



CANDIDATE PACK



EAST SURREY DOMESTIC ABUSE SERVICES

East Surrey Domestic Abuse Services (ESDAS) is an independent charity providing specialist Outreach Services, Independent Domestic Violence Advisor support, counselling, a holistic programme of group work and other associated services to survivors of domestic abuse and their children in the borough of Reigate & Banstead and the districts of Mole Valley and Tandridge.

Our charity was created in partnership with survivors and the local community in response to the injustice many adult and child survivors experienced particularly in having to flee their homes to escape abuse and therefore losing their support networks.

ESDAS takes a strengths-based, needs-led, trauma-informed approach for supporting survivors to build resilience and foster independence. Many of our staff, volunteers and trustee team are experts by experience and all are driven by the belief that abuse is not and should not be accepted as inevitable.

Founded in 1993, ESDAS has a proven track record of delivering high quality life-saving services to survivors and our work has achieved both local and national recognition including:

- **2022** Women's Aid Federation England National Quality Standards Stage 1 accreditation
- **2019** Winners of the Glaxo Smith-Kline IMPACT Award
- **2019** ESDAS Chief Executive Officer awarded an MBE for her services to survivors of domestic abuse
- **2017** National pilot for Women's Aid "Change That Lasts" programme
- **2016** Chosen as key partner in a national "Transforming Women's Justice" project to address the systemic criminalisation of women
- **2014** Appointed Lead Provider of a partnership of specialist domestic abuse charities across Surrey
- **2005** Awarded the Queens Award for Voluntary Service in the Community, the highest award granted to voluntary organisations

Survivor comments:

“Thank you so much you have given me so much knowledge, strength and support. This is the start of a new way of thinking and living my life”

“I just wanted to tell you how grateful I am to have had you put in my path. I know this is your job, but I do feel you go above and beyond for me. You will always be an angel in my eyes. I’ll never be able to express how much you helped me and continue to do so”.

“It was mental torture but ESDAS never gave up on me and gave me emotional support offering genuine encouragement, reassurance and compassion”



The ESDAS promise:

- We believe everyone has a right to live without fear and free from abuse and violence
- We will challenge injustice and discrimination
- We will challenge misconceptions, stigma and stereotypes around domestic abuse
- We will help to empower individuals to have a voice and reach their full potential
- We will respect and value and individual’s right to make choices and decisions
- We will work with integrity, honesty and respect
- We will strive to be innovate and pro-active to take opportunities to meet individual needs in a challenging world
- We will create and take advantage of opportunities to raise awareness of domestic abuse and promote healthy relationships
- We will actively promote equality and diversity

WHO WE ARE LOOKING FOR

We are passionate about ending domestic abuse and social injustice. Can you help ESDAS not only to sustain its current life-saving services but also to deliver financial sustainability for the future, so we thrive in a challenging economy?

This is a new role. We are looking for self-employed, freelance fundraiser who will be committed to playing their part in leading and developing our fundraising strategy, establishing clear action plans to deliver that strategy and help us to deliver against it.

Are you self-sufficient, with a very high level of attention to detail and are confident that you can drive the charity's fundraising forward?

You will have demonstrable experience in developing funding pipelines from prospect research to qualification and prioritisation through to funding applications. We have set an ambitious target of securing in excess of £300,000 by April 2024 from Trusts and Foundations. These funds will contribute to the financial sustainability and expansion of our Children's, Counselling and Volunteering Services.

Are you:

- experienced and have delivered success in Trust and Foundation prospecting, bid writing and donor cultivation and stewardship
- confident in developing relationships with potential major donors and building relationships with our existing donors
- highly motivated to reach and exceed personal targets
- an exceptional communicator – both written, in person and over the phone
- a natural networker – alert to new partnership opportunities with the confidence to pursue them
- excellent at planning and have exceptional project management skills
- able to juggle conflicting internal and external stakeholder needs
- a self-starter and willing to get stuck in and go above and beyond

We particularly encourage applications from disabled and Black, Asian and Minority ethnic women as these groups are currently underrepresented in our organisation.

PLEASE NOTE: This role is restricted to female applicants in accordance with Schedule 9 (part 1) of the Equality Act 2010

HOW TO APPLY

You must be self-employed or a freelancer.

The location of the role will be flexible.

Initially, you will be required to spend some time at the office (Redhill, Surrey) to understand the charity in detail and build stakeholder relationships.

Moving forward, flexible remote working will be available.

The job description for the freelance contract is enclosed below.

To apply, please email **both** of the following to support@esdas.org.uk :

- a CV demonstrating your experience and success in fundraising
- a covering letter outlining why you want to raise funds for ESDAS and how your skills and experience match the job description below

Closing date for applications for the contract – **5pm on Monday 27th March 2023**

JOB DESCRIPTION

POST TITLE	Self-employed Freelance Fundraiser
HOURS	21 – 25 hours per week
SALARY	£25 to £35 per hour (dependent upon experience)
DURATION	12-month initial contract term Subject to 4 weeks' notice period at performance review points (3 months and 6 months into contract)
REPORTS TO	Head of Finance & Operations
LOCATION	Hybrid working (initially with time based at Redhill office)

We are looking for an experienced fundraiser with a proven track record of success, who has a strong work ethic, excellent attention to detail, creative and strategic finesse, takes initiative, can confidently work alone and has a sheer desire and motivation to set and deliver ambitious results.

Job purpose

We are an ambitious and tenacious charity, working towards enabling everyone to live a life free from abuse and violence. In this new role, you will be responsible for setting our Fundraising Strategy and establishing clear action plans to deliver that strategy to meet income targets. You will be reporting to the Head of Finance and Operations with regular oversight from the Chief Executive Officer.

You must be self-sufficient, have a very high level of attention to detail and be able to confidently take action on your own initiative and be able to drive the organisation's fundraising forward.

Main Deliverables

- Developing funding pipelines from prospect research to qualification and prioritisation through to funding applications
- Secure in excess of £300,000 from Trusts and Foundations by April 2024
- Lead on and support the relationship management of funders
- Contribute to the sustainability and expansion of ESDAS' Children and Young People's, Counselling and Volunteering Services

Personal Qualities

Are you someone who is:

- experienced and has delivered success in trust & foundation prospecting, bid writing, and donor cultivation and stewardship
- confident in developing relationships with potential major donors and building relationships with our existing donors
- highly motivated to reach and exceed personal targets
- an excellent relationship-builder: persuasive, dynamic, diplomatic, and at ease interacting with senior stakeholders in funding partners
- an exceptional communicator – both written, in person and over the phone
- a natural networker - alert to new partnership opportunities with the confidence to pursue them
- excellent at planning and has exceptional project management skills
- able to juggle conflicting internal and external stakeholder needs
- a self-starter and willing to get stuck in and go above and beyond

Essential Experience / Skills

- Proven experience and success in writing applications and bids for six figure funding in the domestic abuse / gender-based violence sector
- Experience of developing a fundraising strategy to maximise income growth within the charity sector
- Experience across Trusts and Foundations, statutory and institutional fundraising
- Confident and inspiring communicator with a strong portfolio of contacts (trusts, corporate, individuals)
- Strategic, innovative and results driven professional with a track record of success
- Able to demonstrate empathy for the charity's ethos and purpose

To be successful in this role – what we need from you:

- Confidently lead on Trust, Foundation and Corporate fundraising streams
- Develop specific bids to Trusts and Foundations and build funder relationships.
- Prospecting future bids – researching the wide range of trusts and foundations to identify givers that are aligned with the mission of ESDAS and the outcomes of our programmes.
- Follow up on and develop existing fundraising opportunities (from various sources)
- Manage and increase our supporters – you will manage, maintain and develop our portfolio of supporters. This will also include engaging with trusts and foundations at networking events, creating innovative campaigns and other creative ways to build awareness of our work and funds amongst key stakeholders.
- Evolve our corporate fundraising strategy - develop and deliver a corporate fundraising strategy, seeking to increase the giving potential of corporate supporters and new corporate foundations.
- Write compelling bids – writing high quality and detailed bids to trusts and foundations to reach ambitious voluntary income targets. This will require an excellent understanding of the charity's outputs, outcomes and financial activities in order to provide a compelling case for supporting the charity. Excellent organisational skills are also required to ensure that new and existing bids are submitted in a timely manner and that grant reporting is diligently adhered to.
- Develop and engage the board of trustees to maximise their fundraising – working with them on opportunities
- The option to recruit and enrol a fundraiser volunteer to manage/supervise, developing them within your team; advise and execute on bid strategy; and review their work/outputs
- Advise on other channels in the fundraising mix

We're looking for someone who has significant experience of fundraising, managing, planning, delivering, evaluating and reviewing strategic and operational fundraising activities, with budget and financial knowledge.

You'll have excellent IT skills and brilliant interpersonal and communication skills, managing relationships with funders and a passion to deliver sustainable funding to help us achieve our aims.