

Job Description

Job Title

Group Head of Philanthropy and Partnerships

Accountable to

Director of Fundraising and Communications

Grade/Salary

£49,894 (Full time equivalent)

Responsible for

Trusts and Grants Manager, Partnerships Managers and relevant volunteers

Job Purpose and Role

At Teesside Hospice and Butterwick Hospice we are stronger together. Following the decision to merge, our shared ambition is to provide people across the Tees Valley and County Durham with improved access to the very best end of life care, ensuring our services remain sustainable for generations to come.

Together, we support over 6,700 people each year, but we know more people need our care. By combining our expertise, resources and relationships we are committed to reaching more patients and families and helping them live as well as possible, for as long as possible.

The Head of Philanthropy and Partnerships will play a pivotal role in this vision by leading a high-value income strategy across both organisations focused on Trusts & Foundations, Major Donors and Corporate Partnerships.

This is a strategic group role that is responsible for building a unified, high-performing philanthropy and partnerships function that will maximise income while respecting the distinct identities and supporter bases of each hospice.

The postholder will lead and develop the trusts, major donor and corporate income streams driving collaboration across teams and securing transformational support that ensures we can meet increasing demand and deliver care today, tomorrow and long into the future.

This role operates as part of a dual leadership model alongside the Head of Fundraising with clear accountability for high-value income streams. Together, both roles are jointly accountable for delivering a single, integrated group fundraising strategy, shared income targets, and a seamless supporter experience across all income levels.



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Main Duties and key result areas

General duties

Strategic Leadership & Income Growth

- Alongside the Head of Fundraising and Director of Fundraising and Communications accountable for overall group voluntary income performance
- Co-own the development and delivery of the integrated fundraising strategy
- Ensure a seamless end-to-end supporter journey across all income streams
- Align pipeline development from acquisition through to major giving
- Jointly lead cross-team planning, budgeting assumptions and income forecasting
- Present integrated performance updates to Director, SMT and Trustees
- Work with the Director of Fundraising and Communications to develop and implement a high-value giving strategy
- Lead delivery of agreed strategic objectives, driving sustainable high-value income growth
- Ensure fundraising activity directly supports long-term sustainability and improved patient care
- Take responsibility for budget planning, income phasing, and monitoring financial performance against agreed targets and forecasts
- Lead robust pipeline management, forecasting and performance monitoring

Leadership & Team Development

- Lead, support and develop the Partnerships Manager and Trusts & Grants Manager, ensuring delivery of ambitious income targets
- Provide coaching and leadership to build confidence, capability and performance
- Embed a high-performance culture with clear accountability for income delivery and continuous improvement
- Ensure consistent standards in pipeline management, stewardship and supporter experience

Major Donor Fundraising

- Develop and lead a major donor strategy, building a strong pipeline of high-net-worth supporters
- Personally manage and cultivate key strategic relationships and major gifts
- Secure significant gifts, including six-figure and multi-year commitments, through direct cultivation, solicitation and stewardship
- Create meaningful opportunities for supporters to engage with the impact of hospice care

Trusts & Foundations

- Provide strategic oversight of trusts fundraising, ensuring a strong pipeline and high-quality applications
- Secure significant and multi-year funding aligned to organisational priorities
- Ensure robust stewardship, reporting and compliance

Corporate Partnerships



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- Lead the strategic development of corporate partnerships across the combined geography
- Ensure partnerships deliver mutual value, long-term engagement and sustainable income
- Lead on flagship and high-value strategic partnerships
- Ensure all partnerships align with organisational values and enhance reputation

Supporter Experience & Pipeline Development

- Own the high-value supporter journey (major donors, trusts and corporate partners), ensuring exceptional cultivation, solicitation and stewardship, and effective conversion from wider fundraising pipelines.
- Strengthen relationships with supporters, funders and partners to grow long-term engagement
- Build strong relationships with SMT, trustees and senior stakeholders to develop new opportunities
- Work with senior leaders, trustees and volunteers to unlock networks and connections
- Develop and agree clear pipeline transition points between mass and high-value fundraising
- Establish shared qualification criteria for major donors and high-value opportunities
- Ensure effective transfer of supporter insight and relationship history through CRM
- Collaborate on joint cultivation strategies where supporters span multiple income streams

Collaboration & Integration (Group Role)

- Work across both hospices to:
 - Share expertise and best practice
 - Reduce duplication and improve efficiency
 - Strengthen collective impact and reach
- Collaborate with marketing, communications and clinical teams to create compelling, consistent cases for support
- Champion a group approach while maintaining each hospice's identity and community connection
- Define high-value data requirements, pipeline reporting and insight needs, working with the Head of Fundraising to ensure CRM supports relationship fundraising and forecasting.

Leadership, Representation & Governance

- Act as a senior member of the Income Generation leadership team, contributing to organisational strategy
- Act as an ambassador for the merged organisation across the region
- Ensure effective use of CRM systems and data to inform decision-making
- Ensure compliance with fundraising regulations, GDPR and ethical standards
- Operate as peer leaders with shared accountability and mutual challenge
- Deputise for each other where appropriate
- Model collaborative leadership across teams and income streams
- Resolve overlaps and prioritisation challenges jointly, escalating only where necessary



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Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*

All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.
- Fulfil obligations in relation to safeguarding, namely: recognising possible abuse, including knowing what abuse is, what to look out for, and how to be vigilant at all times. Respond quickly and appropriately to possible concerns. Sometimes a concern is obvious, sometimes it is not. Report my concerns to the appropriate person to ensure that me and my organisation does everything possible to keep our patients and people safe and supported and record my observations and concerns, including the actions I and others have (or haven't) taken.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.



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Signed

Date

Print name



Person Specification

Attribute	Detail	Essential or Desirable
Skills & Abilities	Excellent written and verbal communication skills	E
	Excellent IT Skills, specifically Microsoft Word, Excel, CRM etc	E
	Strong strategic leadership across multiple high-value income streams	D
	Outstanding communication and influencing skills	E
	Excellent relationship-building skills with senior stakeholders and donors	E
	Strong commercial awareness and ability to maximise ROI	E
Knowledge & Experience	Significant experience in major donor, trusts and/or corporate fundraising	E
	Proven success securing high-value and long-term funding	E
	Experience leading teams through change or organisational transformation	D
	Experience working across complex or multi-site organisations	D
	Strong understanding of fundraising compliance and regulation	E
Education & Qualifications	Relevant Education eg, Institute of Fundraising, Institute for Sustainable Philanthropy etc	D
Personal Attributes/ Key skills	Passionate about hospice care and improving end-of-life experiences	E
	Collaborative, inclusive and relationship-focused	E
	Resilient and adaptable in a changing environment	E
	Strategic, ambitious and results-driven	E
	Committed to the 'Stronger Together' ethos	E
Other	Willingness to travel across Tees Valley and County Durham	E
	Ability to represent both hospices professionally and confidently	E
	Commitment to equality, diversity and inclusion	E



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