



Core Staff

Philanthropy and Partnerships Manager

Candidate Information Pack

2026

Contents

- 2. Contents
- 3. Introduction
- 4. Advert
- 5. About UK-Med
- 7. About the role
- 8. Job description
- 10. Person Specification
- 12. Key terms and benefit

Introduction



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.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time. The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we work together to:

- **Respond** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn** and share learning worldwide through our academic partners, ensuring patients get the best care.

Since late February 2022, we have been responding to calls for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 30,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crises and can also respond to any crisis, anywhere in the world, under our own banner.

In February 2023, UK-Med deployed the UK Emergency Medical Team field hospital to Turkey in response to the earthquakes there. Since launching our response in Gaza in late 2024, we have created two field hospitals within the Gaza strip and supported surgical departments in several locations. Over 1,000,000 patient consultations benefiting from UK-Med's treatment so far.

UK-Med Chief Executive Officer

David Wightwick

Advert

Role: Philanthropy Manager
Salary: £42,440 GBP gross per annum (dependent on experience)
Hours: Full-time
Duration: Permanent contract
Location: UK-Med Office, Manchester, UK (hybrid working) with an expectation of approximately 15% international travel/deployment, as required by UK-Med.

Can you inspire visionary donors to make lifesaving healthcare possible when disaster strikes?

UK-Med is a frontline medical aid charity founded on the values and expertise of the NHS. For more than 30 years, we have worked towards a world where everyone gets the healthcare they need when emergencies overwhelm local health services. We are verified by the World Health Organization as an Emergency Medical Team a global benchmark of quality and trust. Over the past five years, we have responded to 49 emergencies, often running multiple complex operations simultaneously.

We are looking for an exceptional Philanthropy and Partnerships Manager to help shape the next chapter of UK-Med's growth by building meaningful relationships with individuals, Trusts and Foundations, and companies who share our commitment to lifesaving humanitarian healthcare.

This is a brand-new role for the organisation demonstrating our commitment to growing sustainable income from private sources and a real opportunity for a talented, resilient fundraiser to make their mark.

This is an exciting time to join us. Over the past 5 years, UK-Med has delivered healthcare to more than 1 million people in emergencies, while our voluntary income has grown significantly. We now want to build on that momentum by welcoming more philanthropists into our mission and creating thoughtful, lasting partnerships with the potential to transform our impact.

You will bring UK-Med's work to life for current and prospective supporters, connecting their interests and ambitions with opportunities to make a meaningful difference. Working closely with our Director of Fundraising, CEO, trustees and senior colleagues, you will create inspiring opportunities for engagement and ensure every relationship is valued through thoughtful, personal stewardship.

We're looking for an accomplished relationship fundraiser with experience of developing major donor, Trust, and corporate partnerships and securing significant multi-year income. You will be a compelling communicator and trusted relationship-builder, able to engage people with warmth, credibility and discretion while representing communities affected by humanitarian emergencies with care and dignity.

You'll join a collaborative and creative Fundraising & Communications team at a pivotal point in UK-Med's journey, with the opportunity to help philanthropy become an increasingly powerful and sustainable force behind our lifesaving work.

We offer competitive benefits, a friendly working environment and the opportunity to make a real difference through humanitarian work.

How to apply

To apply, please submit a **current CV** and a **supporting letter (2 pages maximum)** through our **online jobs portal**. Your covering letter must include a **detailed** explanation of your suitability for this post with **specific reference to the criteria** in the person specification

Applications must be submitted no later than **Monday 14th of September 2026**.

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.

About UK-Med

UK-Med(www.uk-med.org)

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe and complex, there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to emergencies across the world, supporting health responses in countries including Ukraine, Gaza, Lebanon, Rwanda, Bangladesh, the Democratic Republic of Congo, North Macedonia, Sierra Leone, Pakistan, Haiti, Indonesia, Bosnia and Herzegovina, Jordan, Kosovo, Cape Verde, China and the Philippines. As the UK's Emergency Medical Team, we respond rapidly to humanitarian crises, with expert teams ready to deploy within 24 hours where required.

UK-Med Vision, Mission and Values

Our Vision

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

Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities 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.

Determination

We have a can-do attitude and thrive on problem solving. 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 our patients and our people is central to everything we do.

Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to change.

Job Description

Philanthropy and Partnerships Manager

Job Title	Philanthropy and Partnerships Manager
Reports to	Director of Fundraising
Line Management:	n/a
Duration	Permanent
Hours	Full-time
Place of work	UK-Med Office, Manchester, UK (hybrid working) with an expectation of approximately 15% international travel/deployment, as required by UK-Med.

Purpose of role

The Philanthropy and Partnerships Manager will play a vital role in increasing unrestricted and programme-specific voluntary income from major donors, philanthropists, private and family foundations, as well as corporations. The postholder will build and manage a qualified prospect pipeline, secure significant gifts against agreed income targets and develop long-term philanthropic partnerships that support UK-Med's ability to prepare for and respond to humanitarian emergencies.

Key responsibilities

1	Deliver agreed annual philanthropy income targets and KPIs, contributing to UK-Med's ambition to grow voluntary income to 10% of total organisational turnover.
2	Build, manage and actively progress a portfolio of existing donors and qualified prospects, with clear financial potential, relationship stages and next actions.
3	Produce and deliver annual portfolio plans setting out income forecasts, priority prospects, engagement activity, funding approaches and stewardship commitments.
4	Research and qualify prospective major donors, philanthropists, high-net-worth individuals and family foundations, as well as corporations whose interests align with UK-Med's strategic priorities.
5	Develop individual relationship strategies that move prospects from initial engagement towards significant, multi-year philanthropic support.
6	Secure significant unrestricted and programme-specific gifts through well-researched, timely and appropriately tailored funding approaches.
7	Develop persuasive cases for support, proposals, presentations and funding opportunities in partnership with programme, communications and finance colleagues.
8	Work with the Director of Fundraising, CEO, trustees and senior colleagues to secure introductions, plan approaches and prepare briefing materials for high-level donor meetings.

9	Lead donor meetings and funding conversations, clearly presenting UK-Med's priorities, impact and need for philanthropic support.
10	Deliver personalised stewardship plans, ensuring donors receive timely acknowledgements, agreed reports, meaningful impact updates and appropriate opportunities to engage with UK-Med.
11	Plan and deliver targeted cultivation and stewardship events, briefings, programme visits and other engagement opportunities that strengthen donor relationships.
12	Identify suitable opportunities to engage philanthropic supporters during humanitarian emergencies and coordinate rapid, sensitive and well-informed funding approaches.
13	Maintain complete and accurate CRM records, including donor interests, communications, relationship stages, gift opportunities, forecasts, reporting requirements and agreed actions.
14	Monitor pipeline value, income secured, retention, prospect movement and delivery against KPIs, providing regular forecasts and performance reports to the Director of Fundraising.
15	Complete appropriate due diligence before donor approaches and gifts are progressed, escalating ethical, reputational or compliance concerns where required.
16	Ensure all philanthropy activity complies with the Fundraising Code of Practice, data-protection requirements and UK-Med's Fundraising Promise, Ethical Fundraising, Privacy, and Safeguarding policies.
17	Monitor developments in philanthropy and major-gift fundraising, using insight and sector learning to improve UK-Med's donor engagement, propositions and income performance.
18	Represent UK-Med at relevant external meetings and events and undertake other reasonable duties that support the delivery of the fundraising strategy.
19	When deployed (may comprise up to 15% of the role), work alongside programme and operational teams to gain first-hand insight into UK-Med's humanitarian responses, funding priorities and impact. Apply this insight to strengthen cases for support, donor proposals, briefings and stewardship communications, ensuring that information and stories are gathered ethically and represent patients, communities and colleagues with dignity and respect. Deployments will be planned in line with operational needs, security requirements and the responsibilities of the role.
Safeguarding	
20	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.
21	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
22	Ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.

23	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
24	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
25	Comply with all health and safety policies and procedures.
26	Undertake training and comply with vetting and health requirements (including CRB / police checks, referencing, health screening and vaccination requirements) appropriate to the role as specified by UK-Med.
27	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.
28	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work.

Person Specification

Philanthropy and Partnerships Manager

Qualifications / Professional Memberships		
1	Evidence of relevant professional experience or continuing professional development in philanthropy, major-donor fundraising or relationship fundraising.	Essential
2	Relevant fundraising qualification or membership of the Chartered Institute of Fundraising.	Desirable
Knowledge, Skills and Experience		
3	Proven experience of managing a portfolio of major donors, philanthropists, high-net-worth individuals or family foundations, and corporations.	Essential
4	A demonstrable track record of personally securing significant gifts and delivering against agreed fundraising income targets.	Essential
5	Experience across the full donor relationship cycle, including prospect identification, qualification, cultivation, solicitation and stewardship.	Essential
6	Experience of developing and delivering tailored relationship plans that have progressed prospects and generated long-term support.	Essential
7	Strong prospect-research skills, with the ability to assess philanthropic interests, giving capacity, connections and alignment with organisational priorities.	Essential
8	Excellent proposal and proposition-development skills, with experience of translating complex programmes into persuasive cases for philanthropic support.	Essential
9	Excellent written and verbal communication skills, with the ability to present funding opportunities clearly, persuasively and sensitively.	Essential
10	Confidence and credibility in leading donor meetings, making significant funding asks and building relationships with senior and high-profile individuals.	Essential
11	Experience of working effectively with senior leaders, trustees, programme specialists and other internal stakeholders to develop and progress donor relationships.	Essential
12	Experience of designing and delivering high-quality donor stewardship, including personalised communications, impact reporting and engagement opportunities.	Essential

13	Strong planning and financial-management skills, including managing pipelines, setting priorities, forecasting income and reporting against targets and KPIs.	Essential
14	Experience of using a fundraising CRM to manage portfolios, record donor intelligence, track opportunities and produce accurate reports and forecasts.	Essential
15	Knowledge of the Fundraising Code of Practice, data protection, donor due diligence and ethical fundraising requirements.	Essential
16	Experience of planning or delivering cultivation and stewardship events, donor briefings or programme visits.	Desirable
17	Experience of securing unrestricted, programme-specific or multi-year philanthropic gifts.	Essential
18	Experience within the humanitarian, international development, healthcare or wider charity sector.	Desirable
Personal Attributes		
19	Experience of living and working in an international setting (i.e. outside the UK and/or Europe), ideally in a conflict-affected or humanitarian context.	Desirable
20	Highest standards of integrity.	Essential
21	Flexible, can-do attitude and good team player.	Essential
22	Excellent time and task management skills.	Essential
23	Excellent communication skills.	Essential
24	Excellent attention to detail.	Essential
25	Ability to work independently.	Essential
26	Flexibility in approach to working hours as may involve occasional out of hours	Essential
Practical requirements		
27	Willingness to submit to medical and safeguarding checks required to ensure suitability	Essential
28	Willingness to work some weekends and evenings if required.	Essential
29	Willingness and suitability to deploy internationally for up to 15% of the role, including to challenging humanitarian contexts, to build programme knowledge and support effective donor engagement.	Essential

Key terms and benefits

Salary:	£42,440 GBP gross per annum (dependent on experience) with additional uplift applicable during deployment.
Working hours:	Work will normally be undertaken in office hours, Monday to Friday, but weekend and evening working will be required.
Annual Leave:	25 days per year plus 8 public holidays.
Pension:	10% employer contribution, with 5% employee contribution to a specific defined contribution scheme for UK-based staff.
Deployment:	You will be required to travel in support of our international programmes of work. To do so you must be fit to deploy and agree to undertake medical assessments to confirm this fitness.
Safeguarding:	To ensure the suitability for the role's work with both adults and children, an assessment of suitability to work with these groups will be completed which will include a DBS / police check. Suitability for this work is a condition of employment.
Term of contract:	Permanent



Building a world
prepared to help