

JOB DESCRIPTION

Head of Communication and Fundraising

Annual Salary	£42,230 – £45,000
Weekly Hours	35 hours (would consider part time for the right candidate)
Reporting To	CEO
Contract Type	Permanent
Work Location	Primarily based in Guildford (GU1 1TU) with flexible work options.

About Us

Challengers is a charity dedicated to transforming the lives of disabled children, young people and their families through the power of play. We provide safe and inclusive spaces across the South East where disabled children aged 2–18 can come together to have fun, make friends and learn valuable life skills, while giving their families essential respite from care responsibilities.

Our Vision

A World where all children and young people can play together, freely

Our Mission

To Transform the lives of disabled children, young people and their families through the power of play.

Our Approach

- Truly Inclusive
- Serious about Play
- Person-Centred
- Trustworthy
- Ambitious Together
-

About the Role

The Head of Communications and Fundraising will develop and deliver integrated strategies to raise the profile of the charity, drive voluntary income, and ensure consistent, compelling storytelling across all channels. This is a senior leadership role, reporting to the CEO and sitting on the Senior Leadership Team (SLT).

The role combines strategic leadership, high-level communications expertise, and fundraising innovation to maximize impact and sustainability

Duties & Responsibilities

1. Strategy and Leadership

- Develop and implement an integrated communications and fundraising strategy aligned with the charity's objectives and values.
- Set measurable goals, manage budgets, and lead a diverse team of fundraising and communications professionals.
- Actively contribute to the SLT, providing insights and recommendations on the organisation's strategic direction and long-term sustainability.

2. Communications

- Lead the creation of compelling narratives and storytelling to strengthen brand awareness, engagement, and advocacy.
- Oversee the development and delivery of communications campaigns, media relations, crisis communications, and special events.
- Ensure alignment across teams, channels, and campaigns, using a consistent tone and message.
- Develop partnerships (pro bono and paid) to enhance reach and visibility.
- Coordinate production of key reports, including annual report, impact report, and other donor communications.

3. Fundraising

- Collaborate with the CEO, Fundraising Trustee, and team to build and diversify income streams for long-term sustainability.
- Drive growth in multiple income streams, including major donors, trusts, grants, regular giving, corporate partnerships, and community fundraising.
- Oversee planning and execution of fundraising campaigns, appeals, and flagship events.
- Ensure each income stream has a detailed work plan, KPIs, and clear reporting mechanisms.

4. Management

- Manage departmental budgets and report on performance, income, and impact to the SLT and Board.
- Ensure compliance with all relevant fundraising legislation, charity regulations, and data protection guidelines.
- Support personal and professional development of direct reports, fostering a collaborative, high-performing team culture

This is not an exhausted list-no job can be fully defined in one neat list. We will be looking for your flexibility to carry out other duties as may be responsibly required by your line manager to meet the changing needs of the department

PERSON SPECIFICATION

Head of Communication and Fundraising

For this role, you will have:

Experience & Skills:

- Excellent strategic thinking, storytelling, and audience engagement skills – with the ability to turn complex issues into powerful, people-led narratives
- Proven track record in developing integrated communications strategies that deliver measurable results.
- Strong creative judgment, confident decision-making and problem-solving skills, with a willingness to embrace challenges
- Skilled in leading high performing teams with experience managing multi-disciplinary teams.
- Confident working with senior stakeholders, managing reputational risk and responding to media attention
- Strong understanding of digital, social media, and campaign marketing.
- Demonstrable experience managing multiple income streams, including major donors, trusts, and corporate partnerships.
- Budget management experience and ability to report against KPIs and objectives.

Attributes:

- Strategic thinker with a hands-on approach to delivery.
- Creative, innovative, and adaptable in a competitive fundraising environment.
- Collaborative, inspiring leader who can engage internal and external stakeholders.
- Resilient, proactive, and solutions-focused under pressure.

