



**Opportunity
International UK
Head of High Value
Fundraising.**

Candidate Pack
June 2026

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About Opportunity International.

At Opportunity International UK, we stand alongside people living in poverty who face impossible choices every day. When income is scarce, even the most basic decisions - whether to buy food, pay for healthcare, or send a child to school - come at a real cost. For thousands of families, these trade-offs are not temporary, but part of a relentless cycle that limits opportunity and makes it harder for families to move forward.

For more than 30 years, Opportunity has worked to break this cycle by unlocking the potential that already exists within individuals and communities. Across sub-Saharan Africa, we provide access to small loans, savings, insurance, skills training and digital financial tools - equipping people with the resources and confidence to build sustainable livelihoods.

These are practical, proven solutions with transformative impact. A small loan can enable a mother to start or grow a business. A savings group can provide security and mutual support in times of crisis. A digital bank account can help a family plan, invest and protect their future. Step by step, families are able to increase their incomes, feed their children more nutritious food, keep them in school, and build resilience against the climate and economic shocks that so often push them back into poverty.

But lasting change requires more than individual progress. That is why we also work at a systems level, partnering with banks and financial institutions to design and deliver products that reach those who have been historically excluded. This can mean designing agricultural loans around the seasons, so farmers can invest in seeds and fertiliser when they need to and repay once their crops are harvested and sold. By strengthening financial systems in ways that respond to real lives and livelihoods, we expand access and help communities move towards greater independence and stability.

The impact is far-reaching. Businesses grow and create jobs. Children gain an education and new possibilities for their futures. Communities become stronger and better able to withstand future challenges. Over time, families gain greater stability and security, with more consistent incomes and a renewed sense of control over their lives.

Motivated by our Christian faith, we approach our work with commitment, humility and respect. We believe everyone should have the opportunity to build a secure future, and we work to make that possible - enabling people to create lasting change for themselves, their families and their communities.

Letter from the Director of Fundraising & Communications.

Thank you for your interest in joining Opportunity International UK at such a significant moment in our journey.

As you will have seen, the external environment for international development has shifted rapidly in recent years. At the same time as need is increasing, traditional sources of funding are becoming more constrained and less predictable. For Opportunity, this presents both a challenge and a clear call to action.

We know that to continue delivering meaningful, long-term impact, our fundraising must evolve — strengthening existing income streams while building deeper, more strategic relationships with high value supporters across corporates, trusts and foundations, philanthropy and senior networks.

This is why we are creating this role.

The Head of High Value Fundraising will play a pivotal part in shaping how we build and steward high value relationships – working closely with senior stakeholders and our Business Development Board to unlock networks, partnerships and opportunities that can transform our reach and impact.

This is a role for a strategic, relationship-led fundraiser - someone who can operate confidently at a senior level, while also taking ownership of relationships and opportunities and driving them forward with energy and creativity.

You will be joining a small, committed and collaborative fundraising and communications team, united by a strong sense of purpose and a shared belief in the power of opportunity to change lives. We are ambitious for what comes next, and we are looking for someone who shares that ambition and is excited by the chance to build something exciting and meaningful.

If you are passionate about high value fundraising, thrive on building trusted relationships, and want to play a role in shaping the future of Opportunity International UK, I would be delighted to hear from you.

With my best wishes,

R. Andrews



Why this role has been created.

The context in which Opportunity operates has changed significantly in recent years. While the needs of the world's most vulnerable communities remain acute, traditional sources of funding are becoming more constrained. At the same time, global instability, conflict and economic uncertainty are driving increased demand for development support.

To remain effective and resilient, Opportunity's fundraising portfolio must evolve.

We are now on the cusp of launching a new organisational strategy that will guide our work over the next five years. A central priority of this strategy is to strengthen and diversify income, build deeper and more strategic partnerships and unlock the potential of high-value funding to support long-term impact.

A key opportunity within this is our [Growing Her Future campaign](#), which will act as a platform for engaging supporters and mobilising our wider network.

Central to our ambition is our Business Development Board. As our approach to fundraising evolves, the Business Development Board will play a pivotal role, not only as advocates but as active contributors to income generation. This includes supporting the identification, cultivation and conversion of high value opportunities across corporate, trust and philanthropic networks.

This role will work in close partnership with the Business Development Board to ensure the group is effectively engaged, well-supported and aligned to organisational priorities, maximising both collective and individual contributions to ensure fundraising success.



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Our values.

Opportunity International UK and its global network are inspired by Christian values, which shape our vision, mission and approach. These values are reflected in the acronym CHRIST, guiding how we work, how we build relationships and how we deliver impact.

Commitment – we are dedicated to long-term impact and standing alongside the communities we serve

Humility – We listen first and value the knowledge and leadership of others

Respect – We treat everyone with dignity and recognise the potential in every individual

Integrity – we act with transparency, accountability and honesty

Sustainability – We prioritise solutions that create lasting change

Transformation – We believe in the power of opportunity to change lives

Inspired by Christian values, we welcome people of all backgrounds and beliefs, and there is no requirement to be a practicing Christian to work at Opportunity.

For this role, these values underpin the ability to build authentic, trust-based relationships with high value supporters and partners.



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Role description.

The role

Job title: Head of High Value Fundraising

Salary range: £48,000 to £52,000 per annum depending on experience

Hours: Full time - 35 hours per week, with some flexibility around working pattern

Contract: Fixed term (12 months). Anticipated start date - September or October 2026

This Contract may be extended for a further fixed term or converted into a permanent contract of employment where the Charity needs require and subject to the mutual written agreement of both the Employer and the Employee. Any such extension or conversion will be confirmed in writing prior to the expiry of the current term.

Reports to: Director of Fundraising and Communications

Location: Hybrid / Flexible – 1 day required in the Oxford office per week (Wednesdays)

Job purpose:

Reporting to the Director of Fundraising and Communications, you will lead the development and growth of high value income (in excess of £100K per annum) at Opportunity International UK.

This is a relationship-led role, focused on engaging senior stakeholders, high-level volunteers and high-value organisations, developing pathways for support across corporate partnerships, trusts and foundations and philanthropy - depending on the motivations and interests of each relationship.

You will build and manage a portfolio of high value relationships, develop compelling funding opportunities, and work closely with senior stakeholders, Trustees and the Business Development Board to unlock new partnerships.

You will also work in close partnership with the Philanthropy Manager, Director of Fundraising & Communications and the CEO to ensure high value relationships are effectively developed and stewarded, delivering a seamless experience for donors.



Key responsibilities

1. High value fundraising and relationship management

- Develop and manage a portfolio of high value relationships, taking a flexible and relationship-first approach to identifying the most appropriate route to support (corporate, trust or philanthropic).
- Build deep, long-term relationships that evolve responding to the interests, motivations and capacity of each supporter.
- Secure five and six-figure gifts, including multi-year commitments.
- Develop and implement tailored cultivation and stewardship plans for each donor.

2. Pipeline development and income growth

- Identify, research and develop new high value funding opportunities through strategic relationship development.
- Build and maintain a strong, active pipeline of prospects.
- Contribute to the delivery of a diversified high value fundraising strategy.
- Focus on increasing unrestricted and flexible funding.

3. Proposal development and donor communications

- Lead the creation of high-quality, compelling proposals and cases for support.
- Translate complex programmes into clear and inspiring donor propositions.
- Develop tailored reports, briefings and updates for supporters.
- Work closely with Programme teams to ensure accuracy and impact.

4. Corporate and Trust & Foundation fundraising

- Develop and manage relationships with corporate partners and trusts and foundations.
- Identify strategic partnership opportunities aligned to organisational priorities.
- Lead on high-value bids/funding calls, applications and partnership development.
- Ensure excellent stewardship and reporting to funders.

5. Senior volunteer engagement

- Build strong, trusted relationships with members of the Business Development Board and other senior volunteers.
- Work closely with the Chair of the Business Development Board, CEO and Director of Fundraising & Communications to plan and shape Business Development Board meetings, engagement and individual member involvement.
- Develop and deliver tailored engagement plans to support Business Development Board members to maximise the fundraising potential of their networks.
- Provide high-quality briefings and stewardship to enable informed and confident external engagement.
- Proactively identify and progress opportunities arising from Business Development Board networks, translating introductions into tangible funding opportunities.

Key responsibilities continued..

6. Internal collaboration and leadership

- Work closely with the Director of Fundraising and Communications, the CEO, Philanthropy Manager and Trustees to maximise partnership opportunities and progress actions agreed by the Business Development Board.
- Collaborate with programme teams to align funding with strategic priorities.
- Maintain accurate records and reporting through CRM systems.
- Contribute to forecasting, budgeting and income reporting.

7. Other

- Be willing to travel in the UK and internationally (up to 1 - 2 a year) when required.
- Participate and attend networking forums and activities – occasional evening meetings.

A week in the life of Head of High Value Fundraising

No two weeks are ever the same at Opportunity International UK, but a typical one might include..

- Meeting a prospective high-value donor to present a new funding opportunity.
- Preparing a tailored trust and foundation proposal for a six-figure gift.
- Briefing a Business Development Board member ahead of an introduction.
- Attending a networking event to build new corporate relationships.
- Working with programme colleagues to shape a new case for support.
- Reporting on pipeline progress and income forecasts.



What you'll bring

Experience

- At least five years experience of high value fundraising working with corporates, trusts and foundations, senior level volunteers and HNWI's
- Proven track record of securing five and ideally six figure gifts
- Experience of building and managing a high value donor pipeline
- Experience of developing proposals and securing funding from multiple income streams
- Experience of working with and managing senior volunteers, boards or influential stakeholders
- Skills and knowledge
- Exceptional relationship-building and influencing skills
- Strong written communication with the ability to craft compelling cases for support
- Strategic thinker with the ability to identify and create opportunities
- Strong organisational and project management skills
- Financial literacy and experience working with budgets
- Ability to engage Christian donors with a biblical-based model of generosity

Personal attributes

- Passionate about Opportunity's mission and impact
- Ability to build authentic, trust-based relationships with donors and stakeholders
- Demonstrates humility, respect and integrity in all interactions
- Entrepreneurial, proactive and results-driven
- Highly collaborative, with the ability to work across teams and levels
- Resilient and adaptable in a changing external environment
- Professional, credible and confident engaging with senior audiences

We welcome applicants of all backgrounds and beliefs, and while an understanding of and respect for our values is important, there is no requirement to be a practicing Christian. We are committed to serving all people, regardless of race, faith, ethnicity or gender.



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Working at Opportunity International UK

We are a small, committed and ambitious organisation, with a team of 15 colleagues working collaboratively across our UK and Uganda offices. Our team brings together a diverse range of backgrounds, experiences and perspectives, strengthening our thinking, deepening our understanding of the communities we work with, and enabling us to build more effective and inclusive partnerships. We foster a culture where collaboration, mutual respect and transparency underpin how we work together.

Within this, our fundraising and communications function is a close-knit team of four, focused on building relationships and securing the income that makes our work possible. This work is strongly supported at a senior level, with our CEO bringing significant fundraising experience and maintaining a portfolio of key donor relationships, dedicating around half of her time to fundraising activity.

As a team, we offer a supportive and collaborative environment, where ideas are welcomed, initiative is encouraged and everyone contributes to the ongoing development of our fundraising and communications.

[You can meet members of our Fundraising & Communications team here.](#)

We offer:

- Flexible and hybrid working
- 9-day fortnight compressed hours working pattern
- 28 days annual leave plus Bank Holidays
- 9% pension contribution and life assurance (4 x gross salary)
- Personal development budget
- International travel



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How to apply.

Applications should be submitted to ukjobs@opportunity.org and include:

- A comprehensive CV
- A supporting statement (no more than two pages) summarising why you're applying and how you meet the person specification

Closing Date: 8pm Sunday 12th July

First stage interviews: Week commencing 27th July

Second stage interviews: Week commencing 3rd August

If you would like an informal conversation about the role before applying, we would be delighted to hear from you. Please contact Rebecca Andrews, Director of Fundraising and Communications (randrews@opportunity.org) to arrange a time to speak.



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