



**Wycliffe  
Bible  
Translators**

# Director of Philanthropy

**Would suit:** An experienced major donor fundraiser who is energised by meeting donors and leading a team to deliver a strategy that achieves outstanding results

**Salary:** £65,000–£75,000 + benefits

**Location:** Home based

**Hours:** Full-time (37.5 hours per week). Permanent. Talk to us if you need more flexibility than this

**Reporting to:** Robin Peake, Deputy CEO

**Responsible for:** Team of four, with three direct reports on majors, mids and trusts

**Closing date:** Monday 28 April at 9am

**Interview date:** Thursday 8 May, location TBC

**How to apply:** See [below](#)

## **Benefits:**

- 33 days' annual leave, including bank holidays (pro-rata)
- Up to 5 days' extra leave to serve on the Board of an external organisation
- Employer pension contributions up to 7.5%
- Fully employer-funded life assurance
- 24/7 employee assistance programme for emotional and practical support
- Tax-free home-working allowance
- Family-friendly employer
- Monthly in-person team days in Oxfordshire or the Chilterns (expenses covered)
- Hot-desking facility at Oxford office
- Fully paid-for professional development opportunities.

## ***Welcome from your potential manager***

Before considering any career move, you have to ask: is this a cause I can get behind, a place where my skills will make a big impact, and a culture I want to be a part of?

The need for everyone to have access to God's word is a cause that is increasingly capturing the imaginations of Christian major donors. They are motivated by a clear and urgent problem (1 in 5 people without the Bible in their language) but one that we can do something about (40 million more people can access the Bible in their language than a year ago). We're seeing the emergence of giving networks like [illumiNations](#), a collaboration of Bible translation agencies working in a spirit of 'no logo, no ego', to engage HNWIs to unlock God's word for every heart. It has raised £7m for Bible translation since 2020 in the UK alone. (See [this video](#) for a taste.)

Wycliffe Bible Translators is a charity that is investing in fundraising and reaping the benefits. In the past four years, Wycliffe's income from major donors and trusts has more than doubled to over £2m and we believe there is more potential by fundraising the right way and building long-term relationships that minister to donors.

Your team is relatively small (three direct reports), but you'll also have access to a virtual assistant, external consultancy, a dedicated report writer, and a data team which has a fundraising background. In addition, we have a Board, Executive Director and myself, who believe in the power of major gifts and want you to direct our time to help you succeed. You'll also have direct access to Bible translation programmes worldwide. As our new Director of Philanthropy,<sup>1</sup> we will back you to leverage your skills to help create a world where everyone can know Jesus through the Bible, and give future generations access to the words of eternal life.

As a home-working organisation, we offer genuine flexibility and, for an exceptional candidate, we're open to offering you a different package to make it work for you. Recruitment is a two-way street, so if you want to learn more about the role or have any questions, you're welcome to call either Joe at [Christian Jobs](#) who is running the recruitment process for us, or my details are below.<sup>2</sup>



**Robin Peake**  
Deputy CEO  
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<sup>1</sup> We think this is a good job title to get people like you to click on the job pack. But it's probably not great for relating to supporters. Let's agree something better once you're in post.

<sup>2</sup> We're also looking for a [Director for Churches](#) if you know anyone!

## **Key responsibilities**

### **1. Achieve ambitious yet realistic income targets**

- Deliver income targets from major donors, mid-level donors and trusts (2025: £2.2m)
- Build relationships with your personal caseload of prospective and current major donors, delivering the same high standards of cultivation, stewardship and reporting that you expect of your team
- Coach the Executive Director, Deputy CEO and those you lead, to deepen relationships with the donors on their caseloads and hit targets
- Demonstrate effective stewardship of resources through managing priorities and your budget, including budget setting and forecasting, and tracking key performance indicators, including reporting to Trustees
- Build relationships with Donor Advised Funds and their giving advisers

### **2. Provide strategic leadership for the organisation**

- Develop and execute a strategy that grows resilient income from major and mid-level donors and trusts and foundations
- Work closely with the Executive Director, Deputy CEO and trustees to identify, cultivate and steward donors who can make an outsized impact with their giving and partnership
- Contribute at relevant Leadership team meetings
- Lead Wycliffe's role in illumiNations, a donor-led gathering for HNWI's
- Strengthen Wycliffe's fundraising culture, which seeks to be bold and biblical to grow resilient income through long-term relationships\*

### **3. Provide inspirational leadership and management to your team**

- Lead a team of four, including three Direct Reports (Major Donor Fundraiser, Mid-Level Donor Fundraiser and Trusts Fundraising Manager), empowering each of them to flourish in their roles and achieve ambitious clear targets through a relational approach to fundraising, building on a culture of professional excellence and personal development
- Utilise the other people there to help you, which includes a virtual assistant, some consultancy, a data team, a dedicated proposal/report writer in our Communications team and scope for you to hire a prospect researcher/data manager
- Encourage productive collaboration with other Wycliffe teams

### **4. Other responsibilities**

- Be open and obedient to God's voice and direction in relation to any strategic matter and to always seek his will above all else\*
- Minister to supporters where a Christian viewpoint or theological understanding is expected or necessary, praying with them\*
- Uphold the strong reputation of Wycliffe as a charity that promotes the Christian faith and Christian religion, and glorifies God, among Christians and the Church\*
- Carry out other duties, projects and responsibilities as required.

## Person specification

Experience and knowledge of:	Essential	Desirable
Significant experience (eg 5+ years) in fundraising, with a strong track record in managing major donor relationships and achieving great results	✓	
Experience leading teams to success, helping people to achieve their potential	✓	
Experience of developing strategies that deliver results	✓	
A commitment to developing a relational approach to fundraising that delivers sustainable income over the long term	✓	
Strong beliefs in the importance of good data and clear processes (though the work related to this is likely to be delegated)	✓	
First-hand experience of trusts or mid-level fundraising		✓
<b>Qualifications:</b>		
Evidence of relevant fundraising training (eg from Chartered Institute of Fundraising, BrightSpots Mastery Programme, other conferences and courses attended)	✓	
<b>Skills:</b>		
High degree of personal organisation and self-management, with the ability to prioritise, multitask and work to deadlines	✓	
Self-starter, able to use own initiative and work independently, but also as part of a diverse team	✓	
Competency with standard office software (we use Google's suite of tools: Docs, Sheets, Slides, Meet)	✓	
Proven skills in building relationships internally and externally, building trust and influencing others	✓	
Excellent verbal and written communication skills, able to inspire in presentations and conversations	✓	
Demonstrate biblical principles of leadership and service*	✓	

<b>General:</b>		
It is an occupational requirement of this role that you have a clear, personal commitment to the beliefs set out in our Statement of Faith and Doctrinal Position Statement. See below: <a href="#">Applying your Christian faith*</a>	✓	
Able to work outside normal work hours as and when required	✓	
Right to work in the UK, and UK based	✓	
Professional manner with the ability to develop good working relationships internally and externally, while working remotely	✓	
Willing and able to travel as required by the role (eg to meet donors face to face)	✓	

A basic DBS check may be requested in the event of a successful application.

## ***Data protection***

We take your privacy seriously and will not give your data to any other organisation for their own purposes. For more information on our privacy policy see [wycliffe.org.uk/privacy](http://wycliffe.org.uk/privacy).

## ***Applying your Christian faith***

The Christian faith is central and foundational to all that Wycliffe does, and in why we work, what we do, and how we work. As a result, all roles within Wycliffe are assessed as to whether they require the postholder to be a Christian who has a clear personal commitment to the beliefs set out in our Statement of Faith and Doctrinal Position Statement. Where this is found to be a legitimate and proportionate requirement, the role will carry an Occupational Requirement as per the Equality Act 2010.

This role you are applying for carries an Occupational Requirement due to the key responsibilities and person specification set out above, marked with an asterisk (\*). As a result, we would expect you to:

- Commit to upholding historically accepted biblical standards of behaviour in all aspects of life as laid out in our Statement of Faith and Doctrinal Position Statement (which will be shared with you if you are invited to interview)
- Commit to [our values](#)
- Commit to prayer – we depend on God for all that we receive and all that we are able to do and achieve. No matter whether we are out and about interacting

with supporters or partners, or in the office making sure the organisation continues running, we wouldn't be able to achieve it without God. So prayer is included as a regular part of our team meetings, and all members of staff at Wycliffe are expected to actively participate in, and take turns leading, staff prayer meetings held each working day

- Be able and willing to give account of a living faith in Jesus Christ within settings and contexts appropriate to day-to-day responsibilities
- Provide evidence of regular participation in the life of a local church.

As part of the application and interview process, we will be asking for supporting evidence and information so that we can consider whether you fulfil this Occupational Requirement. This may include (but isn't limited to) a reference from a church leader, an ability to articulate your Christian experience, a commitment to our Statement of Faith, Values and Doctrinal Position Statement, as well as questions to probe these areas at interview.

## ***How to apply***

To apply, email [applications@christianjobs.co.uk](mailto:applications@christianjobs.co.uk) with your CV. If you have any questions regarding the applications, please contact [joe@christianjobs.co.uk](mailto:joe@christianjobs.co.uk)

### ***About Wycliffe Bible Translators***

1 in 5 people worldwide are still waiting for the Bible to be translated into the language they understand best. That's 1.5 billion people!

We are working to create a world where everyone can know Jesus through the Bible. We serve local partners worldwide as they bring God's word to their communities in the languages that speak to them best.

Find out more at [wycliffe.org.uk](http://wycliffe.org.uk). Read more in our [guide for potential job applicants](#) or [watch this video to see what our staff say about working here](#).

## ***Statement of Faith***

1. We believe the Bible, the inspired word of God, is completely trustworthy, speaking with supreme authority in all matters of belief and practice.
2. We believe in one God, who exists eternally in three persons, the Father, the Son, and the Holy Spirit.
3. We believe all people, being created in the image of God, have intrinsic value, but as a result of sin are alienated from God and each other, and therefore in need of reconciliation.
4. We believe that Jesus Christ, the Son of God, born of the virgin Mary, is fully God and fully human; he demonstrated God's love for sinners by suffering the penalty

of death in their place, rose bodily from the dead and ascended to heaven where he intercedes for his people.

5. We believe all who repent and trust in Jesus Christ alone as Lord and Saviour are, by the grace of God, declared to be right with him, receiving forgiveness and eternal life.
6. We believe the Lord Jesus Christ will return personally in glory, raise the dead, and judge the world.
7. We believe all people will rise from the dead, those who are in Christ to enjoy eternal life with God, and those who are lost to suffer eternal separation from him.
8. We believe in the Holy Spirit who imparts new life to those who believe in Christ; through his indwelling presence and transforming power he gives assurance and equips believers for holy living and effective service.
9. We believe the Church is the body of Christ, the fellowship of all believers, and is commissioned to make disciples of all nations.