



Head of Fundraising

0.6 FTE – 22.5 hours a week, flexible working

Masorti Judaism is a community development, leadership training and youth work charity, serving as the umbrella organisation for a network of Jewish communities in London and across the UK. We enable our teams of rabbis, community leaders and youth workers to support over 6000 community members and young people.

[Visit our website to learn more about us.](#)

We currently raise over £300,000 a year in voluntary income – from a combination of major donors, individual giving and events, and trusts & foundations. We have just signed off on a new strategic plan and in order to achieve our goals, we need to increase this income by 50% over the next three years.

Projects we aim to fund include:

- Expanding access to youth work, summer camps and leadership training for young people with additional needs, mental health issues and lower incomes
- Community organising training courses, networking and mentoring for volunteer leaders
- LGBT+ and racial inclusivity training for community leaders
- Incubating innovative community and charitable projects led by our network of young adults
- Support groups and community activities for university students
- Jewish education programmes, connecting young people to their culture and heritage
- Creative online Jewish content, giving more people access to Judaism and community life

Our small but well-developed major donor campaign currently includes 15 committed, active supporters and 30 additional, identified warm prospects. By expanding and developing this prospect group, we aim to push up to 24 gifts and major donor income of £140k per year by 2024.

What's in it for you?

- You'll be a valued part of a dynamic, growing organisation and will have the opportunity to achieve strategic fundraising impact
- Super flexible, family-friendly working environment – flexible hours and options for in-person and remote working are the norm
- Competitive salary and generous benefits
- A welcoming, inclusive, collaborative and creative team – we prioritise building positive relationships among colleagues
- A network of warm, enthusiastic and committed supporters and potential donors – interacting with them is always a pleasure

- We're a learning organisation and will make your professional development our priority through funded training and mentoring opportunities
- Recently revamped financial and CRM systems and a good level of administrative support

Your main responsibilities will be:

Managing our major donor programme

- Ensuring every donor or potential donor is being looked after and given a great experience as well as relevant, hand-picked opportunities to support Masorti Judaism's work
- Initiating and developing relationships with new prospects
- Managing existing donors and supporting colleagues on their donor relationships
- Organising cultivation events
- Soliciting gifts
- Impact reporting to major donors

Individual giving and events

- Leading on the creation and delivery of annual individual giving events and campaigns – including a biennial gala dinner and digital/direct mail campaigns
- Developing and coordinating networks of table hosts and ambassadors
- Hands-on phone solicitation of individual gifts

Trusts and foundations

- Managing the application and reporting process ensuring a consistent flow of applications and that all deadlines are met
- Supporting and advising colleagues who will carry out most of the grant writing

Other responsibilities

- Supporting and advising colleagues who are responsible for community fundraising, ensuring high quality events and campaigns
- Regular reporting to the CEO and board of trustees on progress against targets
- Ensuring our CRM (Beacon) is used effectively and accurately to manage all fundraising activities

Approximately two days a week will be spent on major donor fundraising, with the remaining day dedicated to the other areas of responsibility.

Required skills and experience:

- Minimum 2 years' major donor experience holding relationships with donors giving £3,000+ to a charitable organisation (but potentially you'll have a lot more)
- Experience of individual giving, events or trusts & foundations (desirable)
- Identification with the values of Masorti Judaism – see overleaf
- Ability to work independently, take initiative and manage your own workload
- First rate oral communication and good writing skills
- Interpersonal and relationship-building skills
- Computer literacy including Microsoft 365
- High level of proficiency working with a CRM (we use Beacon, which is most comparable to Salesforce)
- Experience of the Jewish community or Jewish charities (desirable)

Meet the team

Matt Plen, chief executive: you will be managed by Matt. The last person to hold this role called him “a brilliant manager, whose authenticity and depth of knowledge makes him a great fundraiser for Masorti Judaism.”

Matt has been in post for nine years and has a deep knowledge of the charity and its supporters. His strong relationships with supporters have led to a high level of unrestricted giving from major donors. He's comfortable holding donor meetings, and knows the value of asking questions, listening carefully, and telling good stories. Matt also leads on many of our trust and foundation applications. He is keen for the Head of Fundraising to have as many relationships with prospective funders as possible.

Rachel Sklan, Deputy CEO: you will draw on Rachel's experiences and knowledge to strengthen our major donor fundraising. Rachel spent 10 years as the Director of Noam, Masorti Youth, and is a talented and experienced youth and community worker. As such, she is enthusiastic about meeting donors and also leads on organising cultivation events. You will support Rachel in developing her relationships with donors.

Lucy Cohen, Director of Noam – Masorti Youth: you will draw on Lucy's knowledge of Noam programmes, and relationships with Noam parents, bringing her to meetings so she can share stories and insight on the work Noam does. Lucy also leads on youth-focused trust and foundation applications.

Flexible working, location, salary, benefits

Flexible working: We encourage working flexibly – talk to us about what will work for you. Our office is in Finchley, north London, and we are open to a mix of office-based and remote working. You'll also need to meet regularly with donors mainly in London and Hertfordshire.

Salary: c£48,000 FTE depending on your experience and track record.

Benefits: pension with 5% employer's contribution, 20 days holiday a year (pro rata) plus Jewish and public holidays, life/incapacity insurance and generous maternity/paternity benefits after 1-2 years in post. We also offer significant discounts at all Noam – Masorti Youth programmes and summer camps.

Training opportunities: we encourage ongoing CPD and will make a budget available for training and mentoring as required.

To apply, please send a CV and covering note setting out how you fit the person spec for this role to David Goldberg at david@goldbergconsulting.co.uk. For more information please email David to set up a confidential chat about the role. The deadline is 5pm on 22 October but applications will be considered on a rolling basis.

Masorti Judaism is committed to equal opportunities, diversity and inclusion. We welcome applications from people of all faith backgrounds and none.



Purpose and Values

The purpose of Masorti Judaism is to develop flourishing communities, rooted in traditional practice and modern values, where people can find meaning by connecting to Judaism and to each other.

We aspire for all our communities and the movement as a whole to be:

Traditional – *we will*

- Operate in the public sphere in accordance with *halacha* (Jewish law) as understood by the Masorti rabbis
- Gently encourage our members to intensify their involvement in Jewish learning and observance
- Explicitly ground our work and communal activity in Jewish values, for example: *mitzvah* – commandedness, *talmud torah* – Jewish learning, *klal Israel* – Jewish peoplehood, *kvod ha-briyot* – human dignity, *mahloket* – pluralism and debate, *tikkun olam* – repairing the world, the centrality of *medinat Israel* – the state of Israel

Inclusive and equal – *we will*

- Celebrate diversity and ensure our communities include people irrespective of (for example) their gender, sexuality, ethnicity, relationship and parental status, income, age, disability and political views
- Advance equality and inclusion in religious practice and leadership, while being sensitive to the needs and agendas of individual communities
- Welcome and integrate new people intentionally and proactively
- Build communities that reflect a wide range of Jewish belief and practice
- Enable the increasing number of mixed Jewish/non-Jewish families to participate fully in communal life (within halachic guidelines)

Learning – *we will*

- Regularly participate in Jewish learning
- Engage with the widest possible range of knowledge, experiences and perspectives in an open-minded, critical and intellectually honest way
- Give and receive feedback, evaluate our practice, and respond dynamically to the results

Empowering – *we will*

- Put 'people before programme' and prioritise relationship-building
- Systematically talent-spot, recruit and develop leaders
- Maximise volunteer involvement
- Avoid unnecessary hierarchies and make decisions at the lowest possible level