

Philanthropy Lead



Who we are

We are passionate about students reaching students with the good news of Jesus. For over 100 years, UCCF has equipped and empowered students to discover Jesus and live for Him on campus.

Christian Unions (CUs) are groups of students from a range of local churches who join together to help everyone at uni engage with the life-changing message of Jesus. They are led by students, resourced by UCCF Staff Workers and supported by the local church.

Each year, tens of thousands of students hear the message of Christ through CU ministry. Together, we are reaching students for Jesus.

Our values

Confident in the truth:
understanding, celebrating and defending the truth of the gospel.

Urgent in evangelism:
creative, engaging and persuasive proclamation of Christ crucified.

Passionate about unity:
gathering and uniting all Christians around the essential truths of the gospel.

Committed to the local church: believing it is the primary and lifelong place of Christian ministry and discipleship.

Motivated by grace:
rejoicing in our salvation, serving one another and loving the lost.

Generous in world mission:
endeavouring to give and send so as to reach the students of the world.



Our Office Team

Based in the centre of Oxford, the UCCF office plays a vital role in facilitating the ministry of the Christian Unions. We're a small office made up of close-knit teams working together towards our vision. Office staff meet weekly for a business meeting, Bible devotion and prayer, and teams gather in addition to this. We hold regular team and office wide training days to develop in our roles and enjoy time together. All staff participate in our national student conference, Forum, and annual Training Conference.

The Role

Salary: £30,981 - £43,781 pa, depending on experience

Location: Hybrid working from our Oxford office, with regular meetings in London. This would suit candidates based in Oxford or London.

Hours: 37.5 per week (full time). We are also open to part-time- arrangements, with a minimum of 0.6 FTE.

Application closing date: 6 April 2026.

Interview date: 15 April 2026, in our Oxford office.

Start date: As soon as possible, open to negotiation for the right candidate.

Benefits:

- 30 days annual leave, plus public holidays
- 5 days of service leave
- Modern and spacious central Oxford office with open-plan kitchen and eating area
- Facilities including secure bike storage
- Cycle to work scheme
- Free access to counselling and healthcare support, including discounted gym memberships
- Generous enhanced family leave and pay provision
- Access to free and discounted books with IV

Job Description

Job title:	Philanthropy Lead
Department:	Development and Communications
Responsible to:	Head of Development and Communications
External liaison with:	UCCF stakeholders, specifically major Donors

Overall Purpose:

To have oversight of UCCF's fundraising endeavours amongst major donors, ensuring the organisation has the necessary resources to meet its ministry objectives; developing strategy in conjunction with the Head of Development and Communications, raising financial support and engaging current and potential Major Donor Partners.

To shape UCCF's strategy for identifying major donors, including data analysis of UCCF's supporter database.

Nature and scope:

The role involves close liaison with Directors, senior office staff, external organisations and supporters (especially major donors). As this role is involved in communication with supporters, churches and other outside organisations, it is an occupational requirement that the post-holder be a believer in Jesus Christ as Saviour, Lord and God and be in good standing with their local evangelical church, thus being in fellowship with the worldwide Christian family. They are required to sign assent to the Doctrinal Basis, to participate in UCCF collective worship and prayer and to model Christian discipleship in public and private life.

1. Principal accountabilities

- 1.1 Develop and implement a comprehensive fundraising strategy for major donor income, aligned with UCCF's overall strategic priorities, including developing stewardship plans for all major donors.
- 1.2 Manage a designated caseload of high-net-worth individuals, cultivating deep and meaningful relationships implementing stewardships plans.
- 1.3 Identify and prospect new major donor relationships, including building stewardship plans.
- 1.4 Conduct face-to-face meetings and personalised communications to deliver bespoke stewardship plans that cultivate and deepen major donor partnerships.
- 1.5 Manage and support other relationship holders in developing and delivering stewardship plans for their relationships.

- 2.1 Represent UCCF at high-level events and conferences to build relationships with potential donors and partners.
- 2.2 Develop compelling funding projects to attract major donor partnerships.
- 2.3 Implement a donor recognition program to acknowledge and celebrate major donor support, including planning events for major donors to meet with UCCF's leaders.
- 2.4 Build strong relationships with key internal stakeholders, in order to identify points of engagement and draft appropriate funding bids.

2. Impact & Reporting

- 2.5 Ensure that the CRM (Salesforce) is updated with engagements, proposal submissions and engagement plans in a timely fashion.
- 2.6 Develop compelling narratives and impact reports that effectively communicate the impact of major donor support.
- 2.7 Track and analyse key performance indicators (KPIs) to measure the effectiveness of fundraising efforts and identify areas for improvement.
- 2.8 Provide regular updates on fundraising progress to the Head of Development and Communications.

3. Innovation & Best Practices

- 3.1 Stay abreast of current trends and best practices in major donor fundraising.
- 3.2 Implement innovative fundraising strategies, such as engaging new philanthropists, digital engagement and high-impact events.
- 3.3 Evaluate philanthropy activities with the rest of the team to develop a deeper understanding of supporters and identify new prospects, making data-informed decisions.
- 3.4 Champion a culture of continuous learning and improvement within the Team.
- 3.5 Create opportunities for supporters to engage at a senior level and deepen their relationship with UCCF, working with the CEO and other senior staff.

4. Communications & Campaign Management

- 4.1 Plan philanthropy initiatives in order to produce excellent bids, proposals, events, and reports, delivered on time and within budget.
- 4.2 Coordinate with the teams to align messaging and campaigns.
- 4.3 Ensure philanthropy plans align with brand guidelines and fundraising regulations.

5. Measurable Outputs

- 5.1 Implementation of a strategic plan to significantly increase major donor income, with a target of 15% of overall income within 3 years.
- 5.2 Deliver assigned agreed annual income targets for philanthropy.
- 5.3 Deliver key philanthropy targets, including:
 - Number of major donor prospects engaged and converted to a managed relationship.
 - % retention of managed major donors with targeted uplift.
 - Average gift size from major donors.
 - % of major donor caseload met (stewardship plan followed).

6. Other

- 6.1 Take full part in the life of the Development and Communications Team, the Oxford office and the wider fellowship, including attendance at Forum and Refresh as well as any other conferences/events deemed necessary for the successful performance of the role.
- 6.2 This role falls within the scope of the FCA's conduct rules, and you will be provided with training as to how these apply to the role. It is your responsibility to ensure that you follow these conduct rules.



Person Specification

Knowledge

- Degree level qualification (*essential*)
- A relevant qualification in fundraising/marketing or equivalent in a relevant discipline (communications, sales) (*desirable*)

Experience - *essential*

- Proven track record of success in securing significant major gifts (5-6 figures) from high-net worth individuals.
- Minimum 3 years of experience in high-value fundraising.
- Demonstrated ability to build and maintain strong, long-term relationships with high-net-worth individuals. Exceptional interpersonal, communication, and presentation skills.
- Strong strategic planning, analytical, and problem-solving skills
- Strong understanding of fundraising best practices and regulatory requirements.

Experience – *desirable*

- Experience in managing budgets for projects and campaigns.
- Knowledge of fundraising databases and CRM systems and Salesforce in particular.

Skills – *essential*

- A proven fundraiser who can inspire, influence and deliver results
- Strong negotiation and influencing skills, particularly in securing philanthropic support and building partnerships
- Excellent interpersonal skills to build strong and collaborative relationships with internal and external stakeholders
- Excellent and passionate written and verbal communication skills
- Highly organised and able to manage competing priorities
- Strong financial literacy, including experience managing budgets, tracking performance and forecasting income
- Able to analyse complex situations, identify challenges, and make sound, data-driven decisions
- A high level of emotional intelligence

Our Doctrinal Basis

The Doctrinal Basis represents the central truths of the gospel, which are the basis of UCCF's unity, the foundation of UCCF's ministry and the content of UCCF's message. We are unashamedly confessional and value gospel clarity and gospel unity. For more information, visit: <https://www.uccf.org.uk/about/doctrinal-basis/why-we-have-a-doctrinal-basis>

The basis of the Fellowship shall be the fundamental truths of Christianity, as revealed in Holy Scripture, including:

- a) There is one God in three persons, the Father, the Son and the Holy Spirit.*
- b) God is sovereign in creation, revelation, redemption and final judgement.*
- c) The Bible, as originally given, is the inspired and infallible Word of God. It is the supreme authority in all matters of belief and behaviour.*
- d) Since the fall, the whole of humankind is sinful and guilty, so that everyone is subject to God's wrath and condemnation.*
- e) The Lord Jesus Christ, God's incarnate Son, is fully God; he was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.*
- f) Sinful human beings are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of their representative and substitute, Jesus Christ, the only mediator between them and God.*
- g) Those who believe in Christ are pardoned all their sins and accepted in God's sight only because of the righteousness of Christ credited to them; this justification is God's act of undeserved mercy, received solely by trust in him and not by their own efforts.*
- h) The Holy Spirit alone makes the work of Christ effective to individual sinners, enabling them to turn to God from their sin and to trust in Jesus Christ.*
- i) The Holy Spirit lives in all those he has regenerated. He makes them increasingly Christ like in character and behaviour and gives them power for their witness in the world.*
- j) The one holy universal church is the Body of Christ, to which all true believers belong.*
- k) The Lord Jesus Christ will return in person, to judge everyone, to execute God's just condemnation on those who have not repented and to receive the redeemed to eternal glory*