



HELEN BAMBER FOUNDATION GROUP
GROUP DIRECTOR OF FUNDRAISING
Recruitment Pack

April 2026



WELCOME

Dear Candidate,

Thank you for your interest in the role of Group Director of Fundraising at the Helen Bamber Foundation Group.

This is an exciting time for the Group as we continue to grow our impact and strengthen our services for survivors of torture, trafficking and human cruelty. Our work is more crucial than ever, as we advocate for vulnerable individuals within a challenging and evolving global landscape.

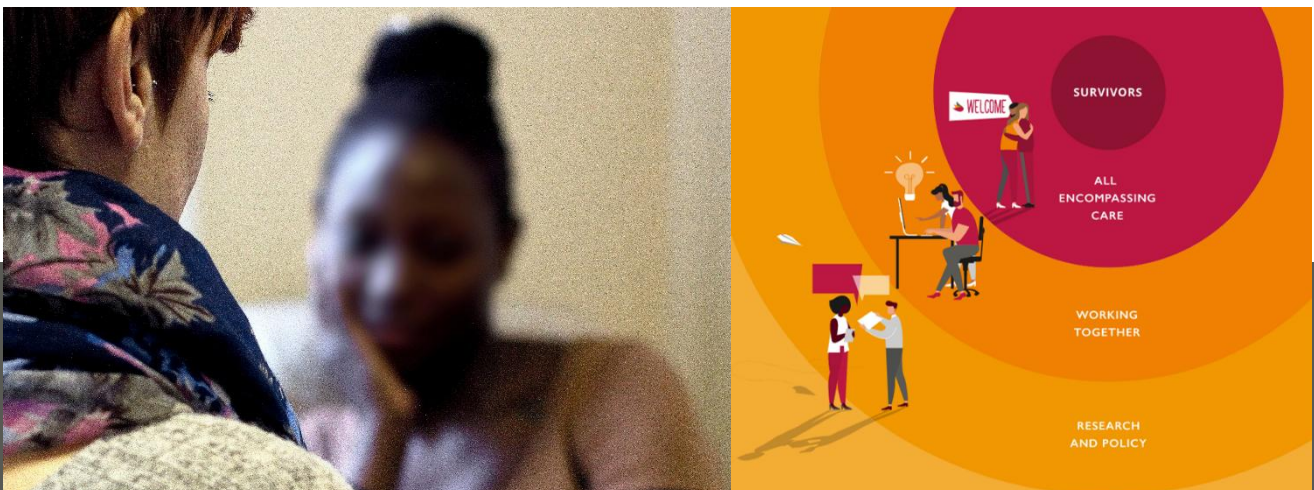
We are proud to be delivering our work from the newly developed Trauma Centre in London, which is primed to become a hub for work refugees and survivors. We have an exciting strategy to grow our impact through working in partnership with others, inside and outside the Group. We want to drive innovative service delivery, influence policy and shape system change for the individuals and communities we serve. We are seeking an exceptional Group Director of Fundraising who can deliver the resources we need to succeed in our vision for all Survivors to regain the strength to fly.

The successful candidate will be ambitious about securing our future and enabling us to maximise our capacity to change lives through the all-encompassing care that we provide to Survivors, to share our expertise, and to change the systems that Survivors have to navigate. They will share and be able to clearly articulate our unwavering commitment to justice, human dignity and the rights of survivors, to leverage the incredible support of our partners to ensure our success.

Warm regards,

Alison Pickup

Chief Executive Officer, Helen Bamber Foundation Group



ABOUT US

Helen Bamber Foundation



Vision: All survivors of trafficking, torture, and extreme human cruelty have safety, freedom, and power.

Mission:

- **Support:** Using our Model of Integrated Care and legal expertise, we protect survivors from persecution, re-trafficking, exploitation, and abuse.
- **Collaborate:** Working with individuals with lived experience and key partners, we tackle systemic challenges facing survivors, train practitioners, and promote best practices to support more people.
- **Advocate:** Drawing on our unique expertise, we drive policy and systemic changes to improve access to protection and uphold the human rights of survivors.

Our Values:

- Welcoming, Determined, Principled, Expert, Collaborative and Innovative

Asylum Aid



Vision: All those who come to the UK in need of protection obtain it and are treated fairly and with dignity.

Mission: We provide expert legal representation to enable those in need of protection in the UK to obtain legal status and live a dignified life. We use evidence and expertise from our legal work to influence change and share best practice.

Our Values:

- Pursuing Excellence, Courageous, Collaborative, Acting with Integrity and Promoting Equality

OUR HISTORY AND PURPOSE

The Helen Bamber Foundation, founded in 2005 by the pioneering human rights advocate Helen Bamber, was created to reflect the evolving global patterns of violence and persecution. Helen Bamber, who entered Bergen-Belsen Concentration Camp in 1945 as part of one of the first rehabilitation teams, recognised that all survivors of extreme violence – regardless of the perpetrator – require safety, legal protection, and medical and emotional support.

In 2020, the Helen Bamber Foundation joined forces with Asylum Aid (established in 1990) to form the Group. Asylum Aid specialises in providing legal representation to vulnerable individuals seeking asylum, focusing on the most complex cases including survivors of trafficking, children, and stateless people. Asylum Aid is a leading actor in strategic litigation and advocates for policy and systemic changes to remove barriers to protection and justice. Asylum Aid maximises its impact by providing training and working in partnership with other organisations.

Today, the Helen Bamber Foundation's unique Model of Integrated Care (MoIC) provides holistic support encompassing therapy, legal advocacy, medical treatment, and practical assistance, helping survivors rebuild their lives with safety, freedom, and dignity. Using our expertise we drive best practice and systems change to deliver for all survivors.



GOVERNANCE STRUCTURE

The Helen Bamber Foundation is governed by our own highly skilled and dedicated Board of Trustees (with some commonality of Trustees with the Asylum Aid Board), which provide strategic oversight. Our governance reflects our commitment to ensuring survivors' voices are heard through the inclusion of Board Advisors with lived experience on the Helen Bamber Foundation and Asylum Aid Boards.

The charities operate with robust committee structures:

- Finance and Fundraising Committee and People & Governance Committee, serving both Boards, meeting quarterly
- Clinical Governance, Client Services & Safeguarding Committee, serving the Helen Bamber Foundation, meeting biannually

Asylum Aid is a wholly owned subsidiary of the Helen Bamber Foundation, functioning as an independent charity with its own Board and Executive Director. Alison Pickup took up the role of Group CEO in August 2025. Alison acts as CEO of both charities and provides unified leadership across them, supported by an expert Management Group of senior directors leading key functions, including Legal, Therapy, People, Finance, and Policy & Research.

Dame Emma Thompson is President of the Helen Bamber Foundation and, in her role, is an inspirational ambassador of HBF's work. Dame Emma Thompson plays a critical creative and advisory role, including curating the annual Conversation Event.



EQUITY, DIVERSITY AND INCLUSION

Our commitment to principles of equity, diversity and inclusion is an integral part of our approach to our clients, our volunteers and our staff, and we are an equal opportunities and Living Wage employer.

We are committed to attracting and recruiting diverse candidates because we are keen to make sure that all our staff, trustees, volunteers and ambassadors reflect the communities we serve and the wider community we work in.

We genuinely welcome and encourage applications from candidates from range of backgrounds, especially people of colour, people with disabilities, people from low socio-economic backgrounds, refugees, stateless people and others with lived experience of forced migration or trauma who are under-represented in our organisation.

We recognise and value the role of lived experience in meeting the needs of our clients and acknowledge the under-representation of people with lived experience of forced migration, statelessness and trauma in the refugee and migration sectors. We value experience gained overseas as well as in the UK and you will receive full training to enable you to transfer your knowledge and skills to the UK context.

EXPERTS BY EXPERIENCE SUPPORT

We are also proud to be a member of the Experts by Experience Employment Network (www.ebeemployment.org.uk), which aims to increase representation of people with lived experience in the charitable sector.

If you are an expert by experience (a refugee or a migrant with direct, first-hand experience of issues and challenges of the UK asylum or immigration system), you can ask them for an independent and confidential support for your job application and access other information and resources.

They can help you in preparing your job application including providing one-on-one mentoring application and interview preparation support. You can request support [here](#).

JOB DESCRIPTION

Job Purpose

The Group Director of Fundraising is a senior organisational leader responsible for driving ambitious, sustainable income growth and strengthening the reputation and external influence of the Helen Bamber Foundation Group (HBF Group).

The role leads the long term fundraising strategy, ensuring alignment with HBF Group's strategy for impact, and acts as a senior external ambassador to high level stakeholders, donors, and partners.

As a core member of the Senior Management Team (SMT) and strategic partner to the CEO, the Group Director of Fundraising has organisational wide responsibility for income generation, external engagement and long term sustainability. They work closely with the Director of Policy, Evidence & Communications, ensuring all communications reinforce fundraising priorities and HBF Group's strategic impact goals.

KEY RESPONSIBILITIES

Strategic Leadership & Governance

- Provide strategic leadership as a member of the SMT, contributing to organisational strategy, planning and day-to-day leadership alongside the CEO.
- As a member of the SMT, provide support and guidance to the CEO and SMT to ensure the successful development and delivery of new business initiatives in line with the organisational strategy.
- Represent the Group externally with senior stakeholders including the President, patrons, trustees, high value donors and strategic partners.
- Lead the development and implementation of a long term fundraising and fundraising aligned communications strategy.
- Ensure fundraising strategy is fully integrated with the organisational strategy for impact.
- Accountable to the Board and Finance & Fundraising Committee on progress toward long term income targets, setting direction for future strategic cycles.
- Oversee fundraising governance and compliance, including grant agreements, budgets, performance monitoring and partnership accountability.
- Model exemplary leadership, integrity and professionalism consistent with HBF Group values.

Fundraising Leadership & Income Generation

- Lead all fundraising activity across HBF Group to deliver diverse, sustainable revenue streams aligned with organisational priorities (target: £3.8m in 2026).
- Build and maintain a high value portfolio of donors, securing new funding partnerships and stewarding long term relationships.
- Oversee monitoring systems, financial tracking and income performance to ensure robust planning and sustained revenue growth.
- Develop major new business initiatives including capital appeals, new programmes, strategic partnerships and opportunities arising from HBF Group expansion.
- Ensure the fundraising function has the structure, skills, tools and culture needed to deliver ambitious long term growth.

Departmental Leadership & Organisational Systems

- Lead, manage and develop the fundraising team, setting clear objectives, performance expectations and professional development.
- Foster an innovative, collaborative culture that generates compelling proposals, pitches and presentations.
- Work closely with the Director of Finance and Finance team to ensure accurate income recording, expenditure coding, forecasting and budget planning.
- Manage the departmental budget prudently and strategically.
- Support ongoing development of the Monitoring & Evaluation Framework to ensure impact data meets the needs of fundraising and donor reporting.

Brand, Communications & External Relations

- Serve as a senior external ambassador, strengthening HBF Group's brand visibility, reputation and influence.
- Oversee all fundraising-related communications, ensuring consistent, high-quality, persuasive messaging that enhances donor engagement.
- Advise and support the CEO on external communications and engagement with the Board of Trustees.
- In partnership with the Director of Policy, Evidence & Communications and Communications Manager, guide the creative direction of flagship publications and impact reports, including the Annual Report & Accounts.
- Oversee a high value "moments" calendar for advocacy, donor cultivation and strategic profile building.

PERSON SPECIFICATION

Key Experience and Knowledge and Understanding

Experience (Essential)

- Significant senior leadership experience in fundraising, development or income generation in a charity or mission driven organisation.
- Proven track record of securing substantial, sustainable income across multiple fundraising streams.
- Proven success in delivering seven figure annual targets and major donor fundraising.
- Experience leading long term fundraising strategy at a senior or executive level.
- Experience of operating at a senior leadership level, contributing to organisational strategy and decision-making.
- Strong experience working with Boards or governance bodies and reporting on strategic income performance.
- Strong track record of personally securing and stewarding high-value funding partnerships.
- Demonstrated ability to lead high performing teams and build organisational fundraising capability.
- Experience overseeing governance, compliance, grant management and financial monitoring.
- Experience leading impactful fundraising communications and commissioning high quality publications.

Experience (Desirable)

- Experience leading income growth during periods of organisational change/expansion.
- Experience working in federated or group structures.
- Familiarity with integrating Monitoring & Evaluation into fundraising.

Knowledge & Understanding (Essential)

- Deep knowledge of major donor, trust, foundation and institutional fundraising.
- Strong understanding of fundraising regulation and best practice.
- Understanding of how communications and brand support income generation.
- Strong financial literacy including budgeting, forecasting and performance analysis.

Knowledge & Understanding (Desirable)

- Knowledge of policy, evidence or research led organisations.
- Understanding of impact measurement and outcomes reporting for fundraising purposes.

Key Skills & Competencies

Strategic Leadership

- Ability to think strategically while ensuring strong operational delivery.
- Sound judgement and decision making in complex environments.

Relationship Building & Influence

- Exceptional interpersonal skills with the gravitas to engage senior stakeholders, donors and trustees.

Communication

- Ability to articulate complex ideas with clarity and persuasion.
- Skilled at shaping compelling cases for support and strategic narratives.

Management & Delivery

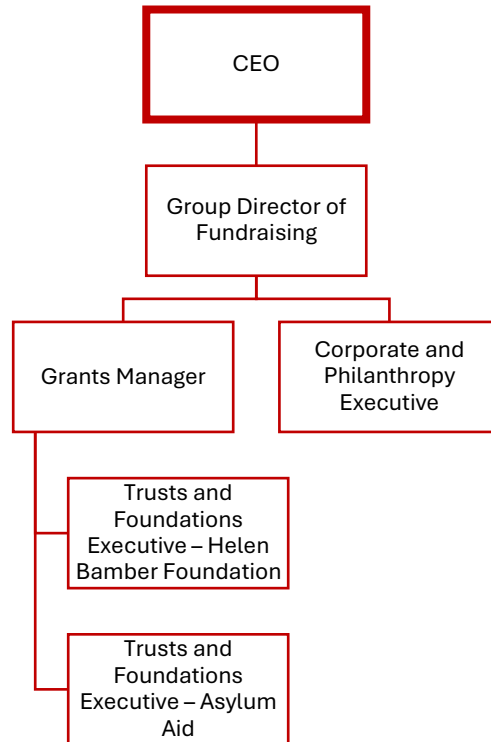
- Ability to set priorities, drive performance and ensure accountability.
- Budget management experience with strong financial discipline.
- Ability to foster creativity, innovation and collaboration.

Personal Attributes

- Commitment to the mission and values of HBF Group.
- High levels of integrity, professionalism and discretion.
- Resilient, adaptable and comfortable in a dynamic environment.
- Entrepreneurial, ambitious and impact driven.
- Collegiate leadership style and strong emotional intelligence.

Please be aware that that we work with individuals who have experienced highly traumatic events, and it is likely that you will hear or read about extreme human cruelty and resulting mental health challenges during the course of your work. This is challenging for everyone, and we encourage you to share any difficulties you are facing with your line manager who will be able to direct you to appropriate resources to support you. Whilst you will be supported by your line manager and the surrounding team, you should also be able to demonstrate knowledge of self-care principles needed to manage working in such a work environment and be able to collaborate in the dissemination of those principles to other members of the team.

FUNDRAISING TEAM ORGANISATIONAL CHART



KEY TERMS AND CONDITIONS

Salary:	£70,000 - £80,000 (depending on experience)
Reports to:	Chief Executive Officer, Helen Bamber Foundation Group
Hours:	9 – 5.30pm, 37.5 hours per week (full time)
Location:	26 Westland Place, Old Street, London N1 7JH
Start date:	As soon as possible
Contract:	Permanent
Benefits:	<p>Annual Leave: 27 days plus bank holidays (increasing to 29 days after three years of service, and to 30 days after five years of service) plus up to 4 discretionary days for the winter closure period</p> <p>Winter closure period: two week winter closure period where the charity is closed</p> <p>Pension: 4% matched contribution by HBG Group</p> <p>Enhanced pay: Enhanced maternity, paternity, adoption and family reunion pay</p> <p>Flexible working practices: we care about your wellbeing and encourage flexible working arrangements to promote a healthy work-life balance</p> <p>Clinical supervision which takes place monthly (group) for all staff</p> <p>Hybrid working: 60% office presence</p> <p>Wellbeing leave: 3 days to be taken at short notice in each calendar year (pro rata for part-time staff)</p> <p>Occupational health assessments as necessary to understand how we can support and make reasonable adjustments</p> <p>Training and learning opportunities</p> <p>Employee assistance programme which includes counselling service, wellness advice, legal and money advice</p>

HOW TO APPLY

We are being supported by Prospectus in this process.

For a confidential discussion about the position before applying, please get in touch with the team, Firas El Dib and Ryan Burdock on firmas.eldib@prospect-us.co.uk and ryan.burdock@prospect-us.co.uk.

To apply, please submit the following on the [Prospectus website](#) by 23:59 on 22nd April 2026.

1. A comprehensive CV (Word Document or PDF) which demonstrates how you match the candidate profile.
2. In a separate document, please write a cover letter (no more than 2 pages) which covers your motivation for applying along with how your experience matches the requirements of the role.

TIMELINE

Closing date: 23:59, Monday 30th April 2026
Preliminary interviews (online): either Wednesday 6th, Thursday 7th or Friday 8th May
Final panel interviews (in person, at our office in Old Street): week commencing 11th May 2026

ELIGIBILITY

Please note that the successful candidate must have the right to work in the UK (as a small charity we do not have the capacity to sponsor work visas).

Successful candidates will also be subject to a DBS check. If appointed, you will also be required to give your consent to the charity to receive regular updates on your criminal records status throughout your employment and to disclose any relevant convictions incurred during your time with us.

ADJUSTMENTS

We are committed to providing reasonable adjustments throughout our recruitment process and we'll always endeavour to be as accommodating as possible. If you require a different format of the application form, such as large print or Word format, or if you would like to discuss any specific requirements, please get in touch with Prospectus.



“Our society will be judged by how we respond to those to whom we owe nothing.”

Helen Bamber OBE



A client's artwork