



CHANGING **SPORT**
STRENGTHENING **COMMUNITIES**
TRANSFORMING **LIVES**

DIRECTOR OF FUNDRAISING, ENGAGEMENT AND COMMUNICATIONS

level=



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ABOUT STREETGAMES

StreetGames is a charity passionate about harnessing the power of sport to change the lives of young people and their communities. Through our work with 1,500 trusted local community organisations, StreetGames addresses some of the most pressing issues faced by young people growing up in underserved communities, including poor mental health, food poverty, crime and lack of employment opportunities.

We do this by delivering 'Doorstep Sport' at the right time, in the right place, in the right style, at the right price and by the right people. Doorstep Sport aims to make sport accessible to everyone regardless of their income and social circumstance.



OUR VALUES

We hold a set of shared values, through the community of talented people, who work for StreetGames. We hold each other accountable to these values and ensure that we live our values when working with external partners and/or young people.

We are:



People-centred

People are at the heart of everything we do



Passionate

We are passionate about making a difference for children and young people living in low-income, underserved communities



Positive

We are positive in our approach to every area of our work. We back ourselves to find solutions even when things are challenging.



Pragmatic

We are pragmatic about the approaches we must take to tackle the inequalities for young people living in low-income, underserved communities: the world is not perfectly designed, and we find a way.



Courageous

We are courageous in our approach to creating change. We positively disrupt and challenge in the pursuit of our mission.

OUR COMMITMENTS

StreetGames is a special place to work. Our workplace is a community of talented people who work in innovative and co-productive ways. How we work together reflects a commitment we make to each other. **We are committed to:**



Respecting Everyone

Valuing every member of our workplace community, treating each other as equals and with kindness.



Being Inclusive

Celebrating the diversity in our workplace community, valuing each others' experiences, skills, expertise, preferences and thoughts.



Being Team Players

Being reliable for each other. Supporting one another to achieve. Creating an environment where people feel included and empowered, and can be creative and supported on their StreetGames journey.



Being Collaborative

Working with others, seeking to utilise the skills and expertise of many. Sharing our learning, ideas, and listening, we achieve the best outcomes for community organisations and young people.



Learning Together

Embracing critical thinking, celebrating success, and encouraging challenge whilst drawing on our learning and then applying our understanding so we can make the most significant impact on young people through Doorstep Sport together.



Acting with Integrity

Championing the highest organisational standards. Being greatly aware of our accountability and responsibility. Doing what we say we will do and holding ourselves and each other to high standards.



Being Agile

By being curious, thinking flexibly and creatively and seeking new opportunities, we pro-actively adapt and provide meaningful support when these new opportunities arise.



Being the People Beside the People

Making decisions in the best interest of the community organisations and the young people we support and represent so they reap the benefits of Doorstep Sport.

FAIRNESS, DIVERSITY EQUALITY & INCLUSION

StreetGames is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexuality or political belief.

StreetGames is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all employees and volunteers to share this commitment.

We do not want recruitment for diversity to simply be a tick box exercise at StreetGames, it is the right thing to do and the smartest way for us to do our business. This drives our desire to partner with level= to ensure fairness within our recruitment process by creating a level playing field for all. A fully debiased hiring process will enable us to be representative of the society we serve, and creating a diverse team is in the best interest of our members, partners and other stakeholders.

MORE INFORMATION

If you'd like to know more about StreetGames please visit our website:

www.streetgames.org

About StreetGames and Doorstep Sport:

[Watch our video here.](#)



JOB DESCRIPTION

Job Title: Director of Fundraising, Engagement & Communications

Location: National (office bases in London or Manchester)

Grade/Salary Range: £65,000 to £75,000 per annum

StreetGames is an innovative UK charity with an absolute focus on transforming the lives of children and young people from low-income, underserved communities through sport and physical activity.

Our Director of Fundraising, Engagement & Communications will drive the development of our approach to communications and engagement with the current and future stakeholders who will be vital to the delivery of our mission, particularly including our funders and supporters.

This is an exciting opportunity for a creative, hands-on leader to further develop our existing fundraising and communications strategies, to play a leading role in our whole organisation approach to raising the profile of our sector-leading insight and delivery and the generation of income to support our work. The successful candidate will be able to steer, manage and motivate others in pursuit of the StreetGames mission.

StreetGames has an increasingly strong communications and engagement approach. The postholder will drive the development of our strategy, to enhance and develop our relationships with all stakeholder groups.

StreetGames has a proven track record of accessing public, lottery and charitable sector funding. The postholder will be responsible for further developing that capability, guiding StreetGames fundraising response to the post-pandemic funding landscape and developing new opportunities for the organisation.

The Director of Fundraising, Engagement & Communications will be an important ambassador for the organisation, able to establish and maintain effective working relationships both inside and outside the charity. The post holder will join our Organisational Health Team (Leadership team equivalent) and will be expected to play a key role in the wider growth and direction of the organisation. The postholder will report to the Chief Executive.

KEY RESPONSIBILITIES



The postholder will:

1. Steer the implementation of our fundraising strategy and play a leading role in generating the income we need to fund the StreetGames' Strategy 2025-29.
2. Manage the development of our Communications & Engagement strategy, strengthening relationships with existing stakeholders and cultivating new partnerships and opportunities
3. Advocate StreetGames' relationship development approach to fundraising.
4. Promote and enable StreetGames' 'whole organisation' approach to fundraising, engagement and communications.
5. Execute innovative, enterprising, and effective fundraising plans that ensure the organisation meets its income targets and builds a sustainable fundraising foundation.
6. Ensure that StreetGames offers effective fundraising and sustainability support to our Doorstep Sport Network in low-income communities across England and Wales.
7. Ensure that all fundraising and communications activity complies with legal requirements and StreetGames' policies, including adherence to our financial procedures and ethical fundraising policy; stay up to date with changes to fundraising regulation.
8. Provide clear direction and effective management to direct reports within the StreetGames Fundraising & Communications team.
9. Integrate communications across the organisation, ensuring effective dissemination of research and learning, fundraising messages and policy and public affairs engagement.
10. Advise the Chief Executive and Board on the organisational aspects of communications and engagement, particularly as they relate to profile and reputation including brand management, messaging, and audiences.
11. Represent the charity at external events, sharing inspirational and motivational stories from those who have used our services to encourage support, partnerships, and donations and where appropriate, fulfilling some duties of the Chief Executive.
12. Keep abreast of the latest developments, trends, and opportunities in the fundraising and communications environments to identify new opportunities which will help StreetGames achieve its objectives.

Wider Organisational Role

The postholder will:

1. Build positive working relationships with the Board of Trustees, with responsibility for the management of the work of the Fundraising & Communications Committee (a subcommittee of the Board) and attending main Board meetings.
2. Share responsibility for the strategic leadership of the organisation as a member of the senior team.
3. Inspire and motivate staff within the Fundraising and Communications team and across the charity, promoting a culture of learning, professionalism, collaboration, and innovation, celebrating our successes, and encouraging ambition and achievement.

ESSENTIAL SKILLS AND KNOWLEDGE

Experience

1. An excellent history of achievement in setting and meeting ambitious income targets as part of a multi-faceted fundraising strategy.
2. An excellent record of designing and implementing communications and engagement strategies for multiple audiences, across multiple channels.
3. A demonstrable record of innovative, creative-thinking that delivers profile raising and income growth across multiple sources.
4. A background of leading a team of experienced and expert fundraising and communications professionals.
5. A background of growing a multi-platformed communications function and ensuring high standards of presentation and composition.
6. An understanding of effective strategic and operational planning and the ability to develop appropriate, stretching targets and meaningful performance measures.

Knowledge, skills and abilities

7. Demonstrable drive and passion to deliver StreetGames' core vision and mission, including a specific commitment to the value of sport in tackling the inequalities facing children and young people from low-income backgrounds.
8. A broad, strategic understanding of the funding landscape and of a range of techniques and disciplines which will support the cost-effective generation of income.
9. Able to establish and develop positive relationships with key stakeholders at all levels.
10. Excellent communication, presentation, influencing and people skills with the ability to promote the charity to a wide range of audiences.
11. Able to motivate and lead a team: building positive relationships that support, a focussed, professional learning environment and sustainable working practices.
12. Able to collaborate with colleagues at all levels of the organisation, in-keeping with StreetGames 'One Team' approach to the delivery of our mission.
13. Good project management skills with the ability to oversee multiple projects both small and large as well as established work streams.
14. Excellent organisational and time management skills with the ability to prioritise work, manage conflicting demands and meet tight deadlines.
15. High level of competence in use of IT including Microsoft Office packages and database design and use.
16. Expert knowledge of fundraising law, standards, and best practice

ESSENTIAL SKILLS AND KNOWLEDGE

Personal Qualities

- 17. Self-starting, with a personal commitment and drive to deliver a multi-platform fundraising and communications strategies in a high achieving organisation.
- 18. Works hard, flexibly and thrives in a solid debating culture where multiple areas of activity are going on at the same time. Comfortable with taking ideas from less senior staff members and encouraging their development.
- 19. Comfortable with being both hands-on and strategic, with a practical, “can-do” approach to working with limited resources.
- 20. Enthusiasm, imagination, innovation, energy, and drive with the ability to inspire confidence both internally and externally.
- 21. High levels of personal integrity and commitment to providing strategic, professional, responsive fundraising and communications activities consistent with our culture and ethical business standards.

Additional Requirements

- 22. The nature of the post will require travel within the UK and work outside of normal office hours. The ability to travel and sometimes stay away from home is a requirement.

Benefits

- Hybrid working
- Great work-life balance
- Access to free counselling and support services
- Enhanced family friendly benefits
- Company socials
- Eye care allowance
- Cycle scheme
- Pension scheme of up to 8% employer contributions
- 25 days annual leave plus bank holidays
- 2 Volunteering days per year



THE LEVEL= PROCESS

StreetGames are delighted to partner with level=, a consciously inclusive talent acquisition solution, to ensure fairness within the recruitment process by creating a level playing field for all to be treated as 'level equals'.

The level= hiring process is robust, researched and reliable, meaning your job search will be supported in an inclusive and fair way. This uses a different approach than the traditional application methods – this is because traditional processes (like standard CV screening) can lead to biased decisions. The level= process helps to eliminate bias from the application process. Find out how to apply to see how this works...



HOW TO APPLY

Getting started

You'll be asked for your contact details and provided with a unique application link by email that you can use to access your application at any time.

Tell us about yourself

You'll begin the application by giving us some information about yourself including your name, contact number and any other information that may be part of the criteria for the role. You'll also be asked to complete an anonymous Equal Opportunities questionnaire, including gender identity, age, ethnicity, disability status and socioeconomic status. This helps to assist organisations in learning how to attract and hire the best and most diverse candidates. It also helps to ensure hiring is as fair as possible.

These questions are asked upfront so that organisations can analyse whether there are stages in the application process where candidates of particular groups are likely to drop out, and therefore assist in improving the process for all. These questions are designed to help organisations learn about multiple dimensions of diversity on an aggregated and anonymised basis, (so the data isn't identifiable to you as a candidate), but you do have the option to skip these questions if you'd prefer.

Work sample tasks

You will then be asked to complete work sample questions, instead of subjecting your CV to screening.

Evidence shows that CVs are a poor indicator of performance and allow bias to affect choices when it comes to reviewing applications. These questions ensure that your application isn't subject to bias in the review process, and looks to assess whether you'd be a good fit at the organisation to which you are applying. Your answers are reviewed and assessed by a diverse panel using a defined review guide focusing on skills that are important to the job.

Work samples are job-specific questions that test candidates on the skills needed to succeed in the role and are reflective of what the job actually entails.

Four methods are used to systematically remove bias from reviewing process:

1. **anonymisation** – removing all personally identifiable information from an application.
2. **chunking** – cutting each application into chunks and then comparing them across candidates, rather than reviewing an entire application in one go.
3. **randomisation** – jumbling up the order in which chunks are evaluated so that order effects are averaged out
4. **wisdom of the crowd** – getting more than one person to review each chunk helps to average out subjectivity for a more accurate assessment of merit

HOW TO APPLY

Structured interview

Once your application is submitted, the hiring team will review and inform you via email whether you have been successful in progressing to the next stage. If you are successful, you'll attend a structured interview, where the hiring manager will recreate workplace scenarios and forward-looking questions focused on potential. A structured interview means that all candidates are asked the same questions, in the same order. This makes interviews more uniform and allows employers to objectively compare candidates, enabling hiring managers to identify who meets the criteria and who doesn't.

Candidate feedback

Throughout the process, you'll be provided with automated, personal feedback, which shows how you performed on each of the skills you were tested on. Even if you don't get the job, it helps to highlight skills that you may need to develop, and can help you to determine the type(s) of roles that might not be the right fit for you. If you are successful in securing the role, level= will be in touch with a formal offer, and to answer any questions you may have. Whether you are successful or not, you will have the opportunity to provide feedback on your experience, so that we can assist with any further questions you may have, and help level= improve their service.

What happens next?

If you would like to apply for the role, please follow the link provided to you by the level= team, or visit levelequals.com.

If you have any questions, please feel free to contact level= using the details on the next page. To arrange an informal chat with Mark Lawrie, CEO, please contact support@streetgames.org

If you require any accommodations for the interview process that you would like us to be aware of, please also let us know.

Closing date for applications: Monday 24th June 2024 at midday.

Closing date for work sample submission: Tuesday 25th June 2024 at midnight.

First stage interviews: W/C 8th July 2024

Contact us?

E: hello@levelequals.com

T: 020 8159 8656

W: www.levelequals.com



APPLY NOW



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