



**Herts &
Middlesex**
Wildlife Trust



Bee © Tom Marshall

Philanthropy Manager

Recruitment Pack



Creating a **wilder** Hertfordshire and Middlesex

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1 Message from the Chief Executive

Wildlife is in trouble. We need to reverse the trends in species and habitat decline and this is a crucial time to address the ecological and climate crisis. Are you the person we are looking for to play a key role in nature's recovery in Hertfordshire and Middlesex?

Our strategy for a wilder Hertfordshire and Middlesex is ambitious. We have set a target of 30% of land to be protected and managed for wildlife by 2030 and we want to be a catalyst for a step change in the number of people taking action for wildlife.

We are recruiting for a Philanthropy Manager. You'll be part of the Trust's Development Team and working with colleagues and Trustees to lead a step-change in major donor giving at the Trust.

We are seeking an experienced, dynamic relationship fundraiser who is self-motivated and driven to ensure that targets are hit and projects are delivered to the highest possible standards. You'll need to have demonstrable experience of securing and managing 5-figure+ gifts from donors and be a sophisticated communicator with a collaborative approach and the confidence to build relationships, as well as being a compelling advocate for the work of the Trust.

If you feel you have the drive, knowledge and experience we need and want to work with people who care passionately about the future of wildlife, please do apply.

Laura Burrows

Laura Burrows
Chief Executive



Title	Philanthropy Manager
Reports to	Individual Giving Manager
Responsible for	Volunteers No other reporting lines currently but potential for administrative support in future.
Work base	The Trust's activities cover Hertfordshire and the London Boroughs of Barnet, Enfield, Harrow and Hillingdon. The Trust's offices are at Grebe House, St Albans, AL3 4SN The Trust supports flexible and hybrid working. In order to get to know the staff and volunteer team, and provide guidance and support, you would need to attend the office regularly. This role may involve some lone working.
Hours	37.5 hours per week – other options may be considered for the right candidate
Employment Term	Permanent
Salary	£34,478 p.a. plus contribution to pension auto-enrolment
Job purpose	We are seeking an experienced, dynamic relationship fundraiser to lead a step-change in major donor giving at the Trust. This role is for you if you are a self-motivated and driven to ensure that targets are hit and projects are delivered to the highest possible standards. You will have demonstrable experience of securing and managing 5-figure+ gifts from donors and be a sophisticated communicator with a collaborative approach and the confidence to build relationships with and inspire colleagues, Trustees and donors.

Main responsibilities

- Design and deliver against a multi-year major donor strategy that drives income growth for the Trust.
- Hold responsibility for the account management of all major donor relationships, working alongside the Senior Management Team, Trustees and other colleagues to utilise their support, connections and expertise.
- Prospect and cultivate new individual supporters to donate 5-figure+ gifts, using a variety of tactics, such as attending in person networking events, gaining introductions from colleagues, Trustees and other senior supporters.
- Personally manage a prospect pool of individuals to steward and re-engage to donate 5 figure+ gifts.
- Prepare creative proposals and inspiring reports for donors, by engaging with Trust colleagues in delivery, development and finance teams.
- Monitor progress through clear KPIs and provide regular performance reporting to Senior Managers and Trustees.
- Contribute to annual budgets and business planning.

- Maintain and develop the CRM system in line with fundraising best practice and UK data protection legislation, and ensure fundraising is ethical, inclusive and legally compliant.
- Undertake other duties as required by the Line Manager and consistent with the job purpose.

Carry out all other such duties, as may be reasonably required, from time to time, determined by the Director of Development.

The Trust retains the right to amend the job description in consultation with the post holder to reflect changes in or to the job.

	ESSENTIAL	DESIRABLE
Personal qualities	<ul style="list-style-type: none"> • A strong sense of integrity and purpose, motivated by the opportunity to support the aims of the Trust through meaningful philanthropy. • Emotional intelligence and empathy, with the ability to build trust and nurture long-term relationships across a diverse community of supporters. • Collaborative and committed to respectful and effective cross-team working. • Resilience and adaptability, comfortable navigating change and committed to continuous learning and improvement. 	
Experience, Knowledge & Skills	<ul style="list-style-type: none"> • Proven track record in philanthropy development. • Experience managing and cultivating relationships with existing and prospective major donors. • Tangible experience of personally securing 5 figure+ gifts. • Existing knowledge and understanding of the landscape and wildlife of Hertfordshire and Middlesex. • Exceptional communication skills with the ability to develop compelling proposals for support and high-quality stewardship materials. • Data-driven mindset, with experience in CRM/database management, donor segmentation, and campaign performance analysis. 	<ul style="list-style-type: none"> • Experience of Charity CRM (ThankQ). • Experience and understanding of membership engagement models and legacy giving. • Existing knowledge of local philanthropy networks in Hertfordshire and Middlesex.

	<ul style="list-style-type: none"> • Good interpersonal, influencing and relationship-management skills, at all levels • Familiarity with ethical fundraising practices and UK charity fundraising regulations • Demonstrable commitment to best practice in diversity, equality and inclusion, and applying these principles to philanthropic strategy and stakeholder engagement. 	
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Conditions

- A commitment to equal opportunities and to the Trust's values.
- The role is based at our offices in Grebe House, St Albans, but travel to other locations across the area may be required on a regular basis and occasional travel to national or regional meetings and conferences may be necessary for the role.
- Regular attendance at the Trust's office and at face-to-face meetings will be required by the role.
- The role will involve occasional weekend or evening work, for example to lead donor events, meet with supporters and deliver project visits.
- Where the post-holder uses their car and drives on Trust business, they will be required to hold a full current valid driving licence and be insured for business. Travel expenses are paid as outlined in the Employee Handbook.
- The Trust is committed to safeguarding and promoting the welfare of children, young people and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level.
- The Trust operates a 37.5 hour week. Overtime is not available, but flexible working is encouraged and when applicable, time off in lieu may be taken for authorised additional time.
- A probationary period of 6 months applies.

How do we support you?

The Trust strives to be a positive employer supporting our staff through flexible and hybrid working, and training and development. We recognise the importance of our staff team and looking after their health and wellbeing. Our values and expected behaviours reflect the culture which the Trust seeks to maintain to ensure productive, efficient, effective and pleasant workplaces and roles.

In support of this, we offer an excellent benefits package, ranging from office perks, generous leave entitlements and financial benefits. You can find out more here –

<https://www.hertswildlifetrust.org.uk/jobs/benefits>

3 Recruitment and selection process

How to apply

First, read through the job description and requirements of the role.

If you have any specific questions relating to the role, or if you are excited by this opportunity but you don't meet every single requirement, then please do get in touch. You might be the person who could have the biggest impact and we are committed to supporting professional development.

Should you need any adjustments to the recruitment process, either at application or interview, please contact us.

If you would like an informal discussion about this opportunity or have any specific questions, you can arrange a call with Sarah Rutherford by emailing recruitment@hmwt.org.

When you are ready, please send us a copy of your up-to-date CV and a supporting statement (max 2 sides of A4), outlining your interest in the role and how you meet the role's criteria (by referring to the personal qualities, experience, knowledge & skills in section 2 about the role) and send this to recruitment@hmwt.org.

The application deadline is **9am on Monday 8th September 2025**. Early application is encouraged as we will be reviewing applications as they are received and may contact you to discuss your application further before the interview stage.

All applicants will be sent a request to complete a voluntary, anonymous equal opportunities form online.

Selection Process

We will be contacting shortlisted candidates by close of play **Thursday 11th September 2025**.

Shortlisted candidates will be invited to an interview in person on **Wednesday 17th September 2025**, at our offices in St Albans. Candidates may be asked to attend a second stage interview.

We try to get back to everyone, but this isn't always possible, so if you have not heard from us within a week after the application deadline, unfortunately it will mean that your application was unsuccessful on this occasion. Keep checking back on our jobs page though as we often have new opportunities.

An offer of employment made by Herts and Middlesex Wildlife Trust is subject to:

- A satisfactory DBS check at the appropriate level (if the role is eligible)
- Satisfactory written references
- Satisfactory explanations of any gaps in employment history
- Relevant qualification certificates to verify information provided (if applicable)
- Proof of identity and confirmation of the Right to Work in the UK
- Details of any unspent criminal convictions, enabling the Trust to carry out a risk assessment, understand the implications of the conviction and the suitability of the candidate

- A pre-employment medical assessment to ensure we make any necessary adjustments for you and to confirm suitability for the role

Information from your application will be processed in accordance with the General Data Protection Regulations. Individuals have, on written request, the right of access to personal data held about them. Please see our Applicant Privacy Notice on our website - hertswildlifetrust.org.uk/policies.

Formed in 1964, Herts and Middlesex Wildlife Trust is a local nature conservation charity which strives to stand up for wildlife and play a leading role in nature's recovery. We are part of the national federation of Wildlife Trusts which cover the whole of the UK and we work closely with our Wildlife Trust colleagues to raise awareness of and deliver landscape-scale conservation.

Our office is based in the beautiful Verulamium Park on the edge of St Albans city.

We have around 50 members of staff, made up of full time and part time roles; all enthusiastic, friendly and committed to making a difference. Some roles including the Finance Team and Business Support Team are primarily desk-based. Our Nature Recovery Team and Development Team colleagues spend more time away from the office, managing our nature reserves, advising on land management and delivering community engagement.

We encourage all the members of the team to get involved in Trust-wide activities, such as our public events and the AGM, and visiting nature reserves. We regularly get together as the full staff team to hear about new projects, recent wildlife discoveries and community groups we are working with.

There is great contrast within Hertfordshire and the four Middlesex boroughs we cover, from urban areas to quiet agricultural landscapes. We have a wide variety of habitats from flower-rich grasslands and ancient woodlands, to our internationally important chalk streams. In our nature reserves and the wider countryside, we have nationally rare species such as water voles and black necked-grebe. Protecting existing places which are important for wildlife and seeking to connect these sites is vital. Our area faces the combined challenges of climate change and biodiversity loss, as well as high levels of new housing and transport infrastructure.

The Trust's Strategy 2030 sets out our vision and goals. We want to see more space for nature and more people standing up for wildlife and taking action. It is also important that nature is recognised as playing a central role in helping to address issues such as climate change and health and wellbeing. An objective shared by all the Wildlife Trusts is to achieve 30% of land managed and protected for wildlife by 2030.

Working at the heart of communities across our area, we have 23,000 members who support us financially, and over 1000 volunteers. Our board of 12 Trustees are drawn from a variety of backgrounds, from business to local government and the charitable sector.

We run a variety of partnership projects which aim to inspire the local community and be the catalyst for action. Inspiring people to take action for wildlife through events, communications, project work and advocacy work is core to the Trust and aims to help us to achieve the step change needed to give wildlife and wild spaces a more positive future.

We manage over 40 nature reserves which cover habitats including ancient woodland, lowland meadows, heathland, wetlands and lakes. They are managed to maximise their value for wildlife and to be welcoming places for visitors. We also provide advice to landowners such as schools, golf courses, local authorities and farmers on action they can take for wildlife.

The Trust hosts the Herts Environmental Records Centre and in 2020 we published the Herts State of Nature report. This analysed changes to species and habitats over the last 50 years and identified

priorities for conservation action in our area. This research underpins the work of the Trust and we use it to inform the work of others, such as the upcoming Local Nature Recovery Strategy.

Our planning advisors alongside the Records Centre play a vital role in informing the planning agenda, commenting on planning applications, local plans and major infrastructure to ensure that the ecological implications of new housing and infrastructure proposals are fully considered. We are playing a leading role in advising local authorities to understand and implement biodiversity net gain.

Our strategy

We believe that wildlife should be able to thrive alongside our everyday lives and that everyone benefits from having access to nature. If we work together as a community, nature will recover and we will create a greener, sustainable and wilder future.

This is a pivotal time and we must all take action for wildlife before it is too late. Based on the findings of the Trust's seminal report *Hertfordshire State of Nature*, published in 2020, we have created a strategy for nature's recovery across Hertfordshire and Middlesex, underpinned by three goals:

- More land in Hertfordshire and Middlesex is managed and protected for nature
- More people are standing up for wildlife and taking action for nature's recovery
- Nature plays a central and valued role in helping to address climate issues and people's health and wellbeing

Our values

We are passionate about standing up for wildlife and offer leadership in wildlife conservation in Herts & Middlesex. We do this by being:

- Driven to inspire and support others to take action for wildlife
- Forward looking with ambition and innovation
- Collaborative and partnership minded
- Delivery and solution focused
- Lead by science

Our culture

We are a welcoming organisation which encourages professionalism and consideration of others. We expect all our team members to strive to be:

- A positive member of the team
- Open to new ideas and ways of working
- Aware of self and others
- A great representative of the Trust
- Demonstrate good organisation and planning
- Strive to communicate well
- Demonstrate trust and integrity

To find out more about our work, please visit our website hertswildlifetrust.org.uk.

To view the Wildlife Trusts national website visit wildlifetrusts.org.



**Herts &
Middlesex**
Wildlife Trust



“We have the choice of a better – and wilder – future. A future where wildlife thrives alongside people. A future where nature helps us in the fight against climate change.

The time is now to create a wilder future.”

Sir David Attenborough
President Emeritus, The Wildlife
Trusts

The Hertfordshire and Middlesex Wildlife Trust Limited (Herts and Middlesex Wildlife Trust), a registered charity in England and Wales (239863). A company incorporated and registered in England and Wales (company number 816710). Registered address Grebe House, St. Michael's Street, St. Albans, Hertfordshire, AL3 4SN.