Are you driven by social purpose, reliable and motivated, with strong interpersonal, organisational and financial skills? Do you want to work with a dynamic and growing charity? If so, we want to work with you! StreetDoctors is looking for an experienced, strategic and highly skilled Fundraising Manager to join our team and support us in our next phase of growth. This is an entirely new post, formed at an exciting time of targeted development for the organisation.

The Issue

- Last year alone there were 43,516 knife crime offences in the 12 months ending March 2019 (https://www.bbc.co.uk/news/uk-42749089).
- The cost of this violence to the NHS in England and Wales is estimated to be £2.9 billion every year. But the cost isn’t just to the NHS, it is to the whole of society; to the family, friends and loved ones of the victim as well as the wider communities they live in. Each death causes untold grief and trauma.
- There are also thousands of young people who survive violent attacks who are often left with life changing injuries and related psychological issues, the impact of which can last for the rest of their lives.
- We believe youth violence needs to be seen not as a series of isolated incidents or just a police enforcement or criminal justice problem. Youth violence needs to be viewed as a preventable consequence of a range of factors. This requires an approach that works across systems and Government departments and takes a public health approach to reducing its incidence and impact.

Who are we?

StreetDoctors teaches lifesaving skills to young people at risk of violence across the UK. We do this through our movement of young healthcare volunteers who teach emergency first aid to 11-25 year olds. Our interactive training sessions are delivered in partnership with criminal justice services, schools, pupil referral units, sports or community groups.
Our sessions give young people the vital skills and confidence to act if someone is bleeding or unconscious. We provide safe spaces to explore attitudes to violence, including its true medical consequences. We empower young people to become street doctors in their communities, helping to keep themselves and others safe.

**Our Background**

StreetDoctors was set up in 2008 in Liverpool. Two medical students delivered first aid training at a local Youth Offending Team and realised that most of the young people they were teaching had witnessed a stabbing or shooting or had been a victim themselves. Profoundly shocked by this information, they decided to act. Following a successful partnership with Liverpool Youth Offending Service, news of the initiative spread via social media to other cities. In 2013, StreetDoctors became a national charity and has since tripled in size. We now operate in England, Wales and Scotland and in early 2017, StreetDoctors Ireland was established and registered as a separate charity. In total we have taught over 15,000 young people and our volunteers have devoted 36,000 hours of their time to date to achieve this.

**What do we do?**

Young people attend two interactive and memorable teaching sessions where they learn practical skills such as how to call an ambulance, how to control bleeding, place someone in the recovery position and administer cardiopulmonary resuscitation (CPR). Sessions are practical and fun, quickly getting young people on their feet so they are learning by doing. They are tailored to be directly relevant to young people at risk of violence.

We discuss the medical consequences of violence, such as colostomy bags or paralysis, in a pragmatic, no-nonsense way, helping young people to understand the frailty of the human body. We discuss their willingness to help others, identifying their fears and encouraging empathy and concern for others. This challenges the normalization of violence that exists in some areas, supporting young people to critically reflect on their attitudes and recognize the positive choices they can make.

Importantly, we treat young people as potential lifesavers, raising their confidence and aspirations. Our volunteers are also reactive to the concerns and questions that the young people bring to sessions and allow time to ensure that these issues are discussed. At the end of our sessions we tell young people that they are now street doctors in their own communities as they know as much about how to save lives as the volunteers who teach them. This empowers them to see themselves as part of the solution to youth violence rather than seeing themselves and being seen as just part of the problem.

We also run StepWise, our deeper youth engagement programme where young people at risk of youth violence learn lifesaving skills, receive a first aid at work accreditation, learn about careers in the healthcare sector and co-facilitate training sessions to other young people at risk of violence.
Our Impact

We have a robust research and evaluation strategy across the organisation which triangulates data from three sources: young people; delivery partners and volunteer observations.

We collect the following quantitative data:

- Numbers of young people attending sessions;
- Whether they have come into contact with StreetDoctors teaching in the past;
- Knowledge, skills and willingness to act at the end of sessions;
- Feedback from our delivery partners via an annual national survey, measuring relevance of content, quality of delivery and engagement of young people.

Our end of session evaluations with young people consistently demonstrate that our intervention works:

- 94% said they understood the consequences of violence;
- 94% said they knew what to do when someone was bleeding/unconscious;
- 85% said they would be willing and able to act if first aid was needed.

Job Description:

Job Title: Fundraising Manager
Reporting to: Director of Operations and Finance with a dotted line to Chief Executive Officer
Responsible for: Leading and developing StreetDoctors fundraising strategy
Direct Reports: No direct reports at present but capacity may grow
Location: London with some travel around the UK
Hours: 5 days per week (37.5 hours)
Salary: Circa £35,000
Probationary Period: 6 months
Contract: Permanent
Notice Period: 2 months
**About the Role:**
The Fundraising Manager will work with our CEO and Director of Operations and Finance to devise, implement and lead our new fundraising strategy. The strategy will include trust, corporate, major donor and community fundraising. The postholder will be responsible for researching, creating and delivering innovative new fundraising campaigns and activities to grow income whilst maintaining positive relationships with existing funders and developing new major donor pipelines.

The postholder will be responsible for diversifying our fundraised income streams in line with StreetDoctors Strategic Plan. A priority is to grow income in the form of significant multi-year grants from trusts, foundations and companies to support our ongoing work and provide a stable financial base for our ambitious plans for growth. The role will include identifying and leading on applications for trust, foundation and public sector funding as well as the ongoing development of corporate relationships. In the long term, the postholder will be responsible for developing and implementing individual giving, major donor and alumni programmes. The post will also involve supporting our well-established community and volunteer fundraising activities.

You will have the freedom to really make this role your own and help to shape the future of the organisation’s fundraising capacity.

**Main Responsibilities:**

- Develop an innovative fundraising strategy for StreetDoctors that focuses on identifying and prioritizing the key funding opportunities and developing a concrete workplan to deliver agreed fundraising targets.
- Ensure a mixed funding pipeline is developed and maintained and that this pipeline is flexible and iterative, with an initial focus on multi-year major trust funding.
- Identify opportunities and lead on the development, writing and submission of effective grant applications to charitable trusts and/or statutory bodies including public sector grants and contracts.
- Lead on stewardship, ensuring we develop and maintain positive and productive relationships with all funders.
- Build relationships with prospective major donors and companies, making compelling presentations and cultivating relationships to secure large, ideally regular, donations.
- Support the development of a new supporter programme to maximise income from the wider StreetDoctors network.
- Continue to support local volunteer teams to maximise income through small grant applications and community fundraising activities, identifying opportunities to expand our fundraising at a local level.
- Ensure robust recording and reporting to all funders, ensuring that all deadlines and other requirements are fulfilled.
- Ensure quarterly fundraising targets are met, reporting regularly to the Senior Team and Board of Trustees.
- Contribute to the wider development of the organisation with a particular alignment to our communications plan and strategic plan implementation.

**Person Specification:**

**Essential**

- Proven track record of leading successful high level trust, statutory, corporate or major donor fundraising, ideally on a multi-year basis, and willingness to work across a mixed portfolio of prospects.
- Experience of developing creative and successful fundraising proposals and demonstrable success in stewardship of donors to maximise funding opportunities.
- History of effective relationship management demonstrating strong networking and people skills.
- Excellent written skills.
- Excellent interpersonal and presentation skills.
- Track record of successful strategic planning for long term fundraising activities, including consideration of risks as well as opportunities.
Proven business and organisational development experience.
Effective decision-making skills, with the ability to prioritise complex tasks and implement key strategic initiatives.
Strong financial management and modelling skills including understanding, interpreting and creating budgets.
Proven ability to understand operational and delivery issues.
Excellent communications skills.
Excellent IT and communication technology skills.
Excellent time management.

**Personal Qualities**

- Highly skilled strategic thinker
- Adaptable and flexible; willing to go the extra mile for the organisation.
- A team player, able to motivate and inspire others.
- Practical, focused and able to work independently and as a vital part of a small team.
- Utterly reliable and organised.
- Able to work in a fast paced and changing environment.

**Desirable**

- Understanding of, and commitment to, reducing youth violence.
- Working knowledge of the youth justice, volunteering and youth sectors.

StreetDoctors is committed to ensuring that we are a welcoming, inclusive and diverse team which benefits from a broad spectrum of experiences and backgrounds. We are currently underrepresented in terms of diversity and lived experience of youth violence and so would particularly welcome applications from these groups.

**Please note it is StreetDoctors policy that all postholders are subject to a DBS check.**