

BECAUSE LONDON NEEDS JESUS



WE ARE LOOKING FOR:
Head of Key Partnerships





Our vision is to see everyone in London invited, personally and lovingly, to enjoy an eternal, life-giving relationship with God. Our mission is to share the gospel alongside the local church of London, equipping everyday Christians to lovingly bring a message of hope in Christ to people on the margins who are least likely to hear it.

For 190 years the gospel has been at the heart of all we do.

London needs Jesus! One in two people don't have a Christian friend to invite them to church, open a Bible with them, or tell them the good news of Jesus. We want to see that change. The latest census data reports that under 10% of the inhabitants of London's poorest districts attend Christian churches. The poor areas of London are incredibly diverse, in fact London is the most ethnically diverse city in the world, growing at over 100,000 people a year. We believe that these ethnic groups, often living in the poorest areas of London, are in desperate need to hear the Gospel but are least likely to be reached with it. The world has come to London and we long to see the Gospel taken to the world by working alongside churches to visit homes and go out into the streets of London with the good news of the Gospel.

Together with London's churches we show God's love in practical ways and continually look for ways to share the message of the Gospel of Jesus Christ with the least reached in our capital. Our monthly team gatherings are full of testimonies of how God is working amongst the least reached people of the city, and our deep conviction is that much more needs to be done and can be done at this urgent hour for London. To see more about what we do [click here for our Annual Report](#).

CONTEXT TO THIS APPOINTMENT

God's urgent message of salvation is for everyone, but his heart for those on the margins is especially clear in Scripture... "The Spirit of the Sovereign Lord is on me, because the Lord has anointed me to proclaim the good news to the poor. He has sent me to bind up the broken hearted, to proclaim freedom for the captives and release from darkness for the prisoners, to proclaim the year of the Lord's favour..." Isaiah 61: 1-2

As much as ever, London is home to people whose everyday experience is one of rejection, helplessness and often shame. People who face daily challenges, often invisible to others, lack resources, status, connections, community, and perhaps more than anything, they lack hope.

There is though expectancy in the air. According to surveys recently conducted by YouGov, "In churches across society something amazing is happening, challenging long-held predictions about the future of Christianity in the twenty-first century. Where once we saw ageing congregations and a steady decline in attendance, we see dramatic growth, led by the young." Some are calling it 'The Quiet Revival'. Encouraged by these signs of spiritual awakening, our vision is that Jesus is known in every community across London, that everyone is invited to follow Him.

This can only happen if the local church thrives and flourishes as it grows in number and diversity. We long to serve churches in partnership, building them up to reflect the many cultures and backgrounds of the city, and become a more powerful witness of God's love to anyone looking in. We are building up and equipping the Church to share the urgent message of salvation – to share His offer of forgiveness and new life.

The time is now. London City Mission currently has an annual turnover of approximately £8 million, which supports the work of approximately 80 front-line missionaries, 40 Mission Associates and 20 short-term placements, as well as our support teams at head office. In 2024 we received £3.6m in donations and our legacy income came to £2.6m. We have been steadily growing our supporter community through a proactive engagement plan.

We have set ourselves an ambitious target of growing our donations and legacy income by at least 7.5% more at the end of 2029 than our 2024 target. The Key Supporters team play an important role in contributing to this growth. We enjoy loyal support from generous supporters who have a heart for the gospel and making Jesus known among marginalised people in London.

We are now looking to appoint a new Head of Key Partnerships to join us to drive innovation and growth through creative, wise, and inspirational leadership. Leading a high performing and talented team, this role is central to us igniting a movement of mission in the local church to people on the margins. It's a crucial and exciting time in the history and further development of London City Mission, and through this role the successful candidate will be able to make a difference in London for the salvation of souls and to the glory of God.

If you sense a calling to use your fundraising expertise with us we would love to hear from you.

OUR VALUES

LCM have developed to shape the way we work and relate with each other, with the Church and with the people and communities we engage with. Our values are set out below.

We are passionate about sharing the love of God and good news of Jesus Christ with the least reached in London, and to do this in partnership with churches. To help us do this, we have developed a set of values which shape the way we work and relate with each other, with the church and with people in the communities we engage with:

ROOTED IN CHRIST

Prayerfully dedicated to doing God's will and living His way, according to His word

CHRIST-LIKE LOVE

Looking not to our own interests but to the interests of others because we are united as brothers and sisters in CHRIST

GOD-GLORIFYING EXCELLENCE

Pursuing the best that we can be to glorify God and serve each other in all we do

SPIRIT-INSPIRED COURAGE AND PERSEVERANCE

Standing firm, pushing through, paying the price for the sake of Christ and the gospel



STATEMENT OF FAITH AND CONDUCT

As Evangelical Christians we accept the following doctrines which we regard as crucial to the understanding of the faith, and which should issue in mutual love, practical Christian service and evangelistic concern:

- The revelation of the triune God given in the Scriptures of the Old and New Testaments and the historic faith of the Gospel therein set forth.
- The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgment.
- The divine inspiration of the Holy Scripture and its consequent entire trustworthiness, clarity and supreme authority in all matters of faith and conduct.
- The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
- The substitutionary sacrifice of the incarnate Son of God as the sole and all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
- The justification of the sinner is solely by the grace of God through faith in Christ crucified and risen from the dead.
- The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
- The priesthood of all believers, who form the universal Church, the Body of which Christ is the Head and which is committed by His command to the proclamation of the Gospel throughout the world.
- The calling of all Christian people to a life of holiness and prayer according to the Holy Scripture.
- The expectation of the personal, visible return of the Lord Jesus Christ in power and glory.





HOW TO APPLY

If you are interested in applying, please send your application to recruitment@lcm.org.uk. Your application should include:

- A copy of your CV with full employment history showing responsibilities held and relevant achievements
- A covering letter of not more than 2 pages summarising your motivation and reason for being interested in this position. Please make mention of your fit with the Christian faith and motivation for London City Mission's mission

If you would be interested in having an informal conversation with Louise Gibson, the Director of Fundraising and Supporter Partnerships, please email louise.gibson@lcm.org.uk to arrange a time.

The closing date for applications is Thursday, 11 December 2025 at 12 pm.

For shortlisted candidates the selection process will include two stages, each involving a panel interview with senior LCM colleagues who will prayerfully assess and seek to discern the selection of the right candidate.

Further details of the interview process and dates will be sent to short-listed candidates.

HEAD OF KEY PARTNERSHIPS

JOB DESCRIPTION

Department: Fundraising and Supporter Partnerships

Reporting to: Director of Fundraising and Supporter Partnerships

Responsible for: Major Gifts from Individuals, Charitable Trusts and Foundations and gifts in Wills

Location: Based at our London Office at 175 Tower Bridge Road, with flexible and working-from-home options (minimum of 2 days in the office per week)

Hours: Full-time, 5 days per week (40 hours inclusive of lunch breaks)

Overall Purpose of the Role

- To develop London City Mission's strategy to grow relationships with individuals, Charitable Trusts and Foundations who have the capacity to make a significant financial difference to our work to make Jesus known in London.
- To create rewarding partnerships with a wide range of key supporters that deliver the greatest mutual value.
- To lead the growth of giving through gifts in Wills and In Memory donations
- To build on the success of this team to deliver a step change in income.

Summary of Main Responsibilities

- Develop and lead the strategy for major gifts from individuals and Charitable Trusts and foundations and gifts in Wills
- Lead a high performing Key Partnerships Team so each member of the team is highly motivated, encouraged and developing in their role. Ensure a supporter centred culture within the team.
- Develop strong relationships with supporters so they understand the impact of their giving
- Create ambitious annual income targets and KPIs for the team in line with the 5 year strategy growth plans. Provide analysis and insight into the team's performance on all

income streams against the in year plans and five year strategy and KPIs for the Leadership Team and Trustees

- Support the Legacy Marketing Manager with planning communications to existing and new audiences about the importance of gifts in Wills.
- Produce literature suitable for Key Partners in the form of reports, proposals and appeal
- Work closely with the Individual Giving Manager and Church Engagement Manager on LCM appeals
- Be an advocate for the Fundraising and Supporter Partnerships team across the Mission and externally
- Work collaboratively with colleagues who deliver Ministry and Thought Leadership to identify ways to raise funds to cover the costs
- Play a proactive role in the FSP Management Team by contributing to meetings, insight and experience to the development and review of fundraising strategy
- Deputise for the Director of Fundraising and Supporter Partnerships as needed

Expected Standards

Employees are expected to:

- Fully participate in the spiritual life of the Mission including attending the annual week of prayer, the monthly Team Day, and daily staff prayers
- Take due care of their own Health & Safety and that of other colleagues
- Ensure compliance with the current data protection legislation
- Be an advocate for and model LCM values
- Be a committed member of a local church whose leadership is willing to commission you for this position

Person Specification

Essential

- Proven track record of leading and delivering growth from high-value fundraising programmes and specifically in securing major gifts from individuals
- Demonstrable success in delivering sustainable income growth through relationship fundraising.
- Experience of managing and coaching high-performing teams, with the ability to embed accountability, ownership, and development at all levels.
- Strong verbal and written communication skills
- Strong financial skills to supporting target setting and providing reporting and analysis to the Leadership Team and Trustees on performance
- Excellent project management and organisational skills, capable of delivering results.
- Experience of using a CRM to support their fundraising programme and supporter relationships
- A practising evangelical Christian who is committed to their local church and inspired by London City Mission's vision and values

Desirable

- Experience of fundraising for a Christian charity and developing resources for Christian audiences
- Experience of legacy marketing
- Experience of securing gifts and growing income from Charitable Trusts and Foundations
- Experience of using events to develop relationships with supporters
- Experience of developing a case for support
- Experience of using Microsoft Dynamics 365
- In depth understanding of the Evangelical Church in the UK
- A member of the Chartered Institute of Fundraising
- A qualification in fundraising

This job description is not intended to be exclusive or exhaustive. It is an outline indication of activity and will be amended in the light of LCM's changing needs.

OCCUPATIONAL REQUIREMENT

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

LCM is an organisation committed to preaching the Christian Gospel to the people of London.

The Head of Key Partnerships is responsible for managing relationships with individual supporters who are predominantly evangelical Christians and support LCM on the basis of their faith. Key elements of this role include building connections with potential and active donors and having conversations about personal Christian faith and can include requests for prayer. The Head of Key Supporters will also need to have a good understanding of the Bible gained by regular involvement in Christian community and how this informs their involvement in evangelism. This will also form part of the conversations with potential and active donors.

The Head of Key Partnerships is expected to conduct the business of LCM in line with the Mission's Evangelical Christian ethos. The postholder will represent LCM and must have a willingness to share their personal journey to the Christian faith and the life-transforming message of the Gospel, and lead and join in prayer meetings. A full understanding of Christian

WHAT WE OFFER

Here are some of the benefits we offer you

- Salary is £53,000 depending on experience
- 25 days annual leave rising to 27.5 days after 4 years of service (this would be pro-rated for part-time hours)
- 3 additional days off work to be taken by all staff in between Christmas and New Year as fixed days
- Additional leave on all bank holidays
- Blended approach to work - with some flexibility over days in the Office and working from home
- An attractive pension scheme with LCM contributing 11.5% of salary
- Clear Christian values underpinning all we do
- Regular LCM and team prayer events; monthly whole of LCM team days with worship, teaching, prayer, and updates; and an annual week of prayer in January
- Season ticket loan option (following completion of probation for permanent employees)
- Cycle to work scheme
- Support for professional membership subscriptions and CPD
- Active staff forum to ensure staff have a voice in people, well-being and safety matters

