



Director of Partnerships & Philanthropy

Fundraising Directorate | Reports to: Executive Director, Fundraising

About the Team and the Role

- A new senior leadership role reporting to the Executive Director, Fundraising, with accountability for delivering and growing income across Corporate Partnerships, Philanthropy and Trusts, Foundations and Statutory funding.
- Our new organizational strategy, Mencap 2030, requires catalytic, transformational funding. You'll set the high value income strategy that secures this.
- You'll lead, not fundraise alone, by coaching and developing your teams to build stronger pipelines, sharper propositions and best-in-class fundraising practice.
- You'll build a high value culture that is ambitious and disciplined, using measures such as income targets, pipeline reviews and strong KPI performance embedded across teams
- You'll manage the High Value Relationship Lead and Corporate Development Lead, supporting them to lead their teams and increasing our capability and skills
- Working closely with the Executive Director, our Chief Executive, Board of Trustees and senior volunteers, you'll open doors and lend weight to our significant relationships.

- You'll elevate Mencap's strategic case for support and value proposition, building the strongest opportunity to secure catalytic and transformational gifts.
- You'll work with key programmes teams across the organization, identifying opportunities for transformational and propositional funding, as well as budget-relieving income
- You'll work closely with the Executive Director, Fundraising to deliver the ambition set out in Mencap 2030, utilizing our fundraising investment to work to scale high value income growth.

Core responsibilities

This role combines strategic leadership, senior relationship management and team development to scale Mencap's high value income and deliver transformational growth.

Strategic Leadership & Income Growth

- Set and drive the strategy for Corporate Partnerships, Philanthropy, Trusts, Foundations and Statutory income, aligned to Mencap 2030.
- Build robust, multi-year income forecasts and growth scenarios, and report these clearly to the Executive Director and wider leadership.
- Identify and develop opportunities for catalytic, transformational and budget-relieving funding across the organisation.
- Ensure pipeline discipline and rigorous prospect management across all high value teams.

Team Leadership & Capability

- Lead, coach and develop the High Value Relationship Lead and Corporate Development Lead, building their skills, confidence and readiness for further growth.
- Set clear performance expectations, KPIs and targets, and hold teams accountable for delivery.
- Build a high-performing, ambitious and disciplined high value fundraising culture.



We are **passionate**
about making the
world a better place



We are **positive**
in our work and
with each other



We are **brave**
we challenge and
try new things



We are **kind**
to everyone



We are **inclusive**
of everyone

- Identify capability gaps and support recruitment, development and succession planning across high value teams.

Senior Stakeholder Engagement & External Representation

- Build and manage relationships with major donors, corporate partners, trust and foundation funders, and statutory bodies.
- Work closely with the Chief Executive, Board of Trustees and senior volunteers to open doors, unlock networks and secure senior buy-in.
- Represent Mencap confidently and credibly in high value external settings, including donor meetings, pitches and events.
- Lead on the development of transformational, multi-year funding propositions.

Case for Support & Proposition Development

- Elevate Mencap's strategic case for support and value proposition for high value audiences.
- Work with colleagues across services, policy, impact and communications to build compelling, evidence-led propositions.
- Ensure high value fundraising activity is aligned with organisational priorities and demonstrates tangible impact.

Systems, Performance & Reporting

- Ensure robust use of Salesforce and other systems to manage pipeline, forecasting and reporting.
- Establish clear performance across high value teams, using budget management, income reporting and forecasting accuracy to drive delivery and identify risks early.
- Provide accurate, timely reporting on income performance, risks and opportunities to the Executive Director and Board.



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What you will bring to the role (Essentials)

- Proven senior leadership experience scaling high value income, across Corporate Partnerships, Philanthropy, and Trusts and Foundations, with a track record of building team capability, pipeline discipline and fundraising practice, not just personal delivery.
- A confident operator with Boards, C-suite and senior volunteers, able to influence well and secure senior buy-in and support
- A strong track record of setting, delivering and exceeding ambitious income targets, with excellent financial planning, budgeting and reporting skills and experience managing multi-million-pound income portfolios.
- Experience developing and delivering high value fundraising strategies aligned to organisational priorities.
- Strong understanding of the UK Philanthropy, Corporate Partnerships and Trusts & Foundations funding landscape.
- Experience using CRM systems, ideally Salesforce, to manage pipelines, forecasting and reporting.
- Excellent written, verbal and presentation skills, with the ability to create compelling propositions for diverse audiences.
- Demonstrate accountable and self-aware leadership by owning decisions, setting clear responsibilities, seeking feedback and adapting leadership style to support effective outcomes across teams.
- Create and sustain an inclusive culture where people feel valued, safe and able to contribute, actively removing barriers and supporting fair, open and inclusive ways of working.
- Deliver high standards of work by applying knowledge and expertise, maintaining pace, anticipating challenges and proactively finding practical solutions that support organisational goals.
- Set clear direction and collaborate across teams and directorates to encourage innovation, break down silos and share improvements that strengthen how work is delivered.
- Develop self and others through coaching, mentoring, shared learning, performance review and visible commitment to continuous personal, professional and leadership development.



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- Use strong business understanding and data-led insight to make decisions, manage risk, align priorities and support long-term success for Mencap.

Please note: This job description is not intended to be exhaustive. Duties and responsibilities may evolve over time to reflect the needs of the organisation and the role.



“This isn’t just a job - it’s a chance to help change the lives of people with a learning disability and their families. If you’re passionate about making a difference, join Mencap in building a more inclusive future.”



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Mencap and our Commitment to Safeguarding

Mencap is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment.

Successful applicants will be subject to appropriate pre-employment checks, including references and, where applicable, an enhanced Disclosure and Barring Service (DBS) check.

The Talent Set is the specialist recruitment partner for the charity and nonprofit sector, connecting organisations with exceptional talent across fundraising, marketing, communications and digital.

Commitment to Diversity

The Talent Set is committed to inclusive recruitment practices and welcomes applications from all backgrounds. We actively encourage applications from people with diverse experiences and are happy to discuss any reasonable adjustments required throughout the recruitment process.

How to Apply

The deadline for applications is Friday 2nd October, with 1st stage interviews taking place w/c 12th October. To apply, please submit your CV demonstrating your suitability for this role via our website using the apply now button.

If you have any initial questions before applying, please contact mencap@thetalentset.co.uk
We aim to get back to all successful candidates within 48 working hours.



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