and reaching their God-given potential. Tearfund's role is to be a highly effective, servant-hearted partner of local churches.

Our income last year was over £85m making us one of the UK's largest humanitarian and development INGOs. But, what makes us distinctive is that we do everything with and through the church.

It is the church that was called by God to build his Kingdom. It is the church that is local, relational and long-term – present before, during and after a crisis hits. So it is the church that can truly bring community transformation.

And in these volatile times, with shifting patterns in funding, and very challenging contexts in the countries in which we work, we see a moment of great opportunity for the church.

Our role is to help the church identify and realise this opportunity. We have set ourselves the goal of enabling 250,000 churches in the countries we operate, to become the transformation centres for their communities that they are called to be.

Tearfund's vision and ambitious strategy has seen us embark on a process of transformation, of focusing and simplifying our structures, operating model and messaging.

We are seeking a creative and bold Christ-centred leader who can take this work forward, building on this season of change, to guide and inspire the 150-strong fundraising and engagement team. Serving on the executive team, you will bring a deep knowledge and expertise in fundraising, marketing and communications allied to the spiritual maturity that ensures prayer and reliance on God are always at the heart of how we work. And you will have an empowering approach to leadership that will enable agility, creativity and impact in all we do.

If this vision inspires you, if this description of what we are seeking resonates, then please read on. We look forward to hearing from you and mutually discerning whether you are called to serve in this key leadership role.

Nigel Harris, CEO of Tearfund



Tearfund's Calling

Our vision is to see people freed from poverty, living transformed lives and reaching their God-given potential.

Our mission is to follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty.

Our values are to be courageous, truthful, compassionate, servant-hearted and Christ-centred. Guiding scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8.

Everything we do is grounded in our theory of poverty, that sees broken relationships with God, self, others and the environment as the root of poverty, injustice and exclusion.

Our calling is to envision and equip local churches to be the change, and to see them mobilised and embracing integral mission. The impact we want to see is communities transformed, society changed, and emergency needs met.

Our characteristics describe the behaviours and culture where we want to be at our best more of the time. If we want to see restored relationships, with people freed from poverty, living transformed lives and reaching their God-given potential then we, both individually and corporately, need to be people being transformed, renewed and empowered by God and dependent on prayer.

- Creating space for God and ourselves
- Working together
- Communicating bravely
- Learning and growing
- Including and valuing each other
- Acting with integrity





Overview of the role

We seek a transformational Director of Global Fundraising and Engagement (DGFE) who will bring creativity and boldness, led in the changes we have embarked on, the agile ways of working, ensure joined up thinking across the organisation and provide the leadership to keep our focus and reliance on God.

Tearfund's vision for its Fundraising and Engagement team is to grow a global community of people who want to enter into a whole-life response to poverty with help from Tearfund. They will be invited to give, pray, campaign, volunteer and make lifestyle changes. We have a ministry to inspire and help people to live generously – in every sense of the word. We are committed to a "spirituality of fundraising" (i.e. that we serve others by inviting them into partnership in our mission) and an abundance mindset.

Overseeing a team of 150 and seven direct reports (Chief of Staff, Head of Church and Supporter Engagement, Head of UK and International Partnerships, Head of Communication Strategy, Head of African and Caribbean Engagement, Head of Fundraising Operations – and TBC Head of Media), this role will be a leader of leaders. The DGFE must both embrace our complexity and refine a number of creative tensions and challenges: Tearfund is both an integral-mission agency working with the church and a large international development actor. We have a significant UK footprint and founding culture and a growing worldwide presence influencing a more globally informed culture. We are a missional community and a dedicated and purpose-driven workforce. We are highly relational and seek professional excellence that honours God and stewards the trust of our donors.



Role Description

Core expressions of leadership

Spiritual Leadership

- Follow Jesus and share generously from your walk with Christ, applying biblical principles in your leadership and strategic thinking.
- Partner with the Executive Team in championing and nurturing Tearfund's Christian distinctiveness, spiritual vitality and Christ-centred calling by prayerfully discerning the will of God.
- Lead and participate in spiritual sessions of prayer and biblical reflection within your group and in the broader Tearfund community.
- Exemplify commitment to Tearfund's Mission, Values and statement of faith and to be actively working and living in accordance with Tearfund's Christian beliefs and theory of mission.

Strategic Executive Leadership

- Advise and support the Chief Executive, Board of Trustees and the Supporter Engagement and Fundraising Committee (a board sub-committee) to develop our strategic thinking, particularly around fundraising, communications, brand and engagement.
- Be a key member of the five person Executive Team ("ET") and be committed to enterprise-wide leadership. Collaborate effectively with fellow executive team members, fostering a cohesive and supportive environment that enhances decision-making.
- Communicate vision well and broadly, to enable a shared sense of direction and movement with our internationally dispersed teams and partners.
- Partner well with the International Director and the Institutional Funding team that sits within our International (Programmes) Group.

Fundraising and Engagement Leadership

- A dynamic "leader of leaders", envisioning, empowering and inspiring a high performing senior team.
- Lead the development, implementation and monitoring of Tearfund's fundraising and engagement strategy across all supporter and key investor income streams in the UK and globally, ensuring it remains dynamic, and leading income growth in a challenging external fundraising environment.
- Lead on the alignment of frontline priorities with fundraising opportunities by building effective relationships with the International Programmes Group and also championing the Tearfund supporter and ensuring we meet the expectations of our donors and supporters.
- Develop and deliver to market, innovative, high return on investment mass market fundraising products to promote Tearfund's unique value proposition and engage both current and new supporters to support and give to Tearfund.
- - Pioneer innovation in traditional communications to supporters and develop a market-leading digital strategy to reach new audiences in new ways in an environment of excellence and great customer service.
- Lead and support the ongoing implementation of Tearfund's brand proposition and identity.
- Lead efforts to embed our new agile approach and enhance digital maturity across the Fundraising and Engagement Group.
- Develop and deliver the communications vision and strategy, and deliver against ambitious awareness growth targets.
- Lead and develop good marketing principles and practices, with a particular focus on data and insight to provide for robust decision making on strategy as well as creative and effective campaign execution.

People leadership

- Inspire, direct and focus the Fundraising and Engagement Group in continuing times of change, adaptation and improvement.
- Lead, manage, empower, develop and support the Fundraising and Engagement senior management team ("SMT") to succeed.
- Provide effective management that supports, encourages, develops, and holds direct reports and the broader group accountable.
- Work with other colleagues to foster an organisational culture that is supporter-focused, externally orientated, innovative and creative, whilst aligned with Tearfund's core mission and values.

External Leadership

- Lead the strategy work for building effective partnerships and alliances.
- Serve as an enthusiastic and energetic ambassador for Tearfund with key stakeholders including church leaders, the leaders of Christian festivals and events, NGOs, charitable foundations, businesses, major donors, and governmental bodies. The DGFE will play a key representative role with the Tearfund family (other international INGOs that carry the Tearfund name and brand) Disasters Emergency Committee ("DEC") and the Integral Alliance.
- Network with leaders in Tearfund's key constituencies in the UK and internationally in order to provide up-to-date market intelligence, develop new initiatives and assess Tearfund's market position.



Photo: Hannah Maule-ffinck/Tearfund

Person Specification

Experience

- Experience of working at a senior level, of taking a corporate leadership role and not simply a departmental leadership view within an organisation of similar scale and complexity.
- A track record of growing unrestricted funding, ideally in a Christian context.
- Experience of leading successful fundraising, marketing and communications functions including the use of data analytics and digital channels.
- Experience of building, developing and drawing the best out of multi-disciplinary teams.
- A deep understanding of UK and international fundraising trends.
- Experience of developing and deepening major donor relationships.
- Experience of developing and embedding agile ways of working.
- A demonstrable understanding of strategic communications, marketing and how to raise an organisation's profile and income through a variety of channels.
- A strong track record of success in directing an organisation's external communications - including press and digital media - in an international context.

Skills, abilities and values

- Vibrant and resilient Christian faith that is reflected in all aspects of your work and leadership, including a regular practice of prayer.
- A passion for Tearfund's values and belief in integral mission, and a yearning to see the church demonstrating the love of God to the disempowered, marginalised and vulnerable.
- A strong commitment to cross-cultural, cross-departmental, collaborative working, teamwork and service delivery.
- A love of organisational effectiveness, quality, excellence and impact.
- A passion to inspire creativity, innovation and entrepreneurship.
- An enabling style and proven ability to train and mentor specialist staff.
- An excellent communicator and a highly relationally intelligent and caring person.

There is an Occupational Requirement for the post-holder to be a practising Christian as per exemptions in The Equality Act 2010 (Schedule 9) and commit to Tearfund's [Statement of Faith](#).





Terms & Conditions

- **Location:** Tearfund will carefully consider flexible working patterns where possible, though regular physical presence at our head office in Teddington will be necessary.
- **Hours:** Full-time - 35 hours a week. Some weekend working and availability at other locations and outside of normal working hours will be required.
- **Salary:** Circa £85K
- **Holiday:** 25 days plus all Bank Holidays.

How to Apply

Tearfund is working with Macaulay Search to make this appointment. Applications should be sent by email to sam.stephens@macaulaysearch.com

The closing date for applications is 5 pm on 16th April 2024. Your application should comprise:

- A full CV including a full employment history showing responsibilities held and relevant achievements.
- A covering note of not more than one and a half pages summarising your motivation, the career and personal experiences that prepare you for the role and describing how your Christian faith has shaped your life and leadership.

The Process

A selection of candidates will be invited to a first interview on 1st May. A second round of interviews is scheduled for the 24 May. You can expect to hear from Macaulay Search if you have been invited for interview by 26th April.

Thank you for prayerfully considering this role.

tearfund.org

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