

**STREET
GAMES**

DIRECTOR OF FUNDRAISING AND COMMUNICATIONS

Candidate Pack



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ABOUT STREETGAMES; CHANGING YOUNG PEOPLE'S LIVES THROUGH SPORT

StreetGames is a UK charity on a mission to bring sport to young people's doorsteps. Sport has the power to make young people safer, happier and healthier, but low-income households and under-served communities often miss out.

Together with our network of 1,600 community partners, we're providing equal opportunities through sport.

For over 4 million children and young people living in low-income households and under-served communities, access is often expensive and exclusive, and those who need these opportunities most are too frequently left behind.

We believe every young person deserves a chance to participate.

We deliver positive change using a tried-and-tested way of working called Doorstep Sport. This is the core of everything we do: ensuring young people in under-served communities get the chance to participate in sport in a way that is accessible, inclusive, and relevant to them.

We help our community partners provide activities at the right time, place and price, and in the right style. We also provide training, ensuring delivery of activities by the right people.





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.



EQUALITY, EQUITY, DIVERSITY, INCLUSION AND BELONGING

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 and enabling us to be representative of the communities we serve, and creating a diverse team is in the best interest of all our stakeholders.

For more information about our approach, visit our website here

[StreetGames Approach - Sport at the right time, place, price and right way.](#)



JOB DESCRIPTION

TITLE: Director of Fundraising & Communication

LOCATION: Hybrid - London/Manchester

CONTRACT TYPE: Permanent

SALARY: £65,000-£75,000 per annum

Position Overview

You'll lead StreetGames' approach to fundraising and communications, developing strategy that strengthens relationships with funders, supporters and key stakeholders. This role directly supports their Strategic Plan 2026-29, expanding income generation across voluntary, corporate and trust sectors whilst building organisational profile and impact.

Responsibilities

- Lead and implement fundraising strategy generating income for Strategic Plan 2026-29
- Design and implement communications strategy across multiple audiences and channels
- Lead, manage and develop the Fundraising & Communications team effectively
- Build stakeholder relationships and represent StreetGames at external events

Requirements

- Proven track record of setting and meeting ambitious income targets through multi-faceted fundraising strategies
- Experience designing and implementing communications strategies for diverse audiences across multiple channels
- Demonstrated creative and innovative thinking that drives profile-raising and income growth
- Experience leading and developing experienced fundraising and communications professionals
- Strong relationship-building, influencing and presentation skills at all levels
- Genuine commitment to sport's role in tackling inequality for young people from low-income backgrounds



BENEFITS

- Hybrid working and access to office space in Manchester and London
- 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



SELECTION PROCESS

Who we're partnering with

StreetGames are partnering with level=, an inclusive recruitment specialist, to ensure our hiring process is fair, transparent, and accessible to all. level= helps us run anonymised applications and skills-based work sample testing, focusing on the abilities that matter most for success in the role.

They work alongside us to design fair and relevant skills-assessment tasks, manage the shortlisting process, and support candidates throughout their journey to create a positive experience.

Why this differs from traditional methods

We know that traditional CVs don't always give a full picture of potential and skill sets. That's why, as part of our process, you'll be asked to complete short work sample tasks that reflect real aspects of the role. While you'll still upload a CV for background and context, the shortlisting process is based primarily on your work sample task responses.

This approach allows us to focus on your skills, ideas, and competencies rather than solely on previous experience or academic achievements, so you have the chance to show us what you can do and how you think.

It's important to note that while level= supports us in delivering an inclusive process, all final hiring decisions remain with StreetGames.

What are work sample tasks?

Work sample tasks are short, job-related questions that mirror real parts of the role. Your responses are reviewed anonymously by multiple trained reviewers, each using the same scoring guide. This process is designed to remove bias and keep the focus on what you can do and how you approach challenges, rather than who you are or where you've worked before.



GETTING STARTED

When you apply, you'll be asked to upload your CV. This is for information purposes only and will not be a determining factor in the shortlisting process.

After submitting your CV, you'll receive a link by email to access and complete the work sample tasks.

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 organisations understand how to attract and hire the best and most diverse candidates. It also ensures 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 from particular groups are more likely to drop out, and improve the process for all.

The data is aggregated and anonymised (not identifiable to you as a candidate), and you do have the option to skip these questions if you prefer

Using AI responsibly

Tools like ChatGPT can be useful for learning, but your application must be your own work. It's fine to use AI to check grammar, but your final answers must reflect your thinking and experience.

We may flag and discount answers that appear to be entirely AI generated. If in doubt, keep it simple and be yourself.

How we reduce bias in reviewing

We use four evidence-based methods to keep the process fair and consistent, and to reduce common sources of bias:

- **Anonymisation** – reviewers don't see your personal details.
- **Chunking** – we compare the same part of each candidate's response side by side.
- **Randomised review order** – answers are reviewed in a different order each time to avoid patterns of preference.
- **Multiple reviewers** – every response is assessed by more than one person, ensuring balanced perspectives.

Together, these steps help us make decisions based on skills and potential, not assumptions.



CANDIDATE EXPERIENCE

Candidate Engagement

Once your application is submitted, the highest performing candidates will be invited to an engagement call with level=. Any adjustments will be confirmed, and there is a chance for you to ask questions.

Interview process

Your application, including a redacted CV, will be sent to the hiring team, and they will determine whom they would like to interview based on the answers you have given in response to your work sample questions.

Candidate feedback

After your work sample task responses have been reviewed, 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.

Offers

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 the service.



HOW TO APPLY

If you would like to apply for the role, please hit the 'APPLY NOW' button.

APPLY NOW

Access and adjustments (please tell us what you need)

We want every candidate to be able to show their best. If you need any adjustments at any stage (application, tasks, interview), we'll do our best to support you.

Examples include: BSL interpreter, captions, extra time, alternative formats.

If you have any questions throughout the process, please feel free to contact level= using the details provided.

Important timelines

Applications close: **Friday 20th March, 5:00pm**

Work samples due by: **Monday 23rd March, 12:00pm**

Interviews: **Week commencing Monday 13th April**

Contact us

Email: **hello@levelequals.com**

Call: **020 8159 8656**

Visit our website: **levelequals.com**