



Sands Application Information

Trusts Fundraiser (Fixed-Term Project Role until 30th June 2024)

February 2024

About Sands

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need

We provide bereavement support services both nationally through our Freephone helpline, mobile app, online community and resources, as well as locally through a network of more than 100 regional support groups based across the UK and run by trained befrienders.

Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

We promote improvements in policy and practice, and support research to better understand the causes of deaths and save babies' lives.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Since 1978, Sands has grown into a UK-wide charity with a powerful vision shared by dedicated supporters, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by more than double since 2019 to £7m and, as part of our strategic plan, is focusing on how we can make the biggest different to the lives of bereaved families and save babies' lives. To find out more, visit www.sands.org.uk

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

Sands Staff Benefits

Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

Employee Assistance Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

Sands Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to additional services from Legal and General including legal and financial support, a medical helpline, and a health and wellbeing platform. Additionally, Staff have access to a wide range of shopping offers and discounts, plus advice on finding and funding later life care for their loved ones or themselves.

Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

Sands is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity.

Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.

About the role

Sands is recruiting a Trust Fundraiser to support on the delivery of a twelve-week project, with the primary aim to help deliver a robust portfolio of Trusts and corporate grants and foundations. The post-holder will make a significant impact on the work that Sands does in supporting bereaved parents and saving babies lives, including our work with parents and communities, and providing bereavement training for professionals within the workplace and NHS.

You will support high priority projects including prospecting of trusts and corporate grants, generate applications to secure unrestricted and restricted income, and collaborate across the wider Partnerships & Philanthropy team to update cases for support.

Demonstrable experience of researching trust funding opportunities is essential, as well as experience of prospect research using a variety of tools and techniques.

With excellent verbal and written communication skills, you will be highly results-orientated and highly organised to be able to meet tight deadlines under pressure. A real team player, you will have strong IT skills including experience of using a fundraising database.

This is a rewarding project role which will make a real difference to the work of Sands.

Please note that this is a fixed-term role until 30th June 2024.

To apply:

Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to recruitment@sands.org.uk. Please also complete the Diversity and Equality Monitoring Form and send this with your application.

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "Robert Harvey CV".

Closing date for applications: Sunday 3rd March 2024

Interviews will be held online in the w/c 18th March 2024

As we have limited staff resources, we are unable to provide candidates with feedback about their applications.

Job Description

Job Title:	Trusts Fundraiser
Responsible to:	Trusts and Statutory Fundraising Manager
Location:	Home-based
Contract:	Fixed-term contract until 30 th June 2024
Salary:	£25,000 - £28,000 per annum pro rata plus £312 per annum pro rata Home Worker Allowance
Hours:	28 or 35 hours per week

Purpose of Role:

Sands is seeking a skilled Trusts Fundraiser to contribute to a dynamic twelve-week project. The primary objectives include developing a comprehensive pipeline of corporate trusts and foundations, refining an existing pool of trusts and foundations through segmentation and cleansing, and crafting compelling applications for trusts and foundations.

Working closely with the Trusts and Statutory Fundraising Manager, this role will unlock crucial funding for our research projects, bereavement training and support, with the aim of making a difference to bereaved parents and saving babies' lives.

We're keen to hear from candidates with a background in fundraising or prospect research. The ability to work independently, coupled with a results-oriented mindset, is essential. Proficiency in written communication is a must, and we are particularly interested in candidates who are inspired by the work of Sands.

Key Responsibilities

Prospect research

- Screen from an existing pool of corporate trusts and foundations according to a set of key criteria, to categorise those most suitable for a Sands approach.
- Assess an existing pool of Trusts and Foundation prospects to determine application deadlines, grant requirements and segment against project and funding requirements.

Funding applications

- Develop high-quality grant proposals and applications, utilising and adapting Canva designed templates.

- Close collaboration with Partnership Team to identify funding opportunities including corporate grants and foundations, trusts and development of funding proposals and creatives.

Case for support

- Assist with the creation of a new case for support, gathering required information, writing a compelling proposal, and design using existing Canva templates.
- Collaborate with key colleagues to understand project goals, funding needs and due diligence requirements.

Data management

- Help maintain accurate records in the ThankQ CRM and / or existing spreadsheets.
- Follow best fundraising regulations practice and comply with relevant legislation.
- To maintain confidentiality over information relating to Sands fundraising and prospecting.

Other

- Abide by all Sands Policies and Procedures.
- Undertake all mandatory training as required.
- The post holder must familiarise themselves with matters relating to Health & Safety Management, as affecting themselves, their department, and the organisation.
- Always promote the Sands vision and values.

Person Specification

Skills and Experience

Importance	Criteria	Assessment
Essential	Experience of prospect research and qualifying and assessing trusts and foundations	Application and interview
Essential	Skilled grant writer with experience of successful applications, proposals, and bids	Application and interview
Essential	Strong project planning skills, including work to tight deadlines	Application and interview
Essential	Experience of working with a variety of internal and external stakeholders, including liaison with senior leadership and trust personnel	Application and interview
Essential	Excellent verbal and written communication skills for a wide range of audiences and experience of telephone pitching and making presentations	Application and interview
Essential	Ability to establish and lead on a collaborative approach with ability to communicate complex issues in writing and person, in an engaging and relevant manner	Application and interview
Essential	Comprehensive knowledge of GDPR and IOF compliance in relation to fundraising and prospect research	Application and interview
Essential	Strong IT skills including the use of basic software, and a fundraising database	Application and interview
Desirable	Experience of corporate partnership fundraising or working in a partnerships team	Application and interview
Desirable	Knowledge of health and medical sector Trusts, Foundations and Corporate Trusts and Foundations	Application and interview
Desirable	Experience of working with ThankQ CRM	Application and Interview

Core Competencies

Importance	Criteria	Assessment
Essential	Effective verbal and written communication including on the telephone with trusts	Application and interview
Essential	Attention to detail and a results-driven mindset	Application and interview
Essential	Ability to cope with demanding situations and work to tight deadlines	Application and interview
Essential	Good interpersonal skills including team working	Application and interview
Essential	Strong organisational skills and an ability to work independently	Application and interview
Essential	Empathy with Sands' aims, and comfortable working within a bereavement environment and talking to bereaved people	Application and interview