



**Safe
Families**

**Home
for Good**



HEAD OF PHILANTHROPY AND PARTNERSHIPS (NATIONAL)

INFORMATION PACK

APPLICATION DEADLINE
Sunday 08 March

INTRODUCTION

Thank you for your interest in the Head of Philanthropy and Partnerships (National) post. This information pack outlines the role and provides information about Safe Families and Home for Good.

SEEING CHILDREN & FAMILIES FLOURISH

At Safe Families and Home for Good, we have a vision rooted in hospitality, justice, belonging and collaboration. **Together, we hope for a society where no family feels alone, and every child has a home where they can flourish. We believe the Church is central to this vision.** Through our family support programme, we connect volunteers from local churches and communities with families who are isolated and overwhelmed. These volunteers offer friendship, practical help, and a listening ear – building relationships that restore dignity, reduce pressure, and help families stay together. It's grassroots, relational, deeply personal and all about creating communities of true welcome and belonging.

At the same time, we walk alongside those exploring fostering, adoption, or supported lodgings – offering guidance, support, connection and advocacy. We want to see more people open their homes to children in care, and more churches equipped to wrap around those who do. Because, when children sadly do need to come into care, they deserve to be welcomed into homes and communities that are safe, stable and full of love.

Alongside delivering practical support, we're committed to systemic change. We take a hopeful, innovative approach, not just calling for change but demonstrating how it can be achieved. By amplifying the voices of children, young people, and families with lived experience we seek to bring transformation to the structures that can lead to families being isolated and children without support. And by



sharing the expertise and knowledge of our teams on the ground through training, courses and resources we ensure all are able to play their part in change.

We believe that deep and lasting transformation can only occur when we collaborate with others and so, through partnering with and equipping local authorities, policymakers, and faith communities, we reimagine what true care and community can look like.

Join us, together we can create a society where no family feels alone, and every child has a home where they can flourish.

Kat Osborn and Tania Bright
Co-CEOs



Our deep-rooted Christian faith is the foundation of our values, so we act with:

HOPE

We believe that change is always possible.

We sit with one another in the messiness of life, holding firmly to an attitude of hopefulness.



COURAGE

We champion justice and advocate for change.

We step into challenging spaces, have difficult conversations, and remain steadfast in uncertainty.



INTEGRITY

We do what we say we will.

We build authentic, transparent, and enduring relationships.



COMPASSION

We love the one in front of us with generosity, dignity and grace.

We seek to ensure everyone is seen, heard, and valued.



TOGETHERNESS

We intentionally choose to work alongside others.

We seek to partner, collaborate, and empower.



NATIONAL TEAM

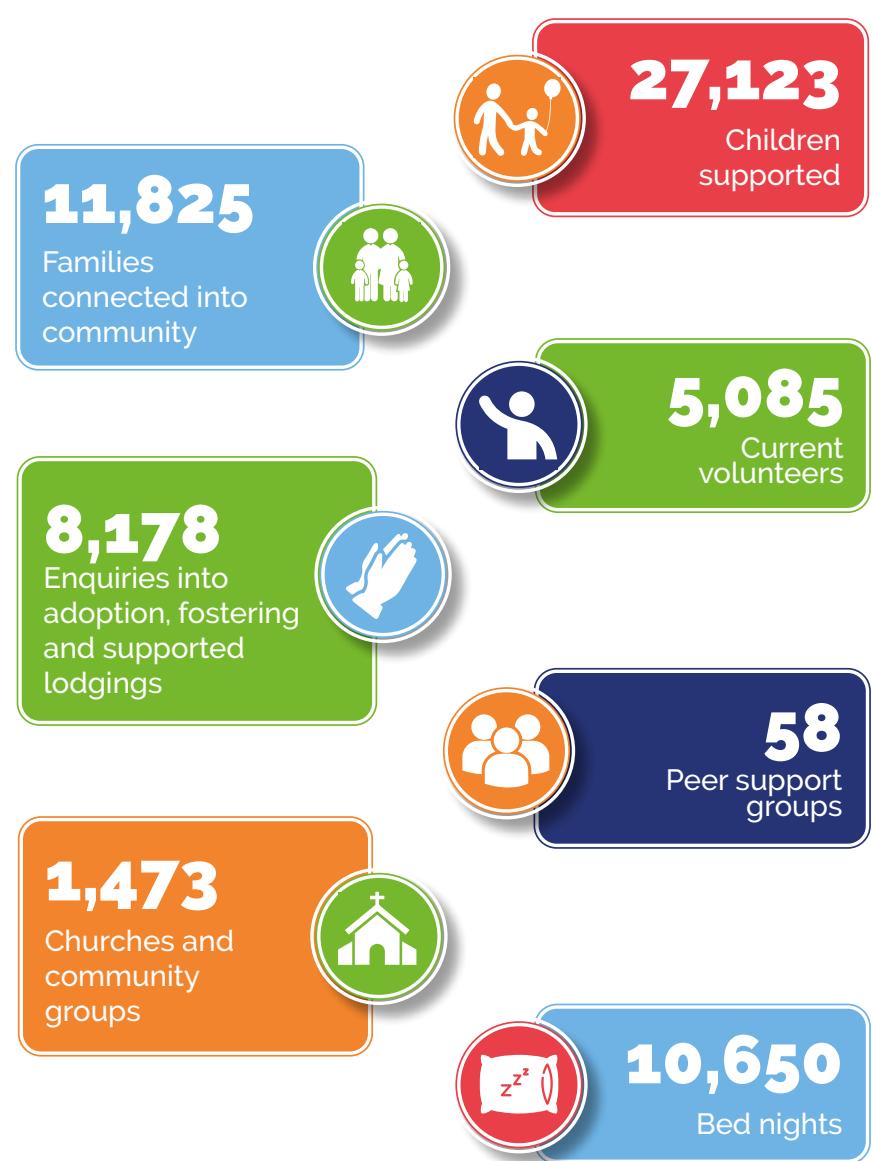
The Safe Families and Home for Good National Team covers everything that drives the charity forward. Communications, Fundraising, Advocacy, Solutions & Systems, Finance, People & Culture and Training - as a team we do everything possible to help provide the best support for children, families and churches.

Made up of almost 40 people, based in offices all over the UK, our team is caring, passionate and talented. We've more than doubled in size in the last couple of years, so there are lots of exciting opportunities for growth!

Our work together is primarily virtual but we make it a priority to meet face-to-face as often as possible to build strong relationships.

MATT JONES

Director of Communications, Advocacy and Fundraising



Figures accurate as of 1st February 2026





TAM'S STORY

Tam had 2 young children when she needed to move into temporary accommodation for and her children's safety. She grew up in care and had no support network but desperately wanted to do the best for her children.

Safe Families were able to put 5 volunteers from 2 local churches around Tam and over a period of 18 months. They all played different roles in helping her gain the confidence she needed to start to thrive.

Peter and Vivienne would help look after the children and became like the grandparents they never had.

Ray and Sue helped Tam find a home and taught her how to look after the garden - they even built a shed together.

Mary would grab shopping for Tam and be someone she could speak to when she needed to connect.

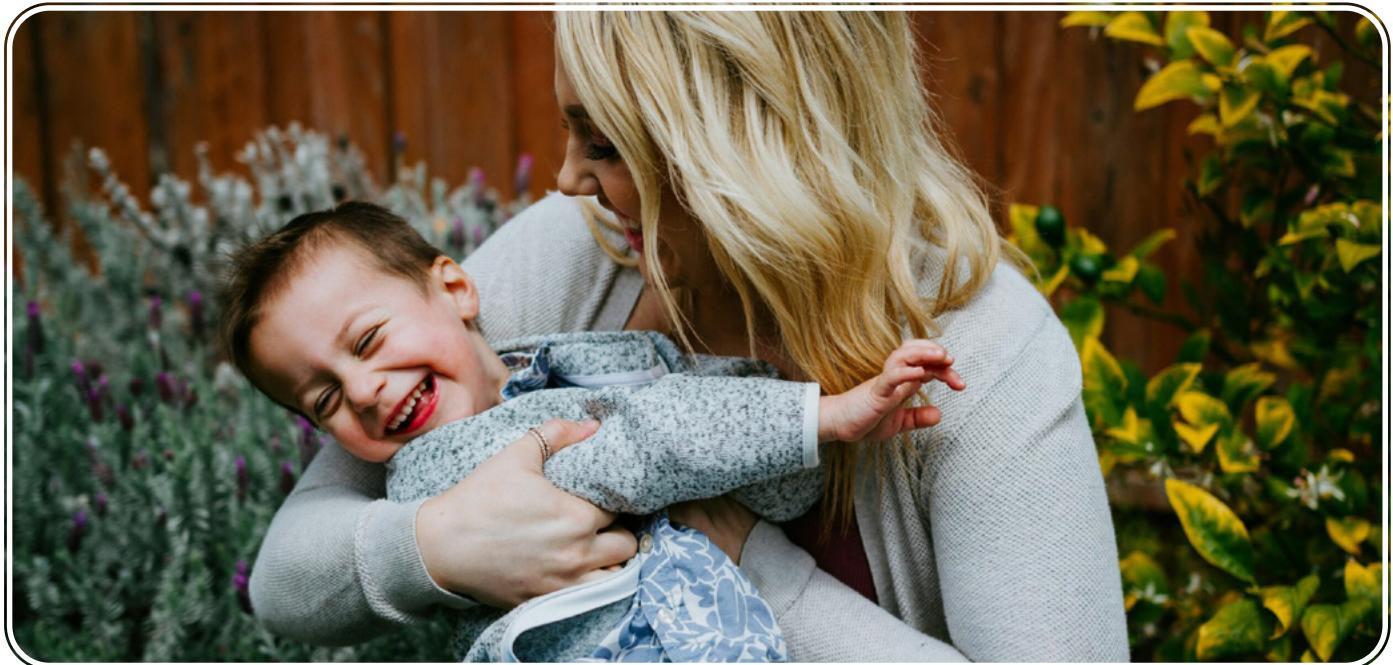
Tam said "They were so supportive. I couldn't ask for more. When you are in a bad place they help make it positive. So you're not on your own."

WATCH TAM'S STORY

Scan the QR code or visit safefamilies.uk/tams-story



WHEN VOLUNTEERING OPENS NEW DOORS: ANNABEL'S STORY



Annabel and her husband Justin always hoped for a larger family. Their two sons brought them joy, but the feeling that someone was missing lingered, reinforced one day when her youngest said, 'Mummy, I always feel like someone is missing.'

That moment stayed with her. When friends at church shared their fostering experiences and gave them the Home for Good book, Annabel began to wonder if it could be right for them too.

A presentation at her church from Safe Families gave her a way to explore that possibility without committing straight away. After chatting with the team, her family began volunteering.

They were matched with a mum who had two children. For over a year, Annabel's family cared for the baby every other weekend so his mum could rest and spend time with her older daughter. Her sons embraced it, and Annabel built a strong connection with the mum, staying in touch long after formal support ended.

That experience gave them the confidence to take the next step. Annabel and Justin contacted Home for Good and were supported as they trained and became short-term foster carers for babies and toddlers. It suited their family well, and even brought out a nurturing side in their youngest son they hadn't seen before.

'Once we started foster caring,' shared Annabel, 'Home for Good employed their first worker in Wales where we were based. He was such a support to us.'

He helped them connect with a local network of foster carers and adopters, offering encouragement and shared understanding that made a real difference.

After fostering four children, the time came to step back. The experience had left a lasting mark. Annabel is now training as a social worker and continues to speak up for children in care as a Home for Good Church Champion.

OVERVIEW OF HEAD OF PHILANTHROPY AND PARTNERSHIPS (NATIONAL)

We are seeking a relational, strategic and ambitious Head of Philanthropy and Partnerships to lead and grow our Major and Mid-level Donor programme, Corporate Partnerships and church fundraising at a pivotal moment for Safe Families and Home for Good. As we continue to maximise the potential of our merger into one charity, this role will play a critical part in enabling long-term, sustainable income growth to support children and families across the UK.

Reporting to the Director of Communications, Fundraising and Advocacy, the Head of Philanthropy and Partnerships will work closely with the Co-CEO to set and deliver a compelling strategy for high-value giving. This includes leading a portfolio of major donors personally, driving income against ambitious targets, and developing the charity's capability and culture in major donor fundraising, corporate partnerships, and international philanthropy, including pioneering and growing our work with US funders.

As a senior leader within the Fundraising Team and a member of the organisation's Leadership Team, you will collaborate closely alongside the Head of Fundraising to shape the wider fundraising strategy, ensure alignment across income streams, and model best practice in relationship-led fundraising. You will lead and develop a team, currently including a Fundraising Manager and Fundraising Assistant, fostering a high-performing, relational, and values-driven approach.

This is a hybrid role, with regular travel required for donor meetings, events, and internal collaboration. Easy day access to London is strongly preferred to enable effective relationship management with key donors, partners, and networks.

EMPLOYMENT INFORMATION

JOB TITLE

Head of Philanthropy and Partnerships
(National)

LOCATION

Open to remote working or based at one of our regional offices (Birmingham, Darlington, Dudley, Edinburgh, Leicester, Lincoln, Liverpool, London, Newcastle, Nottingham, Southampton)

CONTRACT TYPE

This is a permanent contract. Subject to continued partnership funding.

HOURS OF WORK

Full time or part time considered (30 hours to 37 hours 30 minutes)

START DATE

Apr-26

REPORTS TO

Director of Communications, Fundraising and Advocacy

SALARY

£ 44,356.95 - £ 48,185.46 (+£3,000 for London Weighting). Dependent on skills and experience.

HOLIDAY ENTITLEMENT

36 days annual leave allowance (inclusive of bank holidays and Christmas closure), option to purchase additional leave and extra days added to your allowance with length of service. Pro-rated for part time staff.

EMPLOYEE BENEFITS

After three months automatic enrolment into a generous salary sacrifice scheme with Aegon Retirement Choices. YuLife (Life insurance) and access to the employee assistance programme.

PERIOD OF NOTICE

8 weeks notice by either party, following a successful probation period.

ROLE RESPONSIBILITIES

STRATEGIC PLANNING AND INCOME GROWTH

1. Lead the development and delivery of a long-term strategy for Major Donors and Corporate Partnerships, aligned with the organisation's overall fundraising and organisational strategies.
2. Deliver annual income targets of approximately £750k from Major Donors, £300k from churches and £100k from Corporate Partnerships, with a focus on substantial, sustainable, multi-year growth in line with our 10-year vision.
3. Personally manage a portfolio of major donors, leading on cultivation, solicitation, and stewardship of high-value relationships.
4. Support the pioneering and growth of the organisation's work with US funders, contributing to strategy development, relationship building, and income delivery.
5. Work collaboratively with the Grants and Trusts Team Leader on managing key trust relationships, ensuring joined-up stewardship and strategic alignment where there are overlaps.
6. Contribute to the development and delivery of the charity's wider fundraising strategy, bringing insight from high-value giving and partnership work.

STAKEHOLDER MANAGEMENT AND EXTERNAL REPRESENTATION

7. Build and steward deep, long-term relationships with major donors, corporate partners, and senior stakeholders, acting as a credible and compelling ambassador for the charity.
8. Represent Safe Families and Home for Good externally at a senior level, including at events, meetings, and sector networks, to grow profile, partnerships, and income.
9. Work closely with the Co-CEO, Director of Communications, Fundraising and Advocacy, and other senior leaders to support donor engagement, cultivation, and stewardship.
10. Collaborate with the Communications Team to develop compelling cases for support, proposals, and donor communications that inspire generosity and long-term commitment.

DELIVERY EXCELLENCE AND GOVERNANCE

11. Hold budget ownership for major donors, church fundraising and corporate partnership income streams, including forecasting, monitoring performance, and reporting against targets.
12. Ensure robust systems and processes are in place for prospect management, pipeline development, and stewardship, making effective use of CRM systems and data.
13. Monitor and evaluate performance, using insight and learning to refine strategy and improve effectiveness.

14. Ensure all fundraising activity is compliant with relevant regulations, best practice, and the charity's values, policies, and safeguarding commitments.

TEAM LEADERSHIP

15. Lead, inspire and develop the Major and Mid-level Donor and Corporate Partnerships team, currently comprising a Fundraising Manager and Fundraising Assistant.
16. Line manage direct reports, providing clear direction, stretching objectives, regular feedback, and opportunities for professional growth.
17. Foster a culture of relational fundraising excellence, collaboration, accountability, and continuous learning within the team.
18. Work closely with the Head of Fundraising to ensure alignment across the wider Fundraising Team and contribute to a cohesive, integrated fundraising function.
19. Support the development of organisational capability in major donor and corporate fundraising through coaching, modelling best practice, and sharing insight across teams.

GENERAL RESPONSIBILITIES

20. Be an active and constructive member of the Safe Families and Home for Good Leadership Team, contributing to organisational strategy, culture, and decision-making.
21. Ensure all fundraising approaches reflect the charity's values, leading the team in line with our deep rooted Christian faith.
22. Take part in team meetings, devotions, staff conferences, policy and practice development meetings, and other relevant organisational activities as required.
23. Carry out any other reasonable duties appropriate to the role as directed by the Director of Communications, Fundraising and Advocacy.

PERSON SPECIFICATION

ESSENTIAL CHARACTERISTICS

1. Passion for the vision, mission and values of Safe Families and Home for Good.
2. Relational, confident and credible, with the ability to build trust and influence at senior levels.
3. Strategic and ambitious, with the ability to translate long-term vision into practical delivery.
4. Comfortable operating at both strategic and hands-on levels, including personally managing high-value donor relationships.
5. Resilient, adaptable and outcomes-focused, able to lead in a dynamic and growing organisation.
6. A collaborative leader who empowers others, values shared decision-making, and contributes positively to organisational culture.

REQUIRED EXPERIENCES, SKILLS, KNOWLEDGE AND QUALIFICATIONS

7. Proven experience of leading and delivering successful Major Donor fundraising programmes, including securing high-value gifts.
8. Demonstrable experience of developing and managing corporate partnerships that deliver meaningful income and mutual value.
9. Experience of setting and delivering income strategies and managing significant budgets and targets.
10. Strong relationship management skills, with experience of stewarding senior stakeholders, donors, or partners.
11. Proven experience of line managing and developing staff to deliver against ambitious objectives.
12. Excellent written and verbal communication skills, with the ability to develop compelling cases for support and funding propositions.
13. Strong analytical skills, with experience using data and insight to inform strategy and performance management.
14. Knowledge across the church and charity context. Ability to speak the language of the Church.

DESIRABLE EXPERIENCES, SKILLS, KNOWLEDGE AND QUALIFICATIONS

15. Experience of line managing staff.
16. Experience of working with international or US-based funders.
17. Understanding of trends and best practice in philanthropy, major donors, and corporate partnerships.
18. Able to work flexibly when not all the information is available.

PERSON SPECIFICATION

19. Experience of working within a Christian charity, church-based context, or values-driven organisation.
20. Knowledge of CRM systems and donor pipeline management.
21. Confident with current generation AI tools.

FURTHER NOTES

EQUALITY

Safe Families and Home for Good actively encourage applications from Black, Asian and minority ethnic background candidates

SAFEGUARDING

Completion of the recruitment process will involve the candidate being screened through an Enhanced DBS check. A criminal record will not necessarily be a bar to obtaining a position. A copy of our Rehabilitation of Offenders policy statement is available on request from recruitment@safefamilies.uk

If applying for a role in Northern Ireland, the application to AccessNI is governed by the AccessNI Code of practice which can be found [here](#).

APPLICATIONS

To apply please complete the application form via our website prior to the closing date - Sunday 08 March

If you would like to discuss this role further please contact **Matt Jones**
mattjones@safefamilies.uk
07891718565

Interviews are scheduled to take place week commencing 2nd March, but we will endeavour to accommodate candidate's availability.

REASONABLE ADJUSTMENTS

We are committed to making our recruitment process as inclusive as possible, if you need any adjustments or accommodations as you apply, please contact the hiring manager or email recruitment@safefamilies.uk.

START YOUR APPLICATION NOW



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