

# Head of Philanthropy and World Fellowship

- Location:** Flexible, UK
- Reports to:** Director of Development
- Contract:** Permanent, Full Time
- Salary:** £65-70k

## THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD

The Duke of Edinburgh's International Award (the Award) is a Non-Formal Education and Learning framework encouraging young people to find their purpose, place and passion in the world.

In more than 130 countries and territories, our globally recognised accreditation is available to all 14 to 24-year-olds, of all backgrounds, locations, cultures and abilities. Through the programme, each young person becomes part of something special while developing their own interests, universal skills and life aspirations.

Founded in 1956, the Award highlights the value of Non-Formal Education and Learning. Today there are consistently over a million young people taking part in the Award to believe in the power of their potential, make a difference in their community and take control of their future. The result? Entire generations of innovators and changemakers who are truly world-ready.

## THE AWARD FRAMEWORK

Whilst the framework of this internationally recognised accreditation remains the same around the world, participants select self-identified areas of interest to pursue.

Each young person develops their own unique Award programme that builds the character, skills and confidence needed to improve themselves and their communities.

The Award encourages them to step outside their comfort zone and develop positive habits that they will take with them for the rest of their lives.

### AWARD PILLARS



### AWARD LEVELS



\*Gold level only

## WHERE IS THE AWARD DELIVERED?

The Award is delivered via hundreds of thousands of youth-focused partners and operators in a wide range of locations, from schools and custodial institutions to Scout groups, and refugee camps.

Although the Award's framework remains the same wherever it is delivered, every Award is itself unique and no two Awards are the same.

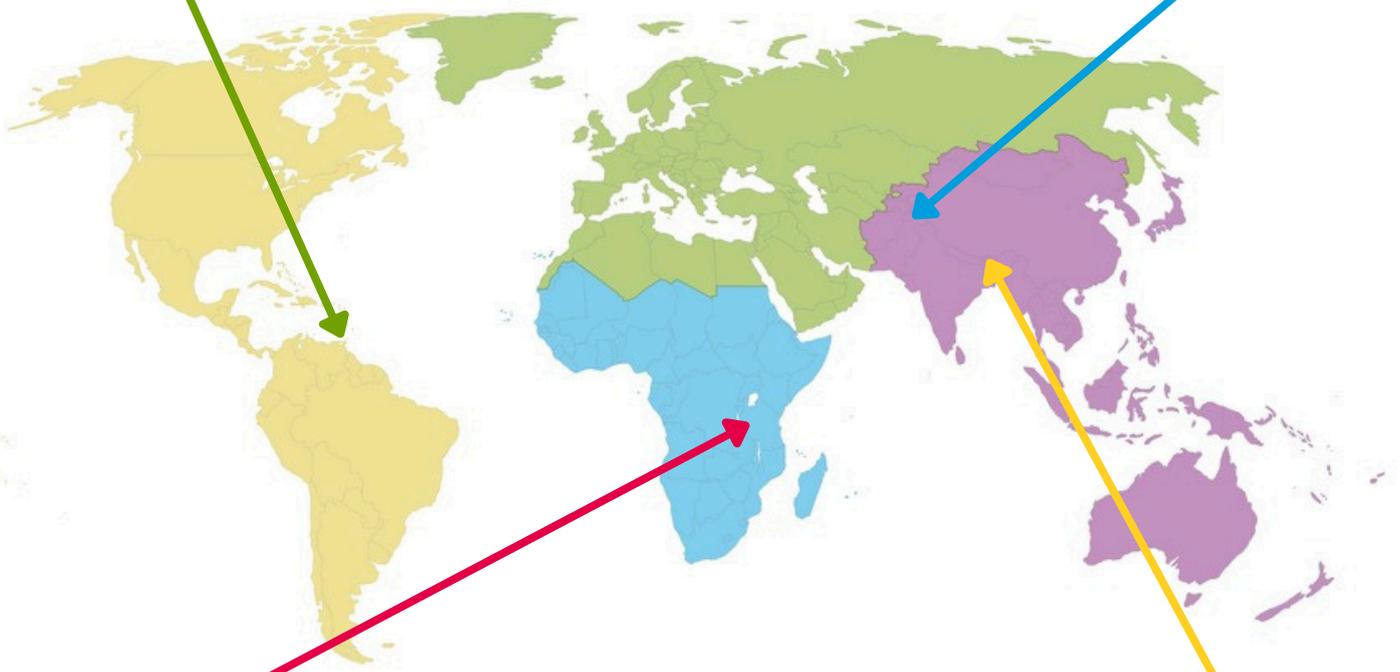
The Award is currently licensed in 130+ countries and territories. Find out more below.



**WATCH**  
Mental and Physical  
Health (Trinidad and  
Tobago)



**WATCH**  
Blind Boys' Academy  
(India)



**WATCH**  
The Award in Zambia: Plan,  
Do and Review



**READ**  
Special Projects  
(Nepal)

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**Explore the 130+ countries and  
territories of the Award [here](#)**

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## THE FOUNDATION

The Duke of Edinburgh's International Award Foundation is the international charity that drives and encourages the Award's growth, access and impact across the globe. Working in partnership with organisations and governing bodies, we oversee the licensing of Award operators – including schools, youth groups, employers and custodial institutions – in more than 130 countries and territories.

With our guidance, operators deliver the globally-recognised Award, which provides opportunities for 14 to 24-year-olds of all backgrounds, locations, cultures and abilities, to develop their interests, skills and life aspirations.

Our long-term aim is that every eligible young person aged 14 – 24 will have the opportunity to participate in the Award.

We aim to increase the Award's global access, reach and impact through:

- raising and granting funds to scale up operations and increase diversity, equity and inclusion
- campaigning to raise the profile of non-formal education and learning broadening our network of volunteers, operators and digital systems ensuring participation is affordable for all

When it comes to creating empowered citizens who will go on to solve some of society's biggest problems, we must acknowledge that many of life's greatest lessons happen beyond the classroom. The Award gives young people the chance to discover exactly that.



## OUR KEY AREAS OF WORK

### BEYOND LICENSING AND ACCREDITATION

Whilst one of our primary roles is to license the Award around the world, the Foundation is so much more than a franchiser. We work with our Operators Partners to drive global change in a number of key strategic areas.



#### FUNDING

We provide grants to operators in our global Award family to scale up their operations and/or carry out projects that enable even more young people to take part in the Award.



#### TRAINING

We provide licensees with advice and support, in the form of ongoing account management, training sessions, online training materials, and access to a global peer-to-peer discussion forum.



#### ADVOCACY

We partner with key organisations to increase global awareness of the value of Non-Formal Education and Learning and to improve the lives of young people.



#### GLOBAL PARTNERSHIPS

We actively work to build partnerships with organisations to deliver the Award around the world. Corporate Partnerships form an integral part of this portfolio.



#### RESEARCH

We conduct ongoing research into the Award around the world using multiple initiatives, such as satisfaction surveys, outcomes evaluation and work with external experts on projects, like our award-winning Global Social Value research.

## OUR IMPACT

The value and impact of the Award extends far beyond the intrinsic benefits enjoyed by the young people.

We believe the Award framework can be a blueprint for investing in human capital, specifically strengthening resilience, improving global prosperity and helping the world's most vulnerable.

The Award does this through working in partnership with young people and their communities, encouraging them in finding their own development solutions.

Participation in the Award also directly enables young people to contribute to a number of the United Nation's Sustainable Development Goals (SDGs), including Quality Education and Decent Work and Economic Growth.

Our established impact measurement initiatives, developed alongside academic institutions and partners, have revealed that the Award has a direct, positive impact (both financial and non-financial) on the people and communities it touches. During 2024/25, the Award reached a Global Social Value of £1 billion; a £60 million increase in just one year.



Global Social Value of £1 billion



Improved employability and earning potential



Improved physical health and fitness



Improved mental health and emotional wellbeing



Increased engagement with charitable and community causes



Improved environmental impact



Increased social cohesion



Reduced offending



# The Award in 2024



## OUR GLOBAL FAMILY

**139**

Countries and Territories

**22,639**

Centres delivering the Award

**175,539**

Adults supporting young people in their journeys



## FUNDRAISING ACHIEVEMENTS

**£9.8 million**

pledged to the Founder's Fund

**£2.5 million**

donated by the World Fellowship directly to the Foundation, and a further £269,000 donated for National Award Operators

**£463,000**

received from corporate partners

**1,196,751**

Award Participants in 2024



That's +45,739 more young people reached this year!



**272,038**

Awards gained

+15,871 more than in 2023



**6.5 million hours**

of voluntary service for communities

+500,000 more hours



**£940m**

of global social value generated

+£60m more in just one year



## PARTICIPANT IMPACT

**79%**

feel more confident

**84%**

are more resilient

**86%**

have stronger problem-solving skills

**86%**

have improved teamwork skills

**83%**

are better at understanding others' perspectives

**84%**

value contributing to their community

**85%**

feel more capable of setting and achieving goals

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## ROLE SUMMARY

|                    |   |
|--------------------|---|
| <b>Job Title:</b>  | Head of Philanthropy and World Fellowship           |
| <b>Location:</b>   | Flexible, UK, with 3 days per week in London office |
| <b>Duration:</b>   | Permanent, full time                                |
| <b>Reports To:</b> | Director of Development                             |
| <b>Salary:</b>     | £65-70k   |

### Summary of Role

This is a unique opportunity to lead a global major donor programme within one of the world's most respected youth charities. As Head of Philanthropy, you will be responsible for the strategic leadership and growth of the World Fellowship – our network of high value donors who are passionate about enabling young people to discover their infinite potential. You'll also work with the Foundation's most generous donors, ensuring their continued and deepening engagement with the Award internationally-value donors who are passionate about enabling young people to discover their infinite potential.

This role combines strategic development, senior relationship management, and international fundraising. You will oversee donor recruitment, stewardship, due diligence and engagement, ensuring an exceptional and values driven experience for supporters. You will work in collaboration with the highest levels of the Foundation staff and governance to put philanthropic major donors at the heart of the Foundation and our Award delivery worldwide.

You will also lead a committed team and work collaboratively across the Foundation to deliver events, communications, proposals and stewardship that deepen supporter engagement and inspire new philanthropists to join our global mission.

### Key Responsibilities

#### Donor Recruitment & Growth

- Grow Foundation income from high value philanthropic individuals and foundations, working with the wider team to develop and pitch large-scale donations
- Nurture and grow the World Fellowship, identifying and cultivating high value prospects-value prospects for five- and six-figure gifts
- Work closely with the Chair of the World Fellowship, Trustees, the Foundation's senior leadership and other volunteer introducers to generate, engage and convert prospects

### **Donor Relationships & Stewardship**

- Develop and implement a Donor Relations strategy and work with the Foundation's most significant philanthropic supporters, based on a robust framework for donor stewardship, ensuring thoughtful, timely and personalised engagement
- Lead the delivery of the Foundation's World Fellowship engagement programme, ensuring a clear progression path across donor levels
- Build strong, trust-based relationships with donors, offering high value stewardship that reflects their interests and impact-based relationships with donors, offering high-value stewardship that reflects their interests and impact

### **Strategy, Leadership, Team Management**

- Develop and lead the philanthropy team through a 3-year international growth strategy including, but not limited to the World Fellowship
- Lead and enhance a performance management framework and promote a data-driven performance culture
- Conduct a refresh of the World Fellowship offering, emphasising international giving anchored in countries where the Award is delivered
- Support cross Foundation collaboration, ensuring philanthropy activities align with broader organisational aims-Foundation collaboration, ensuring philanthropy activities align with broader organisational aims.

### **Events & Communications**

- Co-create, design and deliver a best-in-class global programme of fundraising and stewardship events, ensuring unforgettable donor experiences and strong financial outcomes
- Ensure donor communications reflect the Award's mission, impact and global reach

### **Governance, Reporting & Financial Management**

- Manage philanthropy budgets, working closely with the Director of Development to monitor financial progress and forecast income
- Ensure the best possible return on investment by managing team costs effectively, promoting efficiencies, and ensuring the Foundation harnesses opportunities to invest for growth
- Maintain high-quality internal systems for gift administration and stewardship using the Salesforce CRM-quality internal systems for gift administration and stewardship
- Uphold rigorous due diligence procedures for all prospective and current supporters
- Prepare high-level reports and updates for the Board of Trustees and Development Group-level reports and updates for the Board of Trustees and Development Group
- Ensure all fundraising activity complies with charity law, ethical codes and internal policy

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## PERSON SPECIFICATION

### Skills & Abilities

Exceptional written and verbal communication skills; confident presenting to senior audiences  
Strong interpersonal skills, with the ability to engage and influence at the highest level  
Demonstrable team management capability, with a strong focus on staff development  
Strong strategic planning and project management abilities  
Ability to build consensus across diverse stakeholders  
Proficiency in CRM systems (Salesforce) and strong general IT literacy.

### Knowledge

Thorough understanding of fundraising processes, major donor cultivation and the philanthropic landscape  
Strong understanding of UK charity law and tax regulations relating to charitable giving  
High cultural intelligence and global awareness  
Knowledge of grant making trusts (desirable).

## CORE COMPETENCIES

### Strategic Thinking & Planning

Ability to develop long-term fundraising strategies aligned to organisational goals  
Uses insight and data to identify growth opportunities and mitigate risks.

### Relationship Building & Influencing

Builds trust-based relationships with high-net-worth individuals and senior stakeholders  
Demonstrates diplomacy, emotional intelligence, and high integrity.

### Leadership & People Development

Inspires, coaches, and empowers team members  
Fosters a collaborative, inclusive, and high-performance team culture.

### Donor Stewardship Excellence

Demonstrates a donor centred approach to engagement, recognition, and communication  
Creates high quality stewardship journeys that retain and upgrade donors.

### Communication & Advocacy

Articulates compelling narratives about the charity's mission and impact  
Confident public speaker able to represent the organisation internationally.

### Financial Acumen

Understands and manages income and expenditure budgets  
Develops robust business cases for philanthropic investment.

### **Governance & Ethical Judgement**

Applies rigorous standards for due diligence, compliance, and ethical fundraising  
Makes sound, defensible decisions in complex or sensitive situations.

### **Cultural & Global Awareness**

Sensitive to cultural nuances, particularly when stewarding international donors and prospecting internationally  
Adapts approach across markets and diverse supporter communities.

### **Person Specification**

You are a bold, strategic philanthropy leader who loves turning insight into impact. You thrive on building powerful, trust-based relationships with high-net-worth supporters and senior stakeholders, using diplomacy, emotional intelligence and integrity to bring people with you.

You inspire others – coaching, empowering and shaping a collaborative, inclusive and high performing, data-driven team.

You are relentlessly donor centred, designing thoughtful, high-quality experiences that deepen commitment and drive long-term support. A confident communicator and natural advocate, you tell compelling stories about our mission and represent the organisation with confidence on the global stage.

You are financially astute, ethically grounded and meticulous in your approach to due diligence. You excel at orchestrating complex events and projects, bringing multiple strands together seamlessly. Above all, you are globally aware, culturally agile and passionate about young people reaching their full potential.





## GENERAL INFORMATION

35 hours per week (Monday to Friday) worked flexibly and will include some travel, evenings and weekends.

Overtime is not payable, though hours worked over and above standard contract can be taken in lieu of payment (in line with policy). You will be required to complete a DBS check.

Must be willing and able to occasionally travel internationally.

The Foundation operates a flexible and hybrid working arrangement enabling staff to work where they are most effective. Further details available on request.

Benefits (Some are applicable after probation period): 25 days annual leave (plus bank holidays), Private Medical Insurance, Death in Service payment of 4x salary, Healthcare Cash Plan, Joint Contribution Pension Scheme, Salary Sacrifice Schemes

