



## Director of Income & Engagement

- Salary:** £55,000 - £60,000 (FTE), depending on experience
- Hours:** Full time (35 hours per week) or part time (minimum 0.8 FTE)
- Contract:** Permanent
- Location:** Hybrid between London Bridge office and working from home
- Reports to:** CEO
- Line reports:** Head of Partnerships and Head of Philanthropy
- Deadline:** Wednesday 22 July, 5pm

### About Future Frontiers

Household income is still one of the strongest predictors of a young person's future opportunities and earning potential in the UK. Future Frontiers exists to help level the playing field. We equip under-resourced young people with the knowledge, skills, confidence and connections they need to broaden their horizons and take positive steps towards their futures.

In partnership with schools and businesses across Greater London, we deliver programmes of personalised careers coaching, skills development and exposure to professional role models for young people from low-income families. This year, we are supporting around 2,500 young people through our programmes. You can find out more about our work and impact in the [Annual Impact Report on our website](#).

### The role

We are seeking a dynamic Director of Income & Engagement to join our senior leadership team. This pivotal role is responsible for developing and implementing robust income generation strategies to diversify and grow our voluntary and traded income streams.

The ideal candidate will have a proven track record in sales and/or fundraising, building strategic partnerships and driving innovation in income generation. As a key leader in our organisation, you will be responsible for a team of c.10 people, and work collaboratively across the charity to enable us to grow sustainably and ensure that we have the support to reach and impact more young people

## Key responsibilities

### Leadership and Strategy:

- Lead, inspire, and develop a high-performing income generation team of 10 people, including two direct reports (Head of Partnerships and Head of Philanthropy)
- Develop and execute a comprehensive income generation strategy and plans that align with the charity's mission and goals
- Oversee all income generation and stakeholder engagement activities, maximising the growth potential and visibility of Future Frontiers to deliver impact
- As a member of the Senior Leadership Team and wider leadership team, contribute to discussions and decisions around Future Frontiers' performance and plans for the future
- Play a key role in the development and delivery of charity-wide initiatives and embedding an inclusive and enabling culture

### Partnerships and Business Development:

- Lead the team to identify, establish, and nurture strategic partnerships with businesses, foundations, and other organisations
- Motivate and enable the Partnerships team to develop new business, retain existing partners and meet stretching sales targets
- Develop and grow high value partnerships through attending meetings, sharing impact and exploring wider opportunities for collaboration

### Fundraising and Product Development:

- Equip and empower the team to develop compelling grant applications, fundraising campaigns and events to attract new supporters and further engage existing ones
- Collaborate and innovate across the organisation to develop new products and services that align with the charity's mission, generate income and support diversification
- Stay abreast of trends, opportunities and challenges in education, employment and the charity sector, enabling Future Frontiers to plan ahead, embrace opportunities and mitigate for emerging risks

### Marketing and Communications:

- Lead collaborative efforts across Future Frontiers to develop marketing and communications plans and content that align with the charity's objectives
- Act as an ambassador for Future Frontiers, championing our work and impact with supporters, stakeholders, prospects and the wider public
- Enhance the charity's reputation through effective brand management, ensuring consistent branding and messaging across all channels

### Performance and Accountability

- Prepare and manage the Income & Engagement budget, ensuring effective allocation of resources and working closely with the Finance & Operations team to accurately account for income and expenditure
- Take overall responsibility for achieving income targets and developing sustainable, diversified income streams that support the charity's long term growth
- Monitor and report on income performance, providing regular updates to colleagues, the CEO and Board of Trustees
- Oversee the production of the Annual Impact Report and Annual Report & Accounts
- Ensure compliance with relevant legislation, regulations and best practice

## About you

### Knowledge and 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, sales, partnerships, philanthropy and product development (*Essential*)
- Experience of leading successful sales and/or fundraising teams (*Essential*)
- Experience in the social mobility, education, or charity sectors (*Desirable*)
- Knowledge of relevant fundraising regulations and best practices (*Desirable*)

### Skills, competencies and personal qualities:

- Passion for Future Frontiers' mission and a strong commitment to improving opportunities for under-resourced young people
- Strong leadership skills, with the ability to inspire and motivate others
- Excellent interpersonal and communication skills; able to build and maintain relationships, negotiate with and influence a wide range of stakeholders
- Strategic thinking, analytical and problem-solving skills
- Proven commercial and financial acumen
- Commitment to and consistent demonstration of our values - outlined on our website [here](#)

## What we can offer you

- Annual leave of 27 days plus bank holidays, pro-rated for part time employees and increasing with length of service
- Enhanced leave and pay packages exceeding statutory requirements
- Pension scheme with employer contributions starting at 3%, increasing with length of service
- Flexible working arrangements, including regular home working, up to two weeks working abroad annually, and flexibility around core hours
- Opportunity to apply for an extended career break (following 3+ years' service)
- A supportive and inclusive workplace, with dedicated wellbeing initiatives and mental health support through our Wellbeing and Inclusion Group and mental health first aiders
- Employee Assistance Programme including 24/7 GP access
- Annual personal training and development budget of £300
- Cycle-to-work scheme access and season ticket loans
- Access to discounts and savings through [Tickets for Good](#) and [Charity Worker Discounts](#)

## Equity, diversity and inclusion

Here at Future Frontiers we are dedicated to equity, diversity and inclusion (EDI) in everything we do. The principles of EDI underpin our mission and we treat all employees, partners, volunteers and young people as individuals. We are proud to foster an open, inclusive and supportive culture where everyone feels respected, valued and able to thrive. We champion diversity in all its forms, including disability, culture, race, gender, sexual orientation, age, religion and socio-economic background. We recognise that people face different barriers to opportunity and are committed to creating a workplace where everyone has the chance to succeed.

We encourage applications from people of all backgrounds. 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 are committed to making reasonable adjustments throughout our recruitment process and employment where needed. As an organisation dedicated to improving social mobility, we are particularly interested to hear from candidates who have not been to university or who have lived experiences relatable to the young people we support.

## How to apply

- To apply, please complete the [application form on CharityJob](#), upload your CV and add a supporting statement. We recommend that you draft your supporting statement in a separate document first, and then copy and paste it into the form. Your supporting statement should be no more than 1,000 words, and should cover:
  - Why you want to work at Future Frontiers. What is it about our charity that excites you?
  - How you meet the essential knowledge and experience criteria given in the job description.
- **Deadline: Wednesday 22 July, 5pm**
- Initial online interviews will be held during the **week commencing 3 August**
- Final interviews are expected to be held on at our office in London Bridge on **Wednesday 12 or Thursday 13 August**

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