



Director of Income Generation

Salary:	£60,852 - £65,868
Hours:	Full time, with early Friday finish
Contract:	Permanent
Location:	Hybrid between London Bridge office (1-2 days per week) and working from home
Deadline:	Sunday 11 th August 2024, 6pm

About Future Frontiers

At Future Frontiers, we support young people from disadvantaged backgrounds to realise their potential at school and achieve post-16 qualifications that build towards secure, fulfilling employment.

In partnership with schools, businesses and supporters, we deliver an evidence-based programme of career coaching and 1:1 guidance for young people when they are in Year 10 and 11. This year, we are working with 3,000 young people across Greater London.

Our five-year strategy for 2021-26 is focused on ensuring that our programme achieves meaningful long-term impact at the post-16 transition, transforming the life-chances of disadvantaged young people. You can find out more about our pupil journey and impact so far in the [Annual Impact Reports on our website](#).

The role

We are seeking a dynamic Director of Income Generation to join our senior leadership team. This new and pivotal role will be responsible for developing and implementing robust income generation strategies to diversify and grow our funding and trading streams.

The ideal candidate will have a proven track record in fundraising or sales, building strategic partnerships, and driving innovation in income generation. As a key player in our organisation, you will lead a dedicated team and work collaboratively to ensure the sustainability and expansion of our vital programmes.

Key responsibilities

Income Generation Strategy:

- Develop and execute a comprehensive income generation strategy that aligns with the charity's mission and goals;
- Identify and explore new income streams, including fundraising, partnerships, and product development.

Fundraising:

- Oversee all fundraising activities, including trusts and foundations and individual giving;
- Cultivate and maintain relationships with major donors, funders, and sponsors;
- Develop compelling fundraising campaigns, events and initiatives to attract new supporters;
- Oversee bids and pitches;
- Act as an ambassador for the charity, championing its interests locally and nationally with stakeholders and potential supporters.

Business Development and Partnerships:

- Identify, establish, and nurture strategic partnerships with businesses, foundations, and other organisations;
- Develop new business and partnership engagement communications - a suite of tools and collateral;
- Negotiate partnership agreements and manage ongoing relationships to maximise mutual benefits;
- Leverage partnerships to enhance the charity's visibility, credibility, and reach;
- Ensure high levels of engagement and satisfaction among business partners and volunteer coaches.

Product Development:

- Innovate and develop new products and services that align with the charity's mission and generate income;
- Collaborate with the programme delivery team and the CEO to identify and drive opportunities for product development and diversification, and to scale the organisation;
- Oversee the implementation and marketing of new products.

Marketing and Communications:

- Work closely with the CEO to develop marketing and communications strategies and plans that align with the charity's goals and objectives;
- Enhance the charity's reputation through effective brand management, ensuring consistent branding and messaging across all channels;
- Oversee the creation of compelling campaigns and content, and the charity's digital presence including website, SEO and social media.

Leadership and Team Management:

- Lead, inspire, and develop a high-performing income generation team including four direct reports (Head of Fundraising, Head of New Business Partnerships, Head of Partnership Experience, Head of School Partnerships);
- Foster a culture of innovation, collaboration, and excellence within the team;
- Set clear objectives, provide regular feedback, and support professional development;
- Collaborate with the wider Leadership Team on Future Frontiers' strategy and plan for growth;
- Play a key role in the development and delivery of charity-wide culture initiatives and the EDI strategy.

Financial Management:

- Prepare and manage the income generation budget, ensuring effective allocation of resources;
- Monitor and report on income generation performance, providing regular updates to the CEO and Board of Trustees;
- Oversee production of annual report and fundraising matters for the annual accounts and audit;
- Ensure compliance with relevant regulations and best practices in fundraising management.

Innovation and Continuous Improvement:

- Stay abreast of trends, opportunities, and challenges in the fundraising, education and social mobility sectors;
- Encourage and implement innovative approaches to income generation;
- Continuously evaluate and improve income generation strategies and processes, including maximising effectiveness of the CRM system (SalesForce).

About you

Experience:

- Proven experience in developing and delivering successful income generation strategies (Essential);
- Demonstrated success in growing income through diverse streams, including one or more of fundraising, partnerships, philanthropy and product development (Essential);
- A passion for social mobility and a commitment to the charity's mission (Essential);
- Experience in the social mobility, education, or youth sectors (Desirable);
- Knowledge of relevant fundraising regulations and best practices (Desirable).

Skills and competencies

- Passion for Future Frontiers' mission: You are motivated to play a role in empowering disadvantaged young people to realise their potential.
- Commercially minded;
- Strong leadership and team management skills, with the ability to inspire and motivate others;
- Excellent interpersonal and communication skills, with the ability to build and maintain relationships with a wide range of stakeholders;
- Strategic thinker with strong analytical and problem-solving skills;
- Negotiating and influencing through persuasion and consensus building;
- People-orientated and compassionate;
- Ability to remain calm under pressure and resilient when times get tough;
- Listens and consults effectively;
- Commitment to our six values - outline on page 23 of our 2021-26 strategy: [Building Lasting Impact](#)

What we can offer you

- Annual leave of 27 days plus bank holidays, increasing with service
- Flexible working with regular working from home as standard, 4pm finish on Fridays
- Annual personal training and development budget of £300
- Employee Assistance Programme, including counselling
- Team building offsites and regular team socials throughout the year
- Additional parental leave pay and additional childcare leave for child's first 2 years

Equal opportunities, diversity and inclusion

Here at Future Frontiers we are dedicated to the practice of equal opportunities. The principles of it underpin our mission and we treat all employees, volunteers, clients and young people as individuals. We believe in having an open and inclusive culture that champions diversity in all its forms, including disability, culture, race, gender, sexual orientation, age, life experiences, socio-economic background, and religion.

We encourage everyone to apply for our roles. If you would like to talk to us about working at Future Frontiers in advance of your application, particularly regarding diversity, we strongly encourage you to contact us via email and we will arrange a call. We'd love to hear from you.

We are particularly interested to hear from candidates who have not been to university or who have lived experiences relatable to our young people.

How to apply

- To apply, please fill out [our application form](#) by answering these questions and attaching your CV.
 1. Please tell us why you want to work at Future Frontiers. What is it about us that excites you? (Max. 1,500 characters)
Strong answers will tell us why we appeal to you personally and why you are motivated to work for us.
 2. Please tell us how you meet two of the essential experience criteria given in the job description. (Max. 2,000 characters)
Strong answers will factually and succinctly demonstrate your relevant experience.
 3. Please tell us what you believe are the key components of a high performing team that is successful at winning and retaining corporate partnerships? (Max. 2,000 characters)
Strong answers will provide a clear overview of factors you believe are critical for a high performing team
- **Deadline: Sunday 11th August 6pm**
- Initial online interviews will be held in the afternoon of **Wednesday 28th or Thursday 29th August 2024**
- Final, in-person interviews are expected to be held on **Tuesday 10th September 2024 at our office in London Bridge**

The successful candidate will be required to undergo a full 'safer recruitment' checking process, including an enhanced DBS check and reference checks.