



Interim Head of Fundraising

Candidate Information
Pack

Nov 2025



Eastside People

What we do

Fair Ways was established in 2002, having previously been the fostering subsidiary of Cornerstone Foster Care Ltd. **From the outset, the company sought to deal with the most difficult and vulnerable children, to provide stable placements and provide world-class care and support.**

From humble beginnings, a single office and 15 dedicated staff, today Fair Ways employs over 450 staff and supports over 500 children and young people annually through services including fostering, education, residential care, and family support, in partnership with 50+ Local Authorities and NHS bodies.

Our service relies on having the best possible staff team and we invest hugely in staff training, development, welfare and wellbeing.



Our vision:

To build a community that changes lives, makes a difference to society, and leaves a legacy greater than ourselves and our contributions.

Our mission:

To grow a compassionate, resilient, and trauma-informed community, that embraces learning, so that we improve the lives and outcomes of individuals.

Our values:

Fair Ways have four core values. Each and every member of Fair Ways is expected to play their **PART** and help others do the same. These are the lifeblood of our culture and are not negotiable:

Professional

We do what we say we will. We put the needs of the service before our own personal gains.

Accepting

We don't give up on people. We accept responsibility for our actions.

Reflective

We give feedback, we invite feedback, we listen to feedback.

Transparent

We are always willing to explain why. We earn trust through our transparency.

For more information please visit <https://www.fairways.co/>



Interim Head of Fundraising

Fair Ways Community Benefit Society is a high-impact charitable organisation with a turnover of £19.1 million (2023/24) and a strong track record of reinvesting surpluses to improve services. We are now entering a pivotal phase of growth, focused on strengthening our financial resilience and expanding our social impact through diversified income streams. This will enable us to launch a new special educational needs (SEN) school, establish an innovative agricultural college, and enhance our existing programmes and activities.

To achieve this, we are building a sustainable fundraising function to support these major capital projects. Until now, our fundraising has largely centred on small-scale public events, but we are ready to take a significant step forward. By recruiting an Interim Head of Fundraising, we aim to lay the foundations for long-term success, with a particular focus on securing support from trusts and foundations, developing corporate partnerships, and expanding individual and community giving. Together, these efforts will generate the unrestricted income essential to our future sustainability.

We are recruiting for an interim Head of Fundraising for a fixed term of 12 months, to build on the findings from a recent comprehensive market overview of potential income sources, working to develop a fundraising infrastructure.

This is an exciting opportunity to shape Fair Way's fundraising infrastructure at a pivotal moment in its development. You'll work at a senior level within the organisation, building the foundations for long-term growth and managing key strategic relationships. The role offers the chance to make a meaningful contribution to Fair Ways' mission while championing excellence in fundraising practice.

Key Information

Job title:	Interim Head of Fundraising
Remuneration:	£55,000-£60,000
Contract type:	Full time, initial 12 month contract with option to become permanent
Reporting to:	Director of IT & Communications
Location:	Portsmouth office and Hybrid working (further info below)
Benefits:	Comprehensive benefits package (further info below)

Purpose

Fair Ways seeks a strategic fundraiser for the newly created Head of Fundraising role. You'll shape fundraising efforts, build donor relationships, and contribute to building a new fundraising strategy, with a specific focus on programmatic and capital fundraising.

Values

The post holder should embody our values of Professional, Accepting, Reflective and Transparency.

Key Responsibilities

Fundraising Leadership & Strategy:

- Develop and deliver an ambitious, long-term fundraising strategy to sustain and grow Fair Ways income across multiple streams, to include programmes and capital campaigns.
- Identify and manage a pipeline of high-net-worth individuals, trusts, foundations, corporate partners, and other key stakeholders.
- Innovate fundraising approaches and identify new funding opportunities, including events and community corporate engagement.
- Set and monitor income targets and KPIs aligned with organisational goals.

Relationship Management & Major Gifts:

- Secure and manage significant income from trusts, foundations and corporates through proactive relationship-building and high-quality applications.
- Act as a senior ambassador for Fair Ways, representing the charity at events, networking proactively and raising our profile within the sector.
- Oversee donor engagement and stewardship programmes, ensuring a personalised and impactful donor journey.
- Work cross-functionally with internal teams to align fundraising opportunities with programme delivery, organisational priorities, and impact goals.

Campaigns, Events & Communications:

- Design and implement fundraising campaigns and events.
- Collaborate with the Marketing and Communications team to ensure consistent messaging and brand alignment.
- Identify and implement new fundraising approaches, including digital campaigns, and donor engagement programmes.

Leadership & Collaboration:

- Build trust within the Fair Ways community and advocate for a culture of philanthropy.
- Participate in cross-functional projects and strategic planning, contributing to organisational growth and innovation.
- Champion diversity, equity, and inclusion across fundraising practices and culture.

Monitoring, Reporting & Compliance:

- Set and report on KPIs to senior leadership.
- Ensure compliance with UK fundraising regulations, GDPR, and ethical fundraising standards.
- Efficiently manage budgets, CRM systems, and maintain accurate records and reporting.
- Engage with the Board and senior stakeholders to communicate fundraising performance and strategic direction.

Recruitment and Safeguarding:

Fair Ways is committed to safeguarding children and young people, applying stringent recruitment checks. ***An enhanced DBS check is required.*** Regular training in Safeguarding, Equality & Diversity, and Health & Safety will be provided.

Person specification

Experience & Knowledge

- Proven track record of securing income from multiple streams including trusts and foundations, corporates, major donors, and community fundraising.
- Demonstrable experience in capital fundraising and campaign delivery.
- Strong understanding of UK fundraising regulations, GDPR, and ethical fundraising standards.
- Familiarity with CRM systems and data-driven donor engagement strategies

Skills & Abilities

- Strategic thinker with the ability to translate organisational priorities into fundraising opportunities.
- Excellent written and verbal communication skills, with the ability to craft compelling cases for support.
- Strong interpersonal skills with the ability to build relationships with a wide range of stakeholders, including trustees, donors, and internal teams.
- High level of emotional intelligence, tact, and diplomacy.
- Ability to manage multiple projects and deadlines in a fast-paced environment.
- Confident in presenting to senior leadership and boards.

Qualifications & Desirable Attributes

- Professional fundraising qualification (e.g. IoF Certificate) or equivalent experience.
- An understanding of the social care, education, or SEN sectors is desirable.
- Availability to start promptly and work flexibly during the interim period.

Location further information

Fair Ways is happy to offer hybrid working. The office base is at Central Support in Lakeside in Portsmouth. In person attendance is required for team meetings (marketing & comms and finance) which are held onsite on Thursdays and for Senior Leadership Team meetings which are held monthly, typically on Wednesdays.

Office space is available throughout the week if required.

Benefits further information

Fair Ways Benefits – Head of Fundraising	
Day 1	Passed Probation - (approx. 6-months)
Care First	Simply Health
Wellbeing Day	Wellbeing Day
Cycle to work	Staff Lottery X 3
BlueLight Card	Cycle to Work
Employee Support Scheme	BlueLight Card
Holiday Purchase Scheme	Employee Support Scheme
Staff Awards	Holiday Purchase Scheme
	Staff Awards
	Technology Sacrifice Scheme
	Electric Vehicle Scheme
	Education Grant
	Royal London Pension @ 5%

Ready to apply?

Eastside People is supporting Fair Ways in the recruitment for this role. Please [click here](#) to apply by submitting a CV and a cover letter **both in Word doc. format**.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in the interim Head of Fundraising role at Fair Ways?
- What recent experience do you have which is relevant for the role?
- Your availability and any practical issues.

If you would like a call to discuss the role in more detail, please email Bernice at bernice@eastsidepeople.org to arrange a convenient time. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. Please contact us if you require any assistance or adjustment so that we can make the application process work for you.

The closing date for applications is **Fri 5 Dec**, with online shortlisting interviews with Eastside People taking place throughout the advertising period and the week after. Interviews with Fair Ways (competency and values based) will take place in the week commencing **15 December**.

Eastside People is fully committed to equality of opportunity and diversity. We work closely with our clients to recruit inclusively and address the underrepresentation of certain groups in leadership roles.

Fair Ways promotes equality of opportunity for all staff and is committed to creating an inclusive working environment where everyone feels valued and respected.



Eastside People

Eastside People
Canopi
82 Tanner Street
London
SE1 3GN

0203 821 6174
eastsidepeople.org

Eastside People is the trading name for Eastside Consulting Ltd. Company number:
4958922.