

Post Holder:	Vacant
Job Title:	Global Head of Major Gifts
Department:	International Fundraising
Reviewing Manager:	Global Director of Fundraising

Part 1: JOB PROFILE

1. OVERALL OBJECTIVE(S) OF THE POST

We are looking for an impressive, talented Global Head of Major Gifts to lead our successful and growing Global Major Gifts team. Reporting into our Global Director of Fundraising, you will work with a dynamic and ambitious team who are responsible for significant growth from international philanthropic partners over the past 4 years.

Our Global Major Giving team has been tremendously successful in securing income growth – and we are investing in our team to sustain and build on this momentum. This role will support and build on that success – ensuring our existing relationships with Major Donors, Trusts and Foundations flourish and grow, building new relationships also with Corporate and Institutional sources, whilst strategically broadening our international scope and ambitions beyond our strong UK and US base. The added value we particularly seek from this role is helping CIWF move into new partnerships and areas and bringing great management skills to the team as well as championing them to become an integral part of the program teams. These steps are critical to bring to life new programs requiring funding ranging from £20k to £21million over the next five years.

2. POSITION IN ORGANISATION

- Reports to the Global Director of Fundraising
- You will develop a close working relationship with the CEO and coordinate closely with our senior executives and representatives to ensure Compassion builds outstanding international relationships. You will have a team of 5 specialists in the UK and US to work with.

3. SCOPE OF JOB (These are expanded on in Section 6)

This role will be responsible for leading the further development of our global Major Giving strategy to build and grow our expert team and personally lead the cultivation, solicitation and stewardship of global donors at a high (£1m+) level. Your portfolio will consist of Individual Donors, Trusts and Foundations, Corporates and Institutional sources. It is envisaged that the international program will grow from £3.5m today to a total portfolio of £5m+ annually by 2022.

4. DIMENSIONS & LIMITS OF AUTHORITY

- **Build team internationally**

5. PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Proven Ability, Qualifications & Training	
<p>Education:</p> <ul style="list-style-type: none"> University degree or significant equivalent experience. <p>Work Experience:</p> <ul style="list-style-type: none"> Minimum 5-years' experience as senior manager of an international MG team. Proven success of relationship building, personal stewardship and successfully raising £500k+ donations. £1m+ level desirable. Experience and track record of working at the high levels of Major Giving in international markets, with already established appropriate relationships and networks. Proven experience of building and growing a high performing international team. Experience in building powerful relationships with a range of stakeholders internally and externally. 	<p>Experience in Corporate and/or Institutional engagement is desirable.</p> <p>Leadership experience within an animal welfare, environmental or conservation context is desirable.</p>
Skills, Knowledge & Attributes	
<ul style="list-style-type: none"> Proven track record in successful strategic development and implementation of international Major Giving growth strategies Clear and strategic thinker – developing the programme strategically with clear KPI's, measurable plans and progress, ensuring accountability both to our donors as well as internally. Exceptional communication and negotiating skills and the ability to engage and influence donors and other stakeholders. Boundless energy, 	

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| <ul style="list-style-type: none"> • You will be entrepreneurial, creative, have gravitas, positive, intellectually astute, can-do, confident and innovative about identifying and securing gifts at the highest levels. • Excellent written and verbal communication. • Excellent presentation skills – engaging a wide range of audiences | |
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Part 2: DUTIES AND KEY RESPONSIBILITIES

6. PRIMARY RESPONSIBILITIES

Essential duties and responsibilities include the following: Other duties may be assigned.

- Lead and implement the delivery of an ambitious international development strategy for Compassion; focussing on maintaining and growing our strong UK and US programme and developing a European programme alongside;
- Responsible for delivery of MG team fundraising target and growth as well as your own.
- Actively manage the current team of 6 staff members (some staff based in Godalming HQ others work remote) by providing positive individual staff support (securing personal targets and promoting personal developments).
- Strategically report back into the international director of fundraising on targets, projections and income
- Plan for and secure future income by developing and maintaining the annual income pipeline
- Build strong support and engagement with colleagues in finance and programmes, and be single point of contact for the wider organization, represent the team to senior management
- Grow the amount of partners for this program globally, growing income from new markets and develop compelling cases for support.
- Develop our Corporate and Institutional Engagement programmes
- Personally champion, steward, solicit and secure substantial philanthropic gifts at a high level (£1m+).
- Systemically plan and drive income from this programme to £5m+ by 2021.
- Build, grow, empower and support a high performing and dynamic International Development team, ensuring a team structure, clear methodology, structured portfolio sizes and leadership that can drive and deliver a rapidly growing and flawlessly stewarded International Major Giving program, with team members in the UK and US and offices throughout Europe and in China.
- Responsibility for financially enabling our biggest new programs on a Global Agreement for a regenerative food system and work with industries towards eating less and better meat and dairy.

7. ADDITIONAL TASKS

To assist with other departmental duties where necessary, as listed below:

- As part of your employment you may be required to travel anywhere within the world in order to carry out the duties of your employment
- Due to the nature of the role, there may be a requirement to carry out some work out of office hours. This work is to be arranged in accordance with procedures
- Take due and reasonable care of oneself and others in respect of Health & Safety at Work
- Act in accordance with the principles of Compassion in World Farming's Ethical Policy
- In all work activities, comply with data protection legislation and Compassion in World Farming's requirements for the protection of personal information and the privacy of individuals
- Provide formal and informal training at the request of your line manager, senior manager or a director, on your areas of expertise, to other members of staff, work experience students, trustees etc.
- The job description is not exhaustive and you may be asked to carry out additional tasks which are appropriate to your job role, as required by your line manager