



RIGHT TO
SUCCEED



Executive Director of Fundraising Job Specification June 2026

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Introduction

Dear Applicant,

Thank you for taking the time to consider this role.

This is a really exciting time to be joining Right to Succeed.

Firstly, I am biased, but we have somehow assembled the best team you could imagine across our charity. Their care for their work, for our communities, and for each other inspires me every day.

Secondly, fundraising at Right to Succeed is a team game, with many of our wider team regularly supporting the building of the relationships we have with our incredible funders. So you will have incredible backing in helping us get the funding our communities need to drive the change they've defined.

Thirdly, the impact being achieved in communities is incredible. And whilst the numbers are great, we're doing more and more to capture and bring forward the voice of our communities. We're currently serving 12 communities, 40,000 children and young people and working with over 350 local partners, with expansion to a further 5 communities from this September. There are so many inspirational people across these communities with important stories to tell.

And finally, "place" is becoming the next major frontier of policy and funding. Right to Succeed is in the right place at the right time to play a big role in using this opportunity to demonstrate that putting communities in the lead of defining and delivering their change is what we should have been doing all along.

We hope this pack gives you a sense of what might be possible for you in this role, and we hope to receive your application shortly.

All the best,



Graeme Duncan, Chief Executive



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Terms of Employment

Position: Executive Fundraising Director

Location: Hybrid, at least two days a week from Manchester HO, regular travel to our Liverpool office and travel across UK as required

Hours: Full Time 37.5 hours per week Monday-Friday

Employment Type: Permanent Contract

Salary: £67,600 to £70,720

Annual Leave: 27 days annual leave per annum plus bank holidays

Pension: 5% employer pension contribution

Benefits: Mediacash, group life assurance

How to Apply

Please provide a CV detailing your skills and experience and a supporting statement outlining how your experience matches the person specification and why you are the right person for the job. We recognise that some of your experience may be from unpaid roles as well as paid employment – please include any voluntary work if it helps to show why you are the right candidate for the job.

At PSR we do understand that Artificial Intelligence platforms can be a useful tool in assisting with research for an application, however we request that your supporting statement is not written using AI to ensure that your authentic voice and communication style is present. Any personal statements found to be AI generated will be discounted and a new version requested in order to progress an application. Please email your supporting statement and CV to info@pollysymondsonrecruitment.co.uk quoting ref: 2666

Application deadline: 21st July 2026

Initial interviews with Polly Symondson Recruitment will take place online:
22nd-23rd July 2026

Shortlisted candidates will be invited to a face to face interview in Manchester on
5th August 2026.

2nd Stage Interview date TBC.



About Right to Succeed



About Right to Succeed

Based in North West England we deliver programmes for children and young people across the UK living in areas of high deprivation to increase their future opportunities.

Our mission is to create positive and sustainable change by working collaboratively with local communities and organisations, led by their needs and ambitions to effect change so their communities thrive

Our programmes work collectively with communities across the UK to maximise existing resources in the area and develop new opportunities to improve the futures of children and young people. Partnership is key to everything we do. For more information about how we work with our communities please go to www.righttosucceed.org.uk

Right to Succeed's model operates across three stages:

1. Develop — working with local communities, through community led change, to co-design solutions to the specific problems driving inequality in that place
2. Pilot — testing solutions at a scale where they can be properly evidenced and refined, demonstrating long term impact change to place and system
3. Scale — once proven, replicating the model in new communities across the UK, caveating the uniqueness of each community served around the model of our delivery.

We track impact at three levels: the individual child, the community around that child, and the wider systems and structures — policy, funding, institutions — that shape long-term outcomes.



Scale & Impact

After ten years of operation, Right to Succeed now:

- Has impacted over 62,400 children and young people
- Operates 16 place-based change programmes across the UK
- Works with over 113 community partner organisations
- Is in active discussion with the Cabinet Office, MHCLG and the Department for Education about participating in wider community-led change programmes.

□ [WHO WE ARE | Righttosucceed](#)

Our Values:

Our Values	Key Competency 1	Key Competency 2
Commitment	<i>Deliver excellent service to our schools and partners</i>	<i>Work as part of a team committed to delivering a mission</i>
Integrity	<i>Uphold principles and values</i>	<i>Following through on responsibilities</i>
Humility	<i>Approach our work with professional curiosity</i>	<i>Demonstrate learning and the application of your learning</i>
Curiosity	<i>Willingness to positively question operating norms</i>	<i>Passion for identifying and trialling innovative solutions</i>
Collaboration	<i>Building effective relationships</i>	<i>Influence and negotiate the conditions to create impact</i>



Executive Fundraising Director

About the Role

This is a rare opportunity for an ambitious fundraiser to join a charity at a genuinely pivotal moment and to play a central, hands-on role in shaping what comes next. Right to Succeed has spent ten years proving that place-based, community-led change works.

We are not chasing scale for its own sake. We take a quality-first approach because the communities we serve deserve nothing less, and because getting this wrong would matter. We are ready to grow, and we need the fundraising capability to match our ambition.

“Until Cradle to Career came to North Birkenhead, we were getting very few families asking us for support, because we weren’t in the area anymore. We were working in silos, we didn’t have relationships with the schools or social workers, we were working alongside each other but not together and that’s changed through working with Right to Succeed.” -
Bev Morgan, CEO at Koala North West

The Opportunity

We are looking for an Executive Fundraising Director to lead and deliver our fundraising strategy as we grow our income from £9 million today to £20 million by 2029. We need someone who is equally comfortable setting direction and rolling up their sleeves and working with the team. Someone who brings energy, drive and a genuine appetite for the work itself.

“It’s not often you come across something like this that genuinely shifts your thinking about how you operate, so that was our starting point. At the minute it’s the biggest single investment that we’ve got in the Liverpool City Region but it’s never just felt like a grant to us, it’s become a genuine relationship with Right to Succeed and the partners involved.” -
Gillian Halliwell, Head of Regional Funding - North West, Yorkshire & Humber.

You will lead income generation across high net worth individuals, individual giving, corporate partnerships and digital fundraising, while stewarding and building on the strong funder relationships we have developed across trusts, foundations, philanthropy and statutory sources. You will not do this in isolation as you will have the support of a wider exec team and colleagues across the organisation.

“I live by the quote ‘you can only be what you can see’. That is exactly why this project is so powerful. Cradle to Career surrounds young people with incredible role models. People who reflect us, believe in us and show us what is possible. People who prove that success is not reserved for somebody else. When young people see people who look like them, sound like them and come from communities like theirs achieving amazing things, suddenly their dreams stop feeling impossible and we start believing that maybe we can do it too.” -
Ruby O’Brien, Northwood Youth Voice, age 17

Role Responsibilities

Fundraising

- Lead the development and delivery of Right to Succeed's fundraising strategy, overseeing a diverse portfolio of income streams with a clear plan for growth and long-term sustainability.
- Work closely with the Chief Programmes Officer and Programme Directors to identify and grow local funding opportunities within our communities.
- Personally cultivate and steward relationships with high net worth individuals, while ensuring every funder — new or existing — receives an exceptional experience.
- Collaborate with colleagues to develop compelling fundraising materials: applications, proposals, appeals, pitches and reports.
- Own the fundraising pipeline, keeping it current and embedding a clear framework for how we assess and prioritise opportunities across the organisation.
- Represent Right to Succeed externally at funder events, and through regular engagement with local and regional commissioners and funders.

Reporting, Compliance & Stewardship

- Set, deliver and monitor the fundraising business plan, managing KPIs, targets and risks.
- Ensure all fundraising activity meets legal and regulatory requirements, including the Fundraising Regulator's code of practice.
- Work with the finance and programmes teams to align organisational, funder and programme budgets and support the annual audit process.
- Make the most of our CRM (Hubspot) to drive high-quality insight, reporting and decision-making.

Leadership & Collaboration

- Lead, inspire and develop the fundraising team, taking overall responsibility for hitting income targets.
- Build a high-performance, collaborative culture ambitious, proactive and grounded in the values of the organisation.
- Work in partnership with comms, data, finance and programmes teams to ensure we're joined up in how we prospect, budget, track and report.
- Provide strong line management to your direct reports: setting objectives, supporting development and holding the bar high.
- Develop a deep understanding of our work and the communities we serve this knowledge is the foundation of everything we ask funders to support.
- ☐ Contribute to the strategic direction of the charity as part of the senior executive team.
- ☐ Lead by example in work ethic, results and living the values of Right to Succeed every day.

Please note the critical responsibilities of this role are described above.

They may be subject to reasonable changes from time to time in line with business needs.

“Through the Cradle to Career programme, we’ve been able to fund some fantastic partnerships that are really beneficial to families with children from babies to teenagers. Lots of partners are here today and we’ve had more than 500 families through the doors, which is absolutely fantastic. It exceeded expectations. It’s about making sure that families in Parr can access the right support at the right time for them.” - Ann Marie Houghton, CEO of Home Start St Helens.

Person Specification

Essential experience

- Significant experience in a senior fundraising leadership role
- Experience of creating and delivering successful fundraising strategies with a proven track record of achieving income targets.
- Comfortable working across a range of income streams — trusts & foundations, major donors, individual giving, corporate, and statutory funding
- A genuine track record of building and leading high-performing fundraising teams
- Inspiring and engaging written and verbal communication skills, including the ability to facilitate senior stakeholder meetings, speak engagingly to a wide range of audiences and to represent RtS externally.
- Understanding of the issues facing the children, young people and communities that we serve.
- The ability to bring together influential funders and policy makers to increase awareness and support of key issues.
- Collaborative working style and excellent relationship building skills.
- Experience working with senior leadership and trustee boards

Skills & Qualities

- Commitment to the aims and ethos of Right to Succeed and a desire to bring about positive change in relation to societal inequity.
- A confident communicator — whether writing bids, chairing meetings, or representing us in public
- Strong leadership skills and the ability to enthuse, motivate and develop a team and partnerships that deliver results.
- Strong financial and business management skills
- Collaborative by nature, with strong relationship-building instincts with funders, partners, and colleagues
- Excited to be part of a small, ambitious organisation where pace and flexibility matter
- A genuine belief in what Right to Succeed is trying to do

Equal Opportunities

Right to Succeed is an Equal Opportunities Employer and is committed to ensuring no candidate or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.

Diversity and Inclusion is critical to our success and we actively seek to recruit, develop and retain talented people from a diverse candidate pool. We particularly encourage applications from those candidates with lived experience of the issues our programmes seek to address as we recognise the value this adds to the delivery of our services.

As a Disability Confident employer we would encourage any applicants who need assistance or alternative versions of our recruitment pack to get in touch so that we can help. We're proud to be an organisation that is aligned to the 'happy to talk flexible working' campaign and will positively consider all applicants who wish to discuss flexible working arrangements.



Background Checks

Due to the nature of the role and the work Right to Succeed carries out we will ask the successful candidate to complete an Enhanced DBS check and any offer of employment will be subject to this background check, along with references from previous employers and checks on their right to work in the UK.

As an equal opportunity employer Right to Succeed does not discriminate against those with criminal records and any information disclosed on the background check will only be considered against the risk that could be posed to our staff members or the recipients of our work, and we comply in principle with the DBS Code of Practice.





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