CoppaFeel!
breast cancer awareness



Director of Fundraising

Full Time
Hybrid Working, Boob HQ London

About the role

CoppaFeel! is seeking an inspiring and strategic Fundraising Director to lead our fundraising activity and help to drive the next phase of our growth.

As a key member of the senior leadership team, you'll be responsible for shaping and delivering our fundraising strategy, ensuring a strong, diverse and sustainable income portfolio that enables us to reach more people and move closer to a world where all breast cancers are diagnosed early.

Leading and supporting a newly formed but high performing team, you'll oversee new business development, high value corporate partnerships and outstanding stewardship of our supporters. Working closely with the CEO and colleagues across the organisation you'll set ambitious targets, identify opportunities for growth and champion long term, values aligned partnerships.



This role is for an experienced fundraising leader who combines strategic thinking with an empowering approach, who brings energy, empathy and a deep commitment to CoppaFeel!'s bold, inclusive and people first culture.

About CoppaFeel!

CoppaFeel! exists to educate and remind every young person in the UK that checking their chest isn't only fun, it could save their life.

We are the first breast cancer charity in the UK to create awareness amongst young people, with the aim of instilling a new healthy habit that could one day save their life. We are a small team which, collectively, has one almighty big voice.

We were founded out of a need to right wrongs, and when we hear of more people diagnosed late, or young people dying from this disease, we know there isn't a more powerful reminder to get up and out of bed every morning.

CoppaFeel! is about more than discovering a cancer diagnosis. It's about empowering ourselves to be proactive about our own health and body, as well as our outlook on life. It's about knowing your body; knowing that if you do find something, you know what to do and if found early, you have many options.

Put simply, breast cancer does not need to be detected late, and as long as we are here and continue to receive the support of our amazing community, we will do all we can do make sure this doesn't continue to happen.

Role summary

CoppaFeel! has experienced a period of exceptional financial growth, increasing income from £1.6m to £7m in 5 years, driven in large part by the success of our partnership with Asda.

This has placed the organisation in a strong and exciting position with the opportunity to build for the long term, diversify our income, and significantly increase our impact.

The Fundraising Director will provide bold, strategic leadership to shape the next phase of CoppaFeel!'s growth, evolving our fundraising model, reducing reliance on any single income stream and ensuring long term sustainability. This role is about setting vision, unlocking opportunity and embedding fundraising as a strategic, organisation wide function.

While oversight of day to day fundraising performance remains important, this role is fundamentally future focused building resilience and driving innovation.



Main responsibilities

STRATEGY & LEADERSHIP

- Work as part of the CoppaFeel! SMT shaping the organisational strategy, culture and cross departmental ways of working
- Set and lead an ambitious, multi year fundraising vision aligned to CoppaFeel!'s organisational strategy and impact goals
  - Develop and support the Fundraising Team in the delivery of the fundraising strategy to ensure long term sustainability and maximum impact
  - Provide strong, clear and consistent leadership through a period of growth, transformation and increasing complexity
  - Champion innovation, testing and learning across all fundraising streams to unlock new opportunities and audiences
  - Work collaboratively across all departments to ensure that fundraising is integrated across the organisation and aligned with our organisational delivery



FUNDRAISING

- Drive the delivery of CoppaFeel!'s growth strategy, including achieving fundraising targets across multiple fundraising streams
- Develop new strategies and adapt existing ones in response to external trends, audience insight and organisational priorities
- Support the Asda partnership at a strategic level, ensuring income is stewarded effectively and impact is clearly reported
- Oversee and empower the Department Heads in the implementation and optimitisation of the fundraising strategy
- Lead the diversification of income, reducing reliance on any single partner or activity and building a resilient, balanced fundraising portfolio Identify and develop fundraising opportunities that are accessible, inclusive and engaging for 18–24-year-olds and priority audiences

SECTOR REPRESENTATION

- Act as a visible ambassador for CoppaFeel! within the fundraising sector
- Build CoppaFeel!'s fundraising credibility through conference speaking, thought leadership, award entries and sector engagement

GOVERNANCE

- Work closely with the SMT to develop strategic recommendations for the Board of Trustees and support effective governance
- Development of the 3 year budget, including regular reforecasting and longer term projections to inform investment and growth decisions
- Analyse and monitor the ROI of across all income streams, using insight to drive decision making!
- Take on fundraising related governance responsibilities, including attendance at Finance Committee meetings and contributing to the annual report.
- Provide confident, strategic leadership on financial risk, opportunity and sustainability



Position in the organisation

- Part of the Senior Management Team working alongside 4 Directors and CEO
- Report to CEO
- Line manage the Head of Partnerships, Head of Challenge Events & Head of Public Fundraising
- Lead the Fundraising Team of 16

Director of Fundraising

Head of Public FR	**Team of 3**
Head of Partnerships (mat cover)	**Team of 4**
Senior Challenge Events Manager (mat cover)	**Team of 5**

General duties of a CoppaFeel! employee

* To work cooperatively, respectfully and effectively with colleagues to ensure CoppaFeel! achieves its annual strategy
* Update database with relevant contacts
* To assist in identifying and highlighting key external trends which are relevant to the Charity's operation and provide relevant advice
* To participate, as appropriate, in staff forums and meetings
* To adhere to CoppaFeel!'s Policies and Procedures
* To be flexible with working hours and be willing to work weekend hours where appropriate (i.e. fundraising events) where time off in lieu will be rewarded
* To carry out other tasks as required by the CEO occasionally

Skills and attributes

ESSENTIAL

* Strong negotiation and influencing skills, with the ability to represent CoppaFeel! credibly at the highest levels
* Experience operating successfully at a strategic leadership level within a medium sized or large organisation
* A proven, creative and commercial approach to income generation, underpinned by strong market insight
* Strong financial acumen, with confidence in budget management, forecasting and ROI analysis
* Experience reshaping or diversifying a fundraising portfolio
* Experience working closely with and presenting to a Board of Trustees and senior stakeholders
* Ability to inspire, lead and develop high performing teams
* Excellent written and verbal communication skills, with sound judgement around risk and reputation
* Thrives in a fast paced, ambitious and evolving environment

DESIREABLE

* Comfortable leading through change, complexity and growth
* Experience working in a rapidly scaling organisation



Main benefits, terms and conditions

Annual Leave:
22 days pro rata (plus public holidays).

Additional Leave:
1 days leave on our Founders Birthday, birthday leave, plus office closure over Christmas.

Notice Period:
3 months

We work on a flexible basis at CoppaFeel!, offering a non-contractual 9 day fortnight allowing our team members to take a Friday off every other week. We call this our 'flex Friday' and although depending on our work schedules there are times when we do need to work on this day, we do our best to allow everyone this additional time off.

A hybrid of office and flexible, working Daily Flexi Time:
Starting anytime between 8am and 10am. Working from home up to 3 days per week.

Training:
We have a budget each year for employees training and development plans.

Health Cash Plan:
Cash back on everyday health expenses, as well as a GP advice line, and access to Perkbox.

Employee Assistance Scheme:
Advice and support offered by an external body. Access to our mental health support programme - 'Self Space' training and 1:1 therapy.



Treats Cupboard:
Full of biscuits, fruit, chips, fancy tea, coffee, and snacks.

Expenses:
Travel for events and food during events will be reimbursed.



Equality , diversity and inclusivity statement

At CoppaFeel! we support a diverse range of communities and we understand that effective recruitment is central and crucial to meeting the needs of our beneficiaries.

We particularly welcome applications from people identifying with a minority ethnic background, LGBTQ+ candidates, candidates with disabilities, and from men, because we would like to increase the representation of these groups within the charity.

We promote equality, diversity and inclusion in our workplace and make recruitment decisions by matching the charity's needs with the skills and experience of candidates, irrespective of age, disability (including hidden disabilities), gender, gender identity or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

We recognise the value in encouraging a diverse range of perspectives, skills, experience and knowledge at the charity.

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