Director of Development & Partnerships

KEY RESPONSIBILITIES AND PERSON SPECIFICATION

About Stand by Me
Inspired by Jesus' compassion for the overlooked and hurting, we exist to show children that they are loved, valued and full of God-given potential.

What began 30 years ago with 62 boys in Lebanon has grown into a global ministry supporting 4,000 children. Through family-style homes, quality education, healthcare and holistic support, we provide children with the safety, stability and encouragement they need to thrive. All our work is delivered through trusted local teams who know each child by name and are rooted in the communities they serve.

Children who once needed our care are now teachers, nurses, business owners and community leaders, reshaping the very places where they grew up. Over three decades, we have witnessed extraordinary transformation, and we are just getting started.

The Role
We believe there is significant opportunity to grow the number of people, churches and partners who share our vision and want to invest in changing children's lives. We are looking for an exceptional relationship-builder to help us realise that potential.

As Director of Development & Partnerships, you will develop significant new relationships and income for Stand by Me, with a particular focus on major donors and churches.

This is a new and highly outward-facing role, giving you the opportunity to shape how we develop major donor and church partnerships for the future. You will have the support of colleagues across the organisation, but this is a highly hands-on position. You will personally identify opportunities, open doors, build relationships and confidently invite people to invest in our work.

You'll be equally comfortable meeting a potential major donor over coffee or talking with a church leader. You will look for opportunities to connect churches and supporters with Stand by Me's mission, whether through your own involvement or by helping create opportunities for others within the organisation to share our work.



We rescue children, then we do whatever it takes to provide the care, love and attention they need to thrive.

Contract:
Full-time permanent position (subject to passing probationary period)

Salary:
Competitive, dependent on experience

Location:
Gidea Park, Greater London, with hybrid working

Key Responsibilities

Major Donors & Partnerships

- Identify, cultivate and build genuine, long-term relationships with prospective major donors and other high-value supporters, understanding their interests, motivations and connection with our mission.
- Recognise potential within Stand by Me's existing supporter base for significantly deeper engagement and support.
- Develop tailored opportunities that connect supporters' interests with Stand by Me's mission and needs.
- Confidently make significant financial asks and provide excellent ongoing stewardship, helping donors see the impact of their generosity and deepen their engagement with Stand by Me.
- Work with the CEO, trustees and supporters to open new networks and introductions.
- Identify strategic partnerships with businesses, organisations and other aligned partners where there is significant potential.

Church Partnerships

- Identify and approach churches with the potential to partner with Stand by Me.
- Build trusted relationships with church leaders and leadership teams.
- Develop and grow meaningful, long-term partnerships with churches and Christian networks.
- Create opportunities for churches to engage through giving, child sponsorship and other forms of support.
- Create opportunities for Stand by Me to engage with churches, Christian networks and events, whether through your own involvement or by facilitating opportunities for colleagues, ambassadors or supporters to represent the charity.

Growth & Development

- Shape and deliver Stand by Me's approach to major donors and partnerships, personally driving activity from prospecting and first contact through to securing and developing long-term support.
- Build and actively manage a strong pipeline of prospective donors and partners using our CRM.
- Create compelling presentations, proposals and pitches tailored to different audiences.
- Use insight and experience to identify new networks and opportunities for growth.
- Lead occasional vision trips to our overseas projects.
- Contribute to wider organisational strategy and planning.

About You

You will build trust naturally and have the confidence and drive to turn initial conversations into meaningful, long-term support.

You do not necessarily need to have spent your career working across both major donors and church partnerships. You may bring particular strength and experience in one. What matters is that you have the relational ability, confidence and drive to succeed across both.

We are looking for someone who is:

- A practising Christian with an authentic understanding of churches and Christian communities, confident in representing Stand by Me's Christian ethos and building relationships with church leaders
- An exceptional relationship-builder who enjoys meeting people, opening doors and developing relationships over the long term.
- A compelling communicator, comfortable building relationships and representing Stand by Me with warmth and credibility. Experience presenting to church or wider audiences would be advantageous.
- Able to demonstrate a strong track record of developing relationships that have generated significant financial support, whether through fundraising, partnerships, business development or a comparable field.
- Confident developing relationships with senior and influential people and making significant financial asks.
- Able to understand what motivates people and translate that into opportunities for meaningful engagement and support.
- Strategic, but equally energised by hands-on delivery: getting out, meeting people, making approaches and creating opportunities.
- Proactive, self-motivated and comfortable working with autonomy and ambitious targets.
- Highly organised and able to manage a pipeline of relationships and opportunities.
- Passionately aligned with our mission to see children rescued from poverty and becoming the person God created them to be.

Why Join Stand by Me?

This is an opportunity to play a defining role in the next chapter of Stand by Me's story. Building on our £3.1 million annual income, you will help grow our reach and impact, enabling many more children to thrive. You'll have the freedom to meet people, open new doors, share extraordinary stories of transformation and invite others to become part of changing children's lives. You'll join a close-knit, faith-filled team that cares deeply about one another and the children we serve.

Motivated by Jesus

We are inspired by Jesus, who loved the outcast and gave hope to the broken. We care for children as He would, restoring their dignity, seeing not only their suffering but celebrating their God-given potential. We believe that when a child knows they are loved and supported, they can rise above their circumstances and change everything.

Safeguarding & Values

Stand by Me is committed to safeguarding and promoting the welfare of children. All staff must uphold the highest standards of integrity, compassion and respect. Appointment is subject to appropriate checks.

Because this role involves significant engagement with churches, it carries an Occupational Requirement under Schedule 9 of the Equality Act 2010. Applicants must be practising Christians and able to affirm Stand by Me's Christian ethos.

How to Apply

Please send your **CV**, a short **cover letter** no longer than 500 words sharing your suitability for the role and the **Application Form** to **jobs@standby.me**

Closing date: Early applications are encouraged; we may close the vacancy once a suitable candidate is identified.