

Faith and Membership Lead

Duration:	Fixed Term Contract – 18 months
Salary:	circa £65,000 per annum
Job Level:	Level 2
Hours:	35 hours per week. Other flexible arrangements will be considered
Disclosure Level:	Basic
	This role involves indirect work with children
Team:	Philanthropy
Reports to:	Director of Philanthropy
Location:	Working from home and at 1 Westfield Avenue, London E20 1HZ

At the UK Committee for UNICEF (UNICEF UK), we pull together to achieve the best possible results for children in danger around the world. We believe in an inclusive workplace and in the power of fulfilled colleagues who share the same values and goals, enjoy their work and are motivated to do their utmost for children.

Our work is guided by the UN Convention of the Rights of the Child (UNCRC) and the Sustainable Development Goals (SDGs), which recognises the universality of children’s rights.

ABOUT THE TEAM

The Philanthropic Partnerships Department works specifically with individual philanthropists and faith and membership organisations at all levels. The team drives partnerships through excellent relationship-based engagement with a team of specialised relationship managers.

The Philanthropic Partnerships Department as a whole raised c. £16m in 2025 and is a priority area of development for UNICEF UK with ambitious aspirations for transformational and sustained growth.

ABOUT THE ROLE

The Faith and Membership Lead plays a key role in the delivery of the strategy led by the Director of Philanthropy, focusing on building long-term, sustainable partnerships to increase income through innovation, partnership growth/retention, better collaboration and integrated relationship management. This is a relatively new area of UNICEF UK and will be building on a strong foundation of work established over the last three years.

What we will expect you to achieve

- Lead the Faith and Membership work to establish excellent stewardship of existing partnerships and grow impact and influence in this area focusing on maintaining and growing strong, existing partnerships with multi-year commitments to ensure sustainable income over the long-term.

- Lead the Faith and Membership work stream to develop a robust pipeline of multi-faith prospects expanding our reach in this area and building long term partnerships.
- Develop strategies for multi-year transformational funding, working collaboratively with the Faith and Membership Manager and Director of Philanthropy to achieve successful financial growth.
- Develop strong external relationships with the UK's leading Faith and Membership Organisations with the capacity to give at multi-year, multi-million levels ensuring they are asked either directly or through senior stakeholders.
- Develop strong internal relationships with senior stakeholders in UNICEF UK and across the wider UNICEF family and engage directly with relevant country office staff to ensure outcomes and impact are achieved for children.
- Provide leadership to the wider Philanthropy team, acting as an example and coach in bringing in new business to develop mutually beneficial, transformational relationships.
- Contribute to the Philanthropy Senior Leadership Team and Partnerships and Philanthropy Senior Leadership Team through active engagement in discussion, policy decisions, team and function direction, budget agreements and providing collegiate support across the team and directorate.
- Collaborate with the Research function and Foundations team to identify, research and develop suitable prospects with capacity to give £100K+ annually and multi-year £1m+ gifts developing a stable faith and membership portfolio of prospects and donors at each stage of the solicitation and stewardship processes.
- Directly manage, motivate and nurture the Faith and Membership Manager to build skills and achieve professional potential.
- Demonstrate and model a commitment to our shared values, behaviours and inclusive practices (known as [Our Shared Commitment](#)) in all aspects of your work.

BEHAVIOURS, EXPERIENCE AND SKILLS

Effective behaviours

Supporter driven and mission aligned. [This behaviour MUST be included]

- Is committed to children and their rights and motivated to work towards achieving a world that is fit for every child.
- Develops effective relationships with target supporter groups enhancing their knowledge and involvement of UNICEF's work.
- Uses in-depth knowledge of supporters, the market and the charity sector to predict future trends that impact upon supporters and their support.
- Considers partners' needs and pressures, balancing their expectations with doing what's right for children.

Results focussed

- Prioritises and sustains focus on work that will have the greatest impact on agreed aims by reviewing results and extracting learning, to optimise future performance.
- Anticipates internal/external challenges that could impact UNICEF UK's work and adapts approach accordingly.

Communication and influence

- Conveys complex ideas and messages clearly, using a variety of methods to engage any audience, be impactful and win understanding and support.
- Anticipates and responds to the needs of an audience, adapting content, style, language and use of channel to deliver maximum clarity.

Leadership

- Translates strategic direction into medium- and long-term plans and objectives for the wider team. Promotes a result focused growth culture, engaging and guiding others to achieve ambitious goals.
- Creates and encourages cross-organisational teamwork and collaboration, acting as a visible role model.
- Prioritises knowledge and skills over status to make the best use of talent and promote involvement at all levels.

Resilience

- Remains positive and quickly recovers from setbacks, keeping problems in perspective.
- Takes a solution focused approach to problem solving to succeed in difficult circumstances.

Relevant experience

- Demonstrable personal experience of securing, developing and delivering 7-figure faith-based partnerships resulting in growth opportunities.
- Confident in developing and executing innovative fundraising strategies for effectively growing high-value philanthropic income through organisations.
- Working with experienced Philanthropy managers, building a positive atmosphere and a committed and collaborative approach to best deliver tangible results.
- Confident in planning and budgeting in a non-profit fundraising environment, managing income and expenditure budgets and delivering against personal and organisational objectives.
- Experience building peer fundraising alliances; awareness of emerging fundraising giving platforms; exposure to innovative / social finance mechanisms; and existing knowledge of key issues within international development

Specific knowledge and skills

- A keen understanding of sector best practice and experience of embedding this into organisations
- Effectively be able to evidence polished targeted both online and offline communication to a range of internal and external audiences.
- Ability to produce and communicate annual plans and budgets alongside monitoring and reporting on performance against agreed KPIs.
- Strong interpersonal skills and relationship-building abilities to work collaboratively with colleagues, volunteers and donors and act as an ambassador for the wider fundraising team internally and externally.

- Excellent knowledge and understanding of the market and the governance, legislation and best practice affecting faith and membership organisations as well as wider high value fundraising.
- A working understanding of SRM's systems would be an advantage.