



Skills Builder PARTNERSHIP

Global Head of Development Briefing Pack





Introduction from Tom Ravenscroft

Founder & CEO, Skills Builder Partnership

Hello

I'm delighted that you're exploring the opportunity to join us as Global Head of Development. This is a critical role for us as we accelerate our reach and impact - from reaching 2.4 million individuals in the last year to more than 10 million by 2030.

At Skills Builder Global, we are laser-focused on one powerful mission: ensuring that every individual, regardless of their background, develops the eight essential skills needed to succeed in life and work. These skills are speaking, listening, creativity, problem solving, teamwork, leadership, planning, and adapting.

Our evidence-based approach embedded in the Skills Builder Universal Framework is rapidly becoming a globally recognised standard, and the enthusiasm we see from our partners is extremely motivating. We believe the potential for growth and deep, lasting impact is significant, and that's precisely where you come in.

You will be joining and leading a small, dynamic, highly capable team - a vital hub that operates as the central engine for a rapidly expanding global movement. Despite our size, the reach of our work is significant: we actively support over 1,100 partner organisations - including leading schools and colleges, major employers, and NGOs - to embed the Skills Builder approach in their communities. This effort currently spans across more than 40 countries globally.

I am personally very excited about this role. You will work closely with me and our established founding funding partners as well as expanding our global and regional funding relationships. This is a hands-on role for someone who wants to get stuck in and build and nurture partnerships rather than being focused on strategic oversight.

We're looking for someone who has real fundraising achievements under their belt, who demonstrates thoughtfulness, rigour and professionalism, and who is ambitious for the impact that they want to make in their career.

In return, we offer the right candidate an unparalleled scope to make a real difference in their working life and to benefit from huge opportunities for stretch and progression.

With best wishes

A handwritten signature in black ink, appearing to be 'TR', with a small dot at the end.



Are you a dynamic and agile relationship builder and fundraiser, who wants to have a social impact by helping achieve systemic change?



Welcome to Skills Builder Partnership

There are eight skills that are essential for success in all areas of life, which resonate across the world.

Research shows that they underpin academic progress, support wellbeing and lead to higher skilled, higher paid careers. Unfortunately, those from less privileged backgrounds have fewer opportunities to build these skills. We exist to change the systems that allow this to happen.

Joining Skills Builder is not like working anywhere else. Our team consistently say they have never worked anywhere as collaborative, supportive or mission oriented. We combine the fun and dynamism of a start-up, the professional development opportunities of a corporate, the innovation of a digital native and the social impact focus of a charity.

We are serious about delivering social mobility through our vision that one day everyone builds the essential skills to succeed. That means we are ambitious and set high standards for ourselves. We are reflective, inclusive and supportive.

In practice this means that everyone makes time for others in the team, we get stuck in to solve problems together, we have regular employee surveys where leadership talk through every single suggestion and the whole team is involved in developing our strategy.

In the last year, there were more than 1,100 education institutions, NGOs, social enterprises and businesses in the Partnership, delivering Skills Builder programmes in more than 40 countries.

But we're just getting started.



About the role

This is a role for a dynamic relationship and fundraising professional who wants to cultivate long-term partnerships with a hands-on, “builder” mindset. Someone who can jump from big-picture thinking to cultivating relationships and managing fundraising pipelines.

You’ll have some solid technical skills and experience in fundraising at significant scale and with experience in corporate giving and family offices. But your real skill will be in applying those skills strategically and in an agile way to get stuff done. You’ll also be relentless in working to achieve targets and driving real impact.

As the Global Head of Development, you’ll be leading all of our fundraising within the Global Division. This will include identifying and cultivating new leads, managing pipeline through to completion, and active stewardship for long-term partnerships.

You will play a role in our strategic development and grow a development team over time to match our ambitions while remaining a nimble, focused organisation.

We have big ambitions and your scope to grow, learn and achieve should match that. If you want to benefit from working with an inspiring team, with huge potential for learning, growth and achievement, we want to hear from you.

What it’s like working for Skills Builder – quotes from our Team Survey:

I’ve said it before, I’ll say it again: the support I’ve been getting in line management is simply amazing! Whether it’s about development goals or workload management, I feel truly listened to and I’m benefitting hugely from being coached and/or mentored where relevant.

I’m excited about the new 3-year strategy and the opportunities this will bring to the organisation and to personal development

I’m proud to work for Skills Builder, the impact we have and am privileged to be able to work with such brilliant colleagues.

Key responsibilities

Global fundraising development

You will lead the charge in identifying and securing the key funding partnerships required to reach 10 million individuals by 2030.

- **Direct pipeline growth:** Relentlessly identify and pursue new funding opportunities with large multinational organisations, global corporate foundations, and private offices.
- **Practical prospecting:** Map global requirements and rapidly identify where Skills Builder's work can deliver on a partner's strategic social impact goals.
- **Writing and pitching:** Personally lead on writing compelling proposals and applications at pace and to an exacting standard.
- **Negotiating agreements:** Negotiate effectively to reach funding agreements, communicating constructively in challenging situations to align partner goals with our mission for systemic change.

Strategic stewardship and growth

You will ensure our global partners are deeply embedded and providing long-term support.

- **Global relationship management:** Directly lead the maintenance and evolution of our most significant global relationships, ensuring they see the tangible impact of their investment.
- **Multinational representation:** Act as the primary face of Skills Builder for global stakeholders..
- **Innovative stewardship:** Create and oversee unique stewardship opportunities that bring global funders closer to the impact of the Skills Builder Partnership's work.

Strategy and operational excellence

You will operate as a key part of the "central engine" of the organization, ensuring our development function is professional and data-driven.

- **Global fundraising strategy:** Work closely with the Global CEO and Global COO to develop and execute multi-country income strategies that support our expansion into 40+ countries.
- **Operational rigour:** Use systems and processes with precision to manage relationships, ensuring data collection and reporting are best-in-class.
- **Builder mindset:** Constantly optimise and innovate our philanthropic models, prototyping new ways to generate income through partnership development.

Leadership and team development

You will foster the collaborative, mission-oriented culture that defines the Skills Builder Partnership.

- **Direct leadership:** Grow and lead a high-performing development team, motivating others and leading adaptively through the complexities of global fundraising.
- **Collaborative planning:** Involve the development team in developing strategy and making group decisions, ensuring everyone is clear on targets and progress is tangible.
- **Cross-divisional work:** Collaborate effectively with our Lead Partners in other countries to align on shared fundraising opportunities.

Technical Skills and Experience

Required:

- Strong fundraising capabilities, demonstrated by substantial fundraising experience which ideally includes corporate philanthropy or foundations and private offices.
- Evidence of career progression into roles of increasing seniority and responsibility.

Advantageous:

- Experience of working with partners funding work in multiple countries.
- Professional qualifications related to fundraising.

Essential Skills

As a senior role, we expect that you would demonstrate mastery level essential skills against all eight skill areas, using the Universal Framework. Of particular importance are:



Problem Solving

Able to use systems thinking and logical reasoning to manage a pipeline, to identify gaps and to create strategic plans to achieve fundraising goals.



Creativity

Able to generate new ideas, evaluate them and find alignment between the goals of funders, partners, and ourselves.



Adapting

Able to practise resilience and adapt plans to work through setbacks. While managing risks, you will also be enterprising to capitalise on opportunities.



Planning

Able to use planning tools and systems to balance different funder needs and requirements and to plot a course to achieving our fundraising goals.



Listening

Able to understand what our partners and team are trying to achieve is vital for this role. You will use strategic questioning and evaluate perspectives.



Speaking

Able to work with a wide range of partners, explain ideas simply and persuasively and ensure positive and constructive interactions and negotiations.



Teamwork

Able to collaborate with others to achieve our strategic objectives. You will enable collective learning, while developing others and improving culture.



Leadership

As you establish yourself in the role and grow your team, you will need to apply strong leadership skills by motivating and developing others.



Benefits

Salary: £50,000 to £60,000 per annum

Term: Permanent

Start Date: As soon as possible

Working hours: Flexible (full-time or part-time)

Team days: We get together in person in Oxford or London 6 times a year for strategy, fun and food

Holidays: 25 days per year, increasing each year, plus bank holidays & potential to buy back up to 5 days

Location: UK remote *or* London hybrid (with 1+ days in the office per week and £600 London weighting)

Eligibility: You must have an existing right to work in the UK to apply for this role.

Application Process

Applications should be made via our [online form](#). The application deadline is **09:00am on Monday 8 June**, with **first round interviews in the week commencing 14 June**.

Applicants are encouraged to explore our work at www.skillsbuilder.org before applying.

Our recruitment process is designed to give you a sense of what this role as part of the Skills Builder team would be like. Our process is transparent and inclusive, following best practice. For example, we blind-score applications and use the [Skills Builder Universal Framework](#) when assessing candidates' essential skills.



Skills Builder Partnership is a Top 100 Employer. We champion equal opportunities, and actively encourage applications from all qualified individuals.