

SENIOR STRATEGIC PARTNERSHIPS MANAGER- PHILANTHROPY

Job description

Location	London, UK with at least two days a week in the office
Hours	37.5 hours a week
Reports to	Head of Strategic Partnerships
Start date	ASAP
Application deadline	9th April 2025, 12 PM UK time

About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently in or at risk of slavery, strengthen anti-slavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

About the position

This is an exciting opportunity to join a passionate, collaborative team working to grow and deepen the Freedom Fund's philanthropic partnerships. As Senior Strategic Partnerships Manager, you'll take the lead in nurturing a portfolio of high-value relationships with private

donors, including high net worth individuals, family foundations and philanthropic networks, while also helping to shape the way we tell the story of our impact.

You'll be based in our London office and work closely with colleagues across our global team, particularly in London and New York. Whether it's identifying new funding opportunities, crafting compelling proposals, or building long-term donor engagement strategies, you'll be at the heart of how we connect purpose with partnership.

You'll collaborate with an experienced, values-driven team and have the support of a dedicated Strategic Partnerships Manager and Officer, while also contributing to wider team thinking and organisational strategy. The role offers both autonomy and collaboration, with plenty of space to bring your creativity, relationship-building skills, and strategic thinking to the table.

This is more than just a fundraising role, it's a chance to be part of a mission-led team that values warmth, equity, rigour, and care in everything we do. If you're looking for a role where you can have real impact and work alongside people who are kind, curious and committed, we'd love to hear from you.

About You

You're a relationship-builder at heart, with a natural ability to connect people to purpose. You bring proven experience in fundraising, partnership development or external relations, ideally within a non-profit or values-driven organisation and have a track record of securing funding from high net worth individuals, trusts, or foundations. You're confident writing compelling proposals, managing complex donor portfolios, and collaborating across teams to bring funding ideas to life.

Alongside all of this, you balance your creativity with a laser-focus on results, and are skilled at overseeing management plans and processes in order to drive progress against objectives. You're just as comfortable engaging senior stakeholders as you are mentoring junior colleagues, and you bring humility, empathy and professionalism to everything you do. You enjoy working independently but thrive as part of a mission-led team, and you're excited by the chance to play a key role in a global organisation focused on equity, dignity and human rights. Above all, you're passionate about building lasting partnerships that help bring about meaningful, systemic change.

Responsibilities

Relationship Building, Innovation and Proposal Development

- Undertake donor research, monitor a range of platforms for new opportunities, analyse trends in donor policies and practice, and develop strategic plans for engaging new audiences and increasing the Freedom Fund's funding from philanthropic donors.
- Cultivate and track relationships with prospective funders, with a focus on (Ultra) High Net Worth Individuals, philanthropies, foundations and other private donors, largely

based in the UK and Europe but with flexibility to work with donors based in other regions.

- Lead organizational proposal development in partnership with Programs and other Freedom Fund teams, ensuring a coordinated, tailored, professional and timely response to opportunities.
- Personally produce high-quality funding proposals, concept notes, donor collateral and other formal responses, in close consultation with the Head of Strategic Partnerships and relevant colleagues in other teams.
- Engage in direct donor discussions and where appropriate, support and facilitate discussions between donors and other staff ensuring these are well prepared and followed up.
- Support or lead group mechanisms involving donors or partners (e.g., Council of Advocates, consortium-building processes etc.)
- Collaborate closely with colleagues in the Partnerships Team to achieve common targets and objectives as set out in the fundraising strategy (including, among other things, maintaining a pipeline of prospective opportunities, and developing outreach and engagement plans for new donors).
- Acquire the substantive knowledge necessary to effectively present the Freedom Fund's work to donors and prospects.

Grant management

- Develop highly bespoke stewardship and engagement plans, ensuring the highest level of donor relationship management tailored to the specific needs and requirements of individual donors, calling on the Senior Leadership Team (SLT) and other colleagues as appropriate.
- Manage day-to-day grant and donor servicing for the assigned donors, ensuring deadlines are met and donor requirements fulfilled, utilizing the support of other teams members as appropriate.
- Negotiate, review, store and track grant agreements, in coordination with relevant colleagues.
- Prepare narrative reports, based on available program data, and work with the finance team to coordinate financial reporting, ensuring compliance with donor specifications.
- Track key donor and funding data in Salesforce, and provide synthesised information for use in Board papers etc.

Internal coordination and communication

- Play a key management role in the Strategic Partnerships team, overseeing relevant task management processes, maintaining a laser-focus on our fundraising objectives.
- Build good relationships with colleagues in the Programs, Finance and Operations, and Communications teams to ensure effective information sharing, and co-ordination.
- Work closely with the Communications team in the production and dissemination of donor-relevant reports, updates and other content; and contribute to the conception and organisation of donor-facing events.
- Provide support and guidance to a competent and skilled Strategic Partnerships Manager and Strategic Partnerships Officer, providing clear direction, coaching support and positive feedback, working closely with other team members to ensure their workload is balanced.

- Collaborate effectively and proactively with other members of the Partnerships team, including providing support and guidance to less-experienced team members.

External Communications

- Support the WMT members, including Head of Strategic Partnerships, MD of External Relations, and CEO by preparing research, briefings, talking points and presentations for speaking engagements, meetings and events.
- Subject to available time and capacity, the SSPM may be asked to produce written content for other Freedom Fund products and processes.
- Collaborate with the Communications Team to support executive positioning and donor-audience messaging, including conference session proposals, Op-Eds, and other external communications.
- In collaboration with the Head of Strategic Partnerships, manage and cultivate non-funding relationships with partners such as institutions and peer organisations, including representing the Freedom Fund in funder coalitions / groups.
- Represent and speak on behalf of the Freedom Fund at conferences and events.
- Collaborate with colleagues from various departments to write, produce and update collateral material.

Qualifications and experience

Essential

- Entitled to work in the UK without work permit sponsorship
- Outstanding English writing skills.
- Minimum of five years of experience in fundraising or partnerships in a fast-paced non-profit setting.
- A proven track record of producing successful funding bids for private donors, including high net worth individuals and foundations.
- Proven experience building fruitful and lasting donor relationships; access to a network of national/international donor contacts or strong skills in building one.
- Strong understanding of grant-making and grant-management processes (especially with respect to private philanthropic funding) and experience reviewing and negotiating grant conditions.
- Strong management skills, including experience in developing and implementing team management processes and using systems to support effective, lean, agile delivery.
- Personal interest and past experience in the modern slavery field or in the broader human rights and development sector.
- Experience using MS Office and Salesforce or another CRM database.

Personal attributes

Essential

- A commitment to the Freedom Fund's vision, mission, values, and goals, with a passion to work in promoting human rights around the world.
- A willingness to work as part of a team in a cooperative and supportive way.
- A commitment to excellence and a relentless pursuit of results, a self-starter with an exceptional work ethic, strong organisational skills, and a can-do attitude.

- Ability to build relationships with a wide range of individuals from diverse backgrounds.
- Ability to work independently, displaying strong initiative in solving day-to-day problems.
- Great attention to detail in dealing with complex donor requirements.
- Excellent interpersonal and communication skills with the ability to liaise with a range of individuals and stakeholders at all levels.
- Ability to work to tight deadlines and juggle assignments running in parallel.
- Willingness and ability to travel locally and internationally (up to 15%).

Compensation

- £60,478 – £62,070 per annum, plus 10% non-contributory pension scheme.
- 25 days holiday pro rata, public holidays, additional 3 days Christmas closure in December.
- Season ticket loan and cycle schemes available.

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'SSPM-Philanthropy' in the subject line before **12 PM UK time on 9th April 2025**.

Interviews will be held the week commencing 14th April 2025.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in London office. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at jobs@freedomfund.org

Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.