
Head of Development

Reports to: Chief Executive.

Hours: Full time with flexible hours. Core hours are 10am to 4pm.

Location: Hybrid. Central London two days per week and remote working.

Salary: £45,000 (and you will be included in The Economist Group's bonus scheme)

Closing date: September 15th 2023

APPLICATION PROCESS

To apply, please send a **CV and brief cover letter** to our Programme Officer, Manni, at manthuramohamed@economist.com, including "Head of Development Application" in the subject line.

Please also fill out our **equality and diversity monitoring form** and attach this with your application.

If you have any questions about the role, please contact our Chief Executive, Emily, at emilyevans@economist.com.

ABOUT US

We're a small, creative and fast-growing charity that was established from inside *The Economist* in 2012. We support children from under-served backgrounds to develop essential skills for the modern world. We do this by enabling them to join inspiring discussions about the news, which teach them to think critically, communicate effectively and understand global issues.

Our activities: Our programme, Topical Talk, brings about these discussions in three ways:

- We create world-class teaching resources for classroom discussions about global news stories.
- We run *Topical Talk Festival*: the only news festival for young people. Children from countries all over the world join discussions with each other and global experts, and they work towards publishing their opinions in writing, audio journalism and film for the chance to win awards.
- We train and support teachers to bring high-quality news discussions into their classrooms, including through intensive, in-person community partnerships in the UK and America.

Our impact: Children who take part in Topical Talk can make five times more progress compared to their peers in skills that are linked with better outcomes at school, in employment and as citizens. They learn to creatively solve problems, listen with an open mind and speak with confidence. Our programme has received international recognition by HundrED as one of the top 100 educational initiatives of 2020 and 2021, and as first-prize winner of the UNESCO Global Media and Information Literacy Awards 2022.

Our ambitions: We are at an exciting point in our trajectory. We have demonstrated huge growth potential, going from a small UK pilot in 2013 to working with thousands of teachers globally today, including on-the-ground work in the UK and US. There is still enormous unmet need, so we have bold plans to reach a million children by 2026, with 100,000 engaging on a weekly basis.

THE ROLE

We have ambitious plans to scale up globally, and we're looking for a brilliant, entrepreneurial person who is excited to play a lead role in making this happen.

This is a new role, with scope to make it your own. Our Chief Executive currently leads on new income generation and our Head of Partnerships manages and grows relationships with current funders. You will take over lead responsibility for bringing in new income, including varied work from generating new leads to designing partnerships with companies, preparing applications to trusts and foundations, and conceiving new fundraising initiatives.

You and our Head of Partnerships will be our sole fundraisers, so you will have the opportunity to co-create our fundraising model and build a fundraising team as you grow our income. You'll be part of a supportive, highly-committed wider team of 14 in a leadership role, with the ability to play a central role in shaping and securing the future of the charity.

We are on track to raise £800,000 in this financial year, and we aim to significantly grow our income over the coming three years to support our growing ambitions, through a mix of growing current partnerships and securing new income. There are promising new fundraising ideas that we are yet to explore, and you'll be able to draw on our unique strengths including one of the world's top media brands and our track record building multi-year partnerships with leading trusts, foundations and companies.

You could have a charity, public or private-sector background. If you are passionate about changing outcomes for disadvantaged children, looking for an opportunity to make a big impact and ready for a challenge, then we would love to hear from you.

OPPORTUNITIES WE CAN OFFER YOU

- **Real impact:** A leadership role in a high-impact social-change organisation with bold growth ambitions. Build partnerships with senior people at leading global businesses by collaborating with colleagues across The Economist Group, one of the world's premier media brands.
- **Growth and development:** Grow your skills and responsibility as the organisation grows and takes on bigger challenges. We invest in training and development and will support you to build the skills and experience as you need, for example working with you to find expert mentors within the The Economist Group.
- **A friendly, driven and highly-effective team.** We are deeply committed to being an inspiring, happy place to work, where we learn and achieve things together that matter. We work collaboratively and supportively, with the freedom to use our own judgement and be creative.
- **Flexible working,** with core hours from 10am to 4pm and a minimum of two days spent in the office each week.
- **Bonus scheme:** You will be included in The Economist Group's bonus scheme, which rewards based on the company's operating profit.
- **Other benefits:** Economist Group benefits including a great central-London office (The Adelphi Building near Charing Cross), private medical insurance, a cycle to work scheme and more.

RESPONSIBILITIES

Hands-on income-generation responsibilities

- Lead responsibility for achieving targets for new income.
- Design mutually-beneficial corporate partnerships and prepare, present and negotiate successful proposals for senior people at leading businesses.
- Write compelling applications to trusts and foundations to secure five and six-figure gifts.
- Generate new leads and build a healthy pipeline through networking, presenting, representing the organisation at external meetings and events, prospect research and building relationships with colleagues across The Economist Group, tapping into their world-class networks.
- Build effective relationships with funders, and internal stakeholders at The Economist Group.
- Prepare budgets for proposals and applications, clearly and accurately presenting our funding needs. Use your understanding of our budgets and forecasts to identify funding gaps and craft compelling stories about the impact funders can have by meeting these needs.

Strategic and leadership responsibilities

- Give input on the development of our fundraising strategy and plans.
- Work with the Chief Executive and Head of Partnerships to drive engagement with fundraising across the team.
- Work with our Operations Manager to optimise our fundraising operations, processes and CRM.

As we aim to expand our work in the US, the role might require some international travel.

REQUIRED ATTRIBUTES AND EXPERIENCE

You are...

- Inspired by our mission.
- Clear and compelling verbally and in writing – you're able to engage people with our work and build strong relationships.
- Creative.
- A great problem-solver – you're able to explain the reasoning behind how you approach problems.
- Bold and resilient – you're excited by the challenge of driving our growth.
- Driven, persistent and action-oriented.
- Comfortable with ambiguity – you're able to decide on a smart course of action and find new / your own ways of doing things.
- An insightful and empathetic listener – you can identify what people care about and tailor communications to motivate them.
- Supportive, trusting and collaborative.
- Curious and open-minded.
- Organised and able to balance short and long-term goals.

You have...

- Experience meeting and exceeding income or fundraising targets. You've consistently secured, renewed and developed five- or six-figure donations or partnerships.
- Experience designing and delivering impactful, mutually-beneficial partnerships.
- Experience analysing and communicating effectively with figures.

You don't necessarily need a charity background or to have been a fundraiser before. We also welcome you to apply if you are excited by this opportunity but don't meet every single requirement; we can support great candidates to learn on the job. You might be the person who could have the biggest impact in this role, so please get in touch.

We're particularly keen for you to apply if you are from a community under-represented in the charity sector or have lived experience of facing extra barriers because of your background.

If you require any adjustments for your interview, just let us know.