



# Interim Director of Fundraising (Maternity Cover)

Candidate Information Pack

April 2026

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## Introduction



UK-Med is a frontline medical aid charity founded on the values and expertise of the UK's National Health Service (NHS).

For more than 30 years we've been working towards a world where everyone gets the healthcare they need when emergencies hit.

In an increasingly dangerous and uncertain world, the most vulnerable people – children, older people, pregnant women, people with disabilities, people without the money or means to move – suffer most when emergencies hit.

When health services are overwhelmed by disasters, disease outbreaks or conflict, we get expert health staff to where they're needed, fast. And we help health staff worldwide prepare for future crises.

### Our priorities

- **Prepare:** We work with healthcare teams and partners to strengthen their response skills so they are better prepared for emergencies.
- **Respond:** We respond rapidly and flexibly to emergencies, to deliver the expertise needed to support local health services and save people's lives.
- **Learn:** We work with academic partners to share learning and promote evidence-based practice, to improve care for people affected by emergencies and emergency aid worldwide.

International team members work alongside national colleagues to deliver safe, skilled and compassionate care in the most challenging conditions. NHS professionals bring their learning back to the UK, strengthening national preparedness and resilience.

### Our ambition in a changing world

In the last five years, the world has changed dramatically. In 2026, 1 in 30 people will need emergency aid. The number has nearly doubled in five years, driven by disasters, disease outbreaks and conflict. Around one in every five children in the world are living in or fleeing from conflict zones.

At the same time, the international norms and global institutions meant to keep the world safe, are increasingly threatened. The rules and conventions that govern war and the delivery of life-

saving aid are frequently disregarded. This makes life even more dangerous for people trapped in crises and makes delivering aid riskier.

Geopolitical tensions, strained international cooperation and shifting power blocks have destabilised the world order. As a result, many nations are re-focusing on defence and civil protection. Hard lessons learned from responding to the worst emergencies around the world should be used to build resilience and ensure we are ready for emergencies at home.

Between 2021 and 2026, we grew significantly, delivering healthcare to more than a million people in emergencies. Our income increased from £5.4m in 2020/21 to around £25m in 2025/26, enabling operations at scale in active conflict zones.

UK-Med is the most deployed Emergency Medical Team globally, responding to complex humanitarian healthcare emergencies at speed and scale. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

By 2031 we aim to be the UK's leading emergency health response agency and one of the most influential and responsive EMTs globally. Over the next five years we will ensure at least 2 million of the most vulnerable people in the world's most complex emergencies get the healthcare they need.

In the last year alone, our voluntary income has grown by over 250%. We're looking to build on this momentum over the next strategic period to grow our voluntary income to 10% of our turnover. We're looking for an experienced fundraising professional to provide inspiring interim leadership to our Fundraising and Communications function to help us achieve our goals: to respond more quickly, stay as long as we're needed and save many more lives.

I hope you will join us on our life-saving journey.

**UK-Med Chief Executive Officer**

David Wightwick

## Advert

|                |  |
|----------------|--|
| Role:          | Interim Director of Fundraising (Maternity Cover)  |
| Hours:         | Full-time  |
| Remuneration:  | Up to £80,000 GBP gross annual pro rata (dependent on experience). We are open to considering applications on a substantial part-time basis for the right candidate. |
| Right to work: | Applications are accepted only from those with the right to work in the UK.  |
| Duration:      | Approx. 8 months from starting late July   |
| Location:      | UK-based; UK-Med is based in Manchester – postholder would need to agree sufficient attendance in Manchester office.   |

### **Can you provide inspiring interim leadership to drive fundraising growth that powers humanitarian impact?**

UK-Med is a frontline medical aid charity founded on the values and expertise of the UK's National Health Service (NHS). For more than 30 years we've been working towards a world where everyone gets the healthcare they need when emergencies hit.

We are seeking an Interim Director of Fundraising (Maternity Cover) to lead our fundraising and communications function, accelerating voluntary income growth to support the organisation's humanitarian impact.

As a key member of our leadership team, you will lead and deliver our fundraising and communications strategy to maximise emergency fundraising, build a community of advocates and repeat givers and build meaningful partnerships with philanthropists and foundations. Our small and talented Communications Team, focused on growing our audiences and awareness across media and digital channels, reports into this role.

If you are an experienced fundraising leader with an international or humanitarian background and a proven track record of delivering exceptional interim leadership that drives income growth, we would love to hear from you.

## How to apply

To apply, please submit a **current CV and a supporting letter** (2 pages) that includes a detailed explanation of your suitability for this post with **specific reference to the essential criteria** in the person specification.

Applications must be submitted through our **online jobs portal** no later than **17<sup>th</sup> of May 2025**

This role is based in the UK, and applications are accepted only from candidates with the right to work in the UK.

*UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.*

*UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.*

## Our vision

A world where everyone gets the healthcare they need when crises or disasters hit.

## Our mission

We save lives in emergencies.

When health services are overwhelmed by disasters, disease outbreaks or conflict, we get expert health staff where they're needed, fast.

We help health staff worldwide prepare for future crises.

## We value

**Excellence:** We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do, learning and constantly improving.

**Determination:** We have a can-do attitude and thrive on solving problems. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

**Compassion:** We care about people. The health and wellbeing of people affected by emergencies and our staff is central to everything we do.

**Collaboration:** Working in partnership with others is key to the success of our work. We respect the skills, knowledge and experience of others. We listen and are happy to adapt.

# Job Description

## Interim Director of Fundraising (Maternity Cover)

|  |   |
|--|---|
| <b>Job Title</b>   | Interim Director of Fundraising   |
| <b>Reports to</b>  | CEO   |
| <b>Duration</b>  | Approx. 8 months from starting late July  |
| <b>Hours</b>   | Full-time   |
| <b>Place of work</b>   | UK-based; UK-Med is based in Manchester – postholder would need to agree sufficient attendance in Manchester office.  |
| <b>Purpose of role</b>   |   |
| <p>This role provides the strategic and operational leadership of UK-Med’s fundraising and communications efforts, accelerating voluntary income growth to support the organisation’s growth and humanitarian impact.</p> <p>The postholder will be a key force behind a dynamic, effective fundraising and communications function, leading strategy while actively delivering results.</p> |   |
| <b>Key responsibilities</b>  |   |
| <b>Strategic and Operational Leadership</b>  |   |
| 1  | Lead the development and delivery of the fundraising and communications strategy and department business plan in support of the wider organisational strategy.  |
| 2  | Hold budgetary responsibility for the fundraising and communications department, including budget development, income target setting, monitoring and reporting.   |
| 3  | Develop the case for further fundraising investment, building internal support and long-term thinking whilst demonstrating appropriate return on investment.  |
| 4  | Ensure fundraising is conducted to a high standard and meets all compliance requirements as outlined by the Fundraising Regulator and UK-Med’s own Privacy Policy, Fundraising Promise, Ethical Fundraising Policy and Safeguarding Policy. |
| 5  | Provide effective line management and create a high-performance environment that develops, nurtures and empowers the Department team members.   |
| 6  | Review and evaluate fundraising activity, using internal and external data and insight to benchmark and refine plans as required and report to SMT, Board Fundraising Sub Committee and Board of Trustees regularly as agreed.              |
| 7  | Ensure that effective supporter care is provided by the fundraising team to deliver an excellent donor experience.  |
| <b>Major gifts and partnerships</b>  |   |
| 8  | Establish and nurture relationships with individuals and organisations (i.e. private trusts and high net worth individuals), delivering against the 2026/27 income targets and KPIs.  |

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|------------------------------|---|
| 9                            | Work with the CEO and other senior stakeholders to prepare effectively for meetings with potential donors, including thorough follow up and stewardship.  |
| 10                           | Work with teams across the organisation to develop funding proposals and propositions for donors with the capacity to give at a six and seven figure level.   |
| 11                           | Work with trustees and other senior volunteers to identify and approach like-minded individuals and organisations with a view to building funding partnerships.   |
| 12                           | Support the development of an effective fundraising Board and SMT, helping to recruit suitable Trustees and build fundraising capacity in people at all levels of the charity.  |
| <b>Fundraising Campaigns</b> |   |
| 13                           | Ensure that UK-Med is thoroughly prepared to rapidly launch fundraising campaigns in response to specific humanitarian crises, working with the Head of Communications to align and maximise media activities and fundraising priorities. |
| 14                           | Plan, implement and iterate fundraising campaigns, ensuring their effectiveness and return on investment.   |
| <b>Communications</b>        |   |
| 15                           | Support the Communications team to ensure that UK-Med communications align with fundraising priorities and wider organisational goals through raising UK-Med's profile and attracting and engaging new supporters.                        |
| 16                           | Provide clear briefs for the development of assets and content for fundraising purposes and audiences.  |
| 17                           | Ensure the team use audience mapping, positioning and testing to deliver effective fundraising and engagement messages across all platforms.  |
| 18                           | Form part of the SMT Crisis Management Team and support the Head of Communications in delivering crisis communications when required.   |
| <b>Safeguarding</b>          |   |
| 19                           | Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct.  |
| 20                           | Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.  |
| <b>General duties</b>        |   |
| 21                           | To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.   |
| 22                           | Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.  |
| 23                           | Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.   |
| 24                           | Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.  |

|    |  |
|----|--|
| 25 | Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med. |
| 26 | Other tasks as might be required to ensure effective delivery of UK-Med responses, projects and programmes of work.  |

# Person Specification

| <b>Qualifications / Professional Memberships</b> |  |           |
|--|--|-----------|
| 1  | Evidence of Continued Professional Development relevant to the role purpose and level.   | Essential |
| 2  | Other relevant qualifications or training.   | Desirable |
| 3  | Member of the Chartered Institute of Fundraising or can demonstrate access to a network of peer support.   | Desirable |
| <b>Knowledge, Skills and Experience</b>          |  |           |
| 4  | Proven track record of strategic fundraising management and significant experience growing income.   | Essential |
| 5  | Proven ability to operate in an interim capacity, delivering impact quickly in complex environments.   | Essential |
| 6  | Experience working within or drawing insight from larger, established fundraising programmes.  | Desirable |
| 7  | Excellent record of managing and developing strategic partnerships, evidenced by personally securing six and seven figure gifts and excellent proposal and proposition development skills. | Essential |
| 8  | Successful line management and team development experience.  | Essential |
| 9  | Skilled collaborator, able to influence and inspire a broad range of internal and external stakeholders including working with trustees and senior volunteers.                             | Essential |
| 10   | Demonstrable experience of developing and delivering successful fundraising propositions.  | Essential |
| 11   | Excellent communicator with strong and persuasive written and oral skills to present and convey complex ideas and issues clearly and coherently.   | Essential |
| 12   | Demonstrable experience of strategic work planning, budget setting, forecasting and fundraising financial management.  | Essential |
| 13   | Demonstrable commitment to equality, diversity and inclusion both in storytelling and day-to-day conduct.  | Essential |
| 14   | Knowledge of and commitment to the Fundraising Code of Practice, fundraising and communication regulation and donor and beneficiary safeguarding.  | Essential |
| 15   | Experience of working within the humanitarian or international development sector.   | Essential |

|                               |   |           |
|-------------------------------|---|-----------|
| 16                            | Experience of working with trustees and other senior volunteers.  | Desirable |
| 17                            | Crisis communications experience.   | Desirable |
| 18                            | Experience of utilising brand to generate public and donor engagement from media, communications and campaign activity. | Desirable |
| <b>Personal Attributes</b>    |   |           |
| 19                            | A positive and flexible approach to problem solving   | Essential |
| 20                            | Resilient individual who thrives in a fast-paced and rapidly changing environment                                       | Essential |
| 21                            | Highest standards of integrity and professional conduct   | Essential |
| 22                            | Committed to UK-Med's humanitarian mandate and passionate about putting patients at the heart of everything we do       | Essential |
| <b>Practical requirements</b> |   |           |
| 23                            | Willingness to work some weekends and evenings to contribute to deployment preparedness if required                     | Essential |
| 24                            | Willingness and suitability to deploy internationally and nationally with our response teams                            | Desirable |

# Key terms and benefits

|                                   |   |
|-----------------------------------|---|
| <b>Salary:</b>                    | Up to £80,000 GBP gross annual pro rata (dependent on experience). We are open to considering applications on a substantial part-time basis for the right candidate.  |
| <b>Working hours:</b>             | You will be required to work the hours as are necessary for the proper discharge of the duties with the notional requirement being 35 hours per working week. Work will normally be undertaken in office hours, Monday to Friday, but weekend and evening working will be required. |
| <b>Annual Leave:</b>              | 25 days per year plus 8 public holidays   |
| <b>Pension:</b>                   | 10% employer contribution, with 5% employee contribution to a specific defined contribution scheme  |
| <b>Deployment:</b>                | Although primarily UK-Based, international travel can be helpful to support the work.   |
| <b>Safeguarding:</b>              | To follow UK-Med safeguarding practices as required within the role.  |
| <b>Professional requirements:</b> | Membership of professional bodies is not a requirement but may be an advantage  |
| <b>Right to Work:</b>             | This role is based in the UK, and applications are accepted only from candidates with the right to work in the UK.  |
| <b>Term of contract:</b>          | Approx. 8 months from starting late July.   |

# UK-MED

Building a world  
prepared to help