

**Welsh Refugee Council**

**Job Description**

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| **Job title:**  | **Business Development Manager (fundraising)** |
| **Report to:**  | Chief Executive |
| **Salary**   | £31,000-£35,000 per annum (depending on experience). |
| **Location:**  | Hybrid working: Working from home and the Cardiff Office (all-Wales post).  |
| **Terms:**  | **Permanent**  |
| **Hours:**  | 35 Hours per week - normal office hours are 9:00 to 5:00pm but this role may involve some agreed occasional out of hours’ activity and very occasional working away from the office. |
| **Benefits per annum:**  | * 27 days leave, increasing by 1 day per annum to a maximum of 30 days.
* Up to 2 days paid volunteering leave.
* Up to 3 days paid carers leave.
* Up to 5 days paid study leave.
* 5% pension.
* Employee Assistance Programme: Health and wellbeing support.
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| **We are the Welsh Refugee Council**You will be joining us at an exciting time in our journey, helping us and the sector to support those who are forced to seek safety. We have been delivering urgent services to sanctuary seekers and refugees for 33 years. Founded by refugees, we are the leading refugee organisation in Wales; supporting some of the most vulnerable people in society who have made long, dangerous journeys to escape war, persecution, torture, or violence.  Each year we help over 3,800 sanctuary seekers and refugees to build new futures through specialist advice, support, resettlement activities, and advocacy services. We support sanctuary seekers and refugees at the most critical points of their lives, and we empower them to have their voices heard.   Our wrap-around services include – advice to navigate the complex asylum system, support for those via Global, Afghan and Syrian resettlement pathways, move on support once granted refugee status, play project, volunteering placements, education, and employment support.  |

**Purpose of the Post**

As our Business Development Manager, you will lead our work with fundraising, project, and business development. Our annual income is around £1.6m with 45% derived from Welsh Government, 45% from trusts and foundations, and 10% from individuals, members, and corporate partnerships.

Our Strategy has 4 pillars:

1. Expert advice and information that increases understanding and engagement.
2. We empower sanctuary seekers and refugees to develop their skills and increase pathways.
3. We will campaign and advocate with our clients, local communities, and partners to raise awareness and influence for change.
4. We are effective, resilient, and innovative.

You will be a change maker helping us to support and empower those forced to seek safety. You will line manage a Fundraising Officer role and any volunteers needed to deliver against our Strategy.

The ideal candidate will:

* Be personable and have energy- to win over stakeholders to best represent the strengths of the WRC.
* Be able to work under pressure, to tight deadlines, and able to adapt priorities.
* Have excellent verbal and written writing skills- able to engage and ensure key points are communicated for maximum affect.
* Have confidence to lead and steer meetings, to ensure a project development process is undertaken.
* Have initiative and lead plans to secure donors, funders, tenders, and business opportunities- in line with capacity.

**Support for you**

You will be supported by the Senior Management Team who will be involved in project planning and design, and who will provide project information and data.

Our project leads will also support with end of year reporting.

If you don’t have experience of tenders, we would be open to a conversation around providing training to increase knowledge in this field.

You will work with like-minded people- who strive to make a difference every day, and challenge hostile practices that limit people’s potential.

**Main Duties and Responsibilities**

**Statutory funding, local authority and trusts and foundations**

* To lead the organisation’s work in applying for and stewarding statutory, local authority and trust and foundations. Working with the CEO where required.
* Research and identify sources of grant-funding, including national and local statutory grants.
* Develop, and write winning applications to funders both statutory and non-statutory, with minimal supervision.
* Liaise with key WRC Staff and Partners, to ensure project outcomes are developed, the most relevant info is attained, and risks are mitigated.

**Engagement**

* You will lead our approach to funder engagement including any donors both organisational and individuals. Setting up stewardship pathways to ensure we are consistently, warm and engaging with those who share our values.
* To support the organisation to identify and develop opportunities to expand services and activities that enable refugee inclusion, working closely with colleagues in the management team and external partners.
* To lead your team, including the development and delivery of WRC’s Fundraising strategy, managing staff and relevant budgets, ensuring timely reports to funders, and participating in WRC’s Management Team.
* Work with the Communications team to creatively engage our funders and supporters online and through relevant PR opportunities.

**Funding pipeline**

* To lead on fundraising plans, supporting our [Strategy 2023-2026](https://wrc.wales/about-welsh-refugee-council/), to support and drive efficiencies and effectiveness in your department making best use of resources.
* Strategically plan activity, with a focus on long term, multi-year partnerships.
* Feed into annual budget plans, monitor progress and income on an ongoing basis, and prepare monthly reports.

**General**

* Act as onsite Duty Manager for the Cardiff Office, 1 day per week, in line with Duty Manager Rota. You will need to be comfortable working face to face with clients and staff and support any safeguarding concerns.
* Support the other Heads of Departments with any other organisational tasks as required.

**Person Specification**

When completing your application- please ensure you provide **examples** of how you meet the essential criteria listed below. You may also want to evidence or reference some of the desirable criteria.

Applicants that do not reference how they meet the essential criteria will not be invited to interview.

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| **Criteria**  | **Essential** | **Desirable** |
| **Experience** | * Educated to degree level or equivalent.
* Experience of writing winning proposals to a range of audiences
* Experience of creating a fundraising/income pipeline, to ensure targets are met.
* Experience of managing projects, including budgeting, financial reporting and ensuring deadlines are met.
* Experience of line managing staff/ or supporting staff.
 | * Lived experience as a Refugee to bring added insight to understanding.
* Experience of identifying, cultivating, and securing income from trusts and foundations
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| **Knowledge** | * A good understanding of what makes effective fundraising written copy.
* A good understanding of fundraising principles including how to write outcomes.
 | * Knowledge of refugee and asylum sector in Wales, UK
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| **Skills** | **Communications*** Fluency in English with excellent written communication skills; able to undertake research, gather data and write winning bids, and fundraising copy that attract different audiences.
* Positive, communicative and proactive approach to work and problem-solving.

**Stakeholders*** Initiate and build relationships with funders and donors ensuring their interest is retained and stewarded.

**IT*** Good IT skills, with ability to be open to new software and comms support packages. Such as Donorfy, CAF, JustGiving, etc.
 | **Languages** * Ability to speak a community language.
* Ability to speak Welsh.
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| **Behaviours** | * Ability to think big picture as well as to analyse and interpret complex information.
* Ability to work on your own initiative, managing multiple priorities and planning your own workload.
* Ability to work well within and across teams to inspire and motivate others.
* Ability to work collaboratively with other charities on partnership bids, ensuring the voice of WRC is represented well.
* A good eye for detail, to ensure our copy meets needs and interests.

Other* Willingness to work flexible hours as required, to travel and to spend occasional nights away from home.
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**Diversity, Equity, and Inclusion**

We welcome and particularly encourage individuals who identify as LGBTQi+, differently abled, women from ethnic minorities, people from various economic backgrounds and people with lived experiences.

If you have lived experience as a refugee, we highly recommend you get in touch with our Education and Employability Officer who will be able to schedule a phone call to discuss British style interviews Chris@wrc.wales .

Our approach to interviews is:

* We will ask questions about you- to understand your strengths.
* Our interview questions will be based around the Job Description and Person Specification.
* We will test key skills that are mentioned in the Job Spec.
* You will score higher- if you give us **examples** and explain what you did.
* You will receive the interview questions 1 hour before the interview- to provide reflection time.

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**To apply**

Download our application form from our website and submit your application by **Monday 11 September at 10am** to**recruitment@wrc.wales**

Applications received after this date will not be accepted.

Please put the name of the job role in the subject heading of your email.

**Invites for interview will be sent by email, and interviews will likely be held on**

**21/22 September 2023.**