

## **Director of Grants and Impact**

The Vision Foundation has been supporting and speaking out on behalf of blind and partially sighted people across London for close to 100 years.

Formerly known as the Greater London Fund for the Blind, we support organisations that provide a necessary lifeline and essential resource for London's visually impaired community.

But people living with sight loss in the capital are facing significant and growing challenges, and ever worsening life chances. Meanwhile, a very high and growing number of people are needlessly going blind. We have identified that the Vision Foundation can play a critical and unique role in both saving sight and transforming lives by working in partnership with others to deliver projects which inform, empower, and include.

[A new strategy](#), launched along with our new name in October 2019, gives us the opportunity to have more impact than ever before. We will work to improve the opportunities, wellbeing and inclusion for blind and partially sighted people. We will do more to ensure London is open and welcoming to the visually impaired community across employment, and social and cultural spaces. We will strive to reduce loneliness and isolation. And we will ensure that blind and partially sighted people further marginalised through homelessness, poverty or domestic violence are reached. Above all, we will emphasise what people can do, rather than what they can't.

But our work is more than just providing support. It's also about amplifying voices to ensure that blind and partially sighted are heard. And it's about changing our society and the systems that structure it, by inspiring more people to advocate and take action.

We are looking to recruit an exceptional Director of Grants and Impact to oversee our grant-making and wider impact work – including capacity building, strategic partnerships and advocacy, whilst contributing expertise and energy to the Executive Team.

This is a brand new role for the organisation and will provide an opportunity for the successful candidate to shape and develop the Grants and Impact directorate, building

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on an existing platform that is ripe for innovation and growth, greatly supported by our Board of Trustees and network of advisors.

The role demands a great blend of skills, along with the belief that every blind and partially sighted Londoner should be able to lead their life to the full. As an equal opportunities employer, the Vision Foundation welcomes applicants from all backgrounds irrespective of race, religion, belief, gender, disability, age or sexual orientation.

## **Our Vision and Values**

**Our vision** is a future where people living with sight loss are equal citizens and preventable blindness is a thing of the past.

**Our mission** is to make London a shining example of a sight loss aware city.

**Our purpose** is to transform the lives of people facing or living with sight loss by funding projects which inform, empower and include.

### **Our values**

Our values reinforce everything we do. They shape the way we work and the culture we endeavour to instil.

- **We collaborate**

The problems we seek to address are complex – no one organisation can do it alone. We wish to learn and share knowledge, combine skillsets and expertise, amplify impact and enable innovation.

- **We empower**

It is individuals with sight loss who have the insight, skills and experience to identify the most important issues, influence others, and bring about lasting change.

- **We work intelligently**

The issue of sight loss spans research, health, stigma, employment, culture, sport, transport, safety, economics, equality and more. Without an intelligent, evidence-based approach, our efforts will not be focussed to bring about the greatest impact.

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- **We are courageous**

Sight loss is a growing, urgent problem. Every day, people needlessly lose their sight for life. Every day, people unfairly miss out on opportunities. Every day, people face abuse, disregard, isolation, poverty and depression. We must be brave today to bring about a brighter tomorrow.

**The Role: Director of Grants and Impact**

**Responsible to**

Chief Executive

**Direct Reports**

Immediately responsible for the Grants and Partnerships Officer, in due course the department and responsibilities may grow in line with organisational growth and priorities.

**Location**

Central London

**Working Hours and Contract**

Depending on experience, we will consider flexible arrangements including part time, flexible hours, and some home working.

**Salary**

£50,000 - £60,000 pa (depending on experience)

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## **JOB PURPOSE**

We are looking for a Director of Grants and Impact with the passion and experience to be part of a leadership team committed social change for people living with and facing sight loss in the capital.

You will work closely with the Chief Executive and other members of the Executive Team to oversee the delivery of the Foundation's grant-making operations. You will have lead responsibility the Foundation's grant programmes and wider impact activities, as well as seeking and developing new programmes with our donors and partners.

## **Strategy and delivery**

- Oversee all of the Foundation's grant-making programmes, policies and processes, including the relationship with our member charities and our discretionary funds.
- Support the development of new grant-making programmes, in line with the Strategic Plan, and through the involvement of applicants, grantees, fellow funders, stakeholders, and colleagues
- Develop a suite of non-funding offerings for all member and grantees, ensuring that the Vision Foundation becomes an exemplar "Funder Plus" Foundation – offering capacity building, shared learning, convening, and a shared platform for the voices of our member charities, grantees and their beneficiaries.
- Continuously analyse risks, potential, changes in environment and voluntary sector politics; and use to inform plans.
- Work with the Director of Development to develop income generating products and propositions to take out to fundraising audiences.
- Work with the Chief Executive and Head of Communications to determine our advocacy priorities and, where appropriate, to commission research and campaigns.
- Ensure that our learnings through grants evaluation are captured, distilled, and shared to drive our own activities and promote best practice across the sector.
- Work closely with senior fundraising and communications leads to support activities in both these departments in service of growth and greater impact.
- Design, develop and deliver appropriate grants assessment processes and decision panels. Manage and service the panels and advisors as appropriate.

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- Design, develop and deliver appropriate monitoring and evaluation processes and support grantees to improve their impact practice.

### **External Relationships**

- Deepen and grow equal relationships of mutual support, respect and learning with all of our grantees.
- Create strong links and networks with other voluntary, community and public sector bodies.
- Develop strategic partnerships with fellow funders and influences, such that broader benefits are realised through collaboration.
- Represent the Foundation at external events and forums, building the Foundation's profile.
- Work in collaboration with the Director of Development and the Head of Communications to design and deliver impact reporting for our funders and the wider sector.
- Work with the Association of Charitable Foundations and London Funders to ensure that we are visible, attracting partnerships with other funders, and adhering to and leading best practice.
- Support income generation at the Foundation by helping to cultivate new donors and steward existing donors; including attending and presenting at funder meetings, sourcing case studies, delivering and translating impact data into everyday language fit for a fundraising audience.

### **Leadership and management**

- Work in partnership with other members of the Executive Team to embed a high performing, motivated, collaborative, creative and dynamic culture within Vision Foundation – and seek opportunities to celebrate success.
- Provide management, leadership and support to our talented Grants and Partnerships Officer, and develop and manage new roles as appropriate, including internships and voluntary placements as the organisation grows.
- Establish, with senior colleagues across the Foundation, appropriate and proportionate performance targets demonstrating commitment to continuous productivity improvement and innovation.
- Provide comprehensive monthly performance against target reports to the Chief Executive and Executive Team, and comprehensive quarterly performance reports to the Trustee Board.

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# Vision Foundation

London's sight loss charity

- Oversee programme expenditure to ensure compliance and accordance with budgets.
- With the Head of Communication, manage and empower our network of blind and partially sighted advisors.
- Attend Board and committee meetings as required.
- Ensure that the Trustee Board and any other senior volunteers and advisors are effectively served by the Executive Team, and that their expertise is utilised to support our development and delivery.
- Support the wider ambitions of the Vision Foundation to become an inclusive and empowering employer, including the development of voluntary and paid employment placements across the business including our retail arm.

## PERSON SPECIFICATION

### Experience

- Extensive experience of grant-making or a comparable analytical environment at a senior level, with a strong understanding of wider funding mechanisms in the charity sector
- Experience and understanding of London's voluntary and community sector, and of large and small organisations and community groups working for social change
- Experience of negotiating and securing funding towards major projects and/or contracts or funding agreements
- Ability to manage high volumes of varied work and operating to tight deadlines
- Experience of leadership within an organisation which is seeking to build transformational growth; including responsibilities as part of a Senior Leadership Team and reporting at Board level
- Experience of leading and line managing others to develop and grow, and building and maintaining a high performing team culture
  
- Experience of building relationships, and influence, with a diverse range of internal and external stakeholders.

### Personal Qualities

- Intelligence and enthusiasm
- An understanding of and commitment to London's sight loss community.

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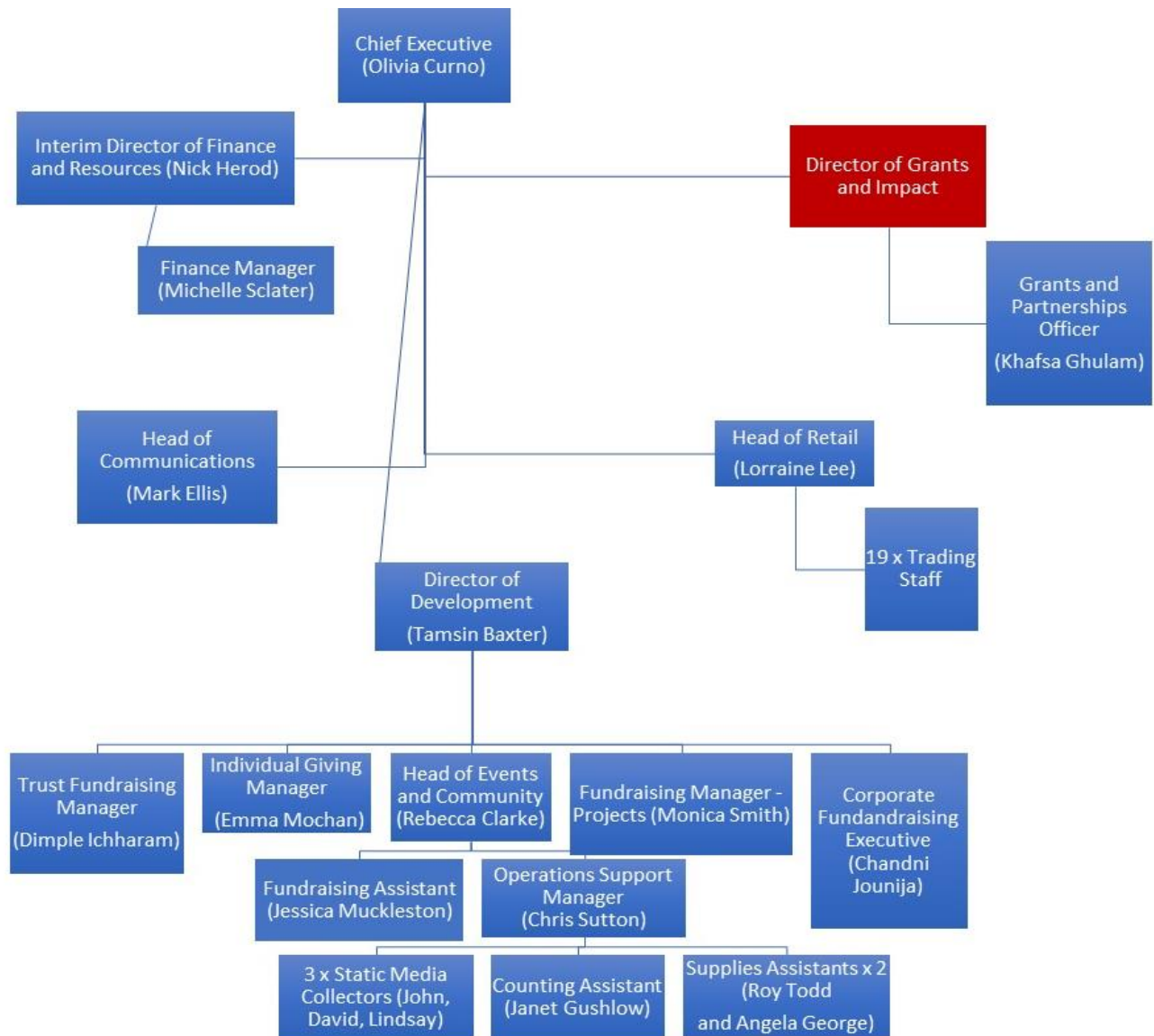
# Vision Foundation

London's sight loss charity

- An excellent communicator, able to present complex information clearly in oral and written form, and to inspire and enthuse others.
- Excellent organisation and planning skills
- Ability to understand and interpret numerical information at pace, including budgets, financial reports, monitoring and evaluation data, and impact reports.
- Ability to assess and balance risk and opportunity.
- Comfortable with complexity and ambiguity.
- Highly developed skills of diplomacy and engagement, and with a practical and accessible manner.
- Emotional intelligence and excellent listening skills.
- Highly committed to equal opportunities and inclusion.
- Positive, resilient and supportive of others.

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## Organogram:



## Plain text organogram:

- Chief Executive (Olivia Curno)
  - Interim Director of Finance and Resources (Nick Herod)
    - Finance Manager (Michelle Sclater)
  - Director of Grants and Impact
    - Grants and Partnerships Officer (Khafsa Ghulam)
  - Head of Communications (Mark Ellis)
  - Head of Retail (Lorraine Lee)
    - 19 x Trading Staff
  - Director of Development

- (Tamsin Baxter)
- Trust Fundraising Manager (Dimple Ichharam)
- Individual Giving Manager (Emma Mochan)
- Head of Events and Community (Rebecca Clarke)
  - Fundraising Assistant (Jessica Muckleston)
  - Operations Support Manager (Chris Sutton)
    - 3 x Static Media Collectors (John, David, Lindsay)
    - Counting Assistant (Janet Gushlow)
    - Supplies Assistants x 2 (Roy Todd and Angela George)
- Legacy Fundraising consultant
- Fundraising Manager - Projects (Monica Smith)
- Corporate Fundraising Executive (Chandni Jounija)

### **How to Apply**

Please submit your CV and a supporting statement to Graham Drew at Bamboo Fundraising Recruitment by 5pm on 18<sup>th</sup> November 2019.

**e:** [graham@bamboofundraising.co.uk](mailto:graham@bamboofundraising.co.uk)

**t:** 0203 750 3111