

Sands

Application Information

# **Trusts and Statutory Fundraising Manager**

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June 2026

# About Sands

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

We provide bereavement support services both nationally through our Freephone helpline, online community and resources, as well as locally through a network of around 100 regional support groups based across the UK and run by trained befrienders.

Working in partnership with professionals, trusts and health boards, we offer a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

Additionally, we promote improvements in practice and support research to better understand the causes of deaths and save babies' lives.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Over the past 46 years, Sands has grown into a national charity with a powerful vision shared by dedicated volunteers, fundraisers, members, donors, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by 40% since 2012 and, as part of our strategic plan, is focusing on how we can make the biggest difference to the lives of bereaved families and save babies' lives. To find out more, visit [www.sands.org.uk](http://www.sands.org.uk)

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

# Sands Staff Benefits

## Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

## Employee Assistance Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

## Sand Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

## Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

## Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to Canada Life's WeCare wellbeing platform including 24/7 online GP, mental health counselling and financial and legal support. Additionally Staff have access to Bereavement Counselling and a Probate Helpline.

## Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

## Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

## Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

## Sands is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment - making it an especially exciting time to join the charity.

**Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.**

## About the role

The Trusts & Statutory Fundraising Manager will play a key role in delivering Sands' ambitious income growth plans and strengthening long-term philanthropic partnerships that support Sands' work to save babies' lives and support bereaved families.

Reporting to the Senior Philanthropy Manager and sitting within the Partnerships & Philanthropy Team, the role will lead the development and growth of a strategic portfolio of trusts, foundations and statutory funders, securing significant multi-year income and building long-term relationships with supporters and partners.

This is an exciting opportunity for an experienced and relationship-driven fundraiser to help shape and grow a high-potential area of fundraising at Sands. The postholder will work closely with senior colleagues across research, training, bereavement support and engagement teams to develop compelling funding propositions aligned to Sands' strategic priorities.

The role combines strategic planning, relationship management and high-quality bid writing, alongside leadership of the trusts pipeline, stewardship activity, cross-team collaboration and line management of a Trusts Fundraiser.

The successful candidate will be a strong communicator and strategic thinker with experience securing five and six-figure grants, developing funder relationships and translating complex programmes into compelling, impact-led cases for support.

Includes line management of one Trusts Fundraiser.

## To apply:

Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to [recruitment@sands.org.uk](mailto:recruitment@sands.org.uk).

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. **The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "NAME CV"**

Please also complete the Diversity and Equality Monitoring Form and send this with your application.

**Closing date for applications: 28<sup>th</sup> June 23.59pm**

**Interview Date: 6<sup>th</sup> - 7<sup>th</sup> July 2026**

As we have limited staff resources we are unable to provide candidates with feedback about their applications. **Interviews will be held online**

## Job Description

<b>Job Title:</b>	Trusts & Statutory Fundraising Manager
<b>Responsible to:</b>	Senior Philanthropy Manager
<b>Location:</b>	Homebased with travel around the UK as required for donor and staff meetings
<b>Contract:</b>	Permanent
<b>Hours:</b>	Full Time - 35 Hours per Week (9am - 5pm, with a 1-hour unpaid lunch break)  Flexible working arrangements will be considered
<b>Salary:</b>	£43,000 per annum plus £312 Home Workers Allowance per annum

# Main Responsibilities

The overall aims of this role are to:

- lead and grow Sands' trusts, foundations and statutory fundraising programme, securing significant multi-year income in support of Sands' strategic priorities
- build and manage a sustainable pipeline of trust, foundation and statutory prospects, developing long-term relationships and identifying opportunities for growth
- lead the development of Sands' corporate grant and corporate foundation fundraising programme, bringing experience of securing corporate grant funding to establish an expanded area of income growth
- develop compelling, evidence-led funding propositions that translate Sands' work into clear, engaging and donor-focused cases for support
- collaborate closely with colleagues across Research, Bereavement Support, Training, Communications and Engagement teams to shape strategic funding opportunities
- strengthen organisational understanding of trusts and statutory fundraising, bringing insight, innovation and strategic thinking to funding approaches
- provide supportive line management and development to the Trusts Fundraiser, fostering strong performance and collaboration
- ensure excellent stewardship, compliance, reporting and grant management across all trusts and statutory activity
- contribute to a culture of ambitious, relationship-led and insight-driven fundraising across Partnerships & Philanthropy

# Key Responsibilities

## Strategic Management & Income Growth

- Develop and deliver Sands' trusts and statutory fundraising strategy, aligned to organisational priorities and long-term income growth ambitions.
- Manage and grow a strategic portfolio of charitable trusts, foundations, lottery and statutory funders, securing five- and six-figure grants and multi-year partnerships.
- Lead trust-funded matched giving appeals (including Big Give), coordinating cross-organisational campaign activity across Philanthropy & Partnerships and Individual Giving teams, while collaborating with Engagement & Communications to develop compelling campaign assets and drive income growth.
- Lead pipeline development and prospecting activity, identifying new funding opportunities and prioritising prospects with the highest strategic potential.
- Work collaboratively across the organisation to shape compelling propositions and articulate clear, evidence-led cases for support.
- Develop thematic and strategic funding propositions aligned to Sands' work across research, training, bereavement support, inequalities and systems-change activity.
- Contribute insight and sector knowledge to strengthen organisational understanding of trusts and statutory fundraising opportunities and trends.
- Support the diversification of income through innovative approaches to partnership development, restricted and unrestricted funding, and strategic engagement opportunities.

## **Trusts, Foundations & Statutory Fundraising**

- Lead the development of high-quality funding applications, proposals, bids and reports for charitable trusts, foundations and statutory bodies.
- Build and maintain strong relationships with existing and prospective funders, ensuring excellent stewardship and long-term engagement.
- Develop tailored cultivation and stewardship plans that strengthen funder relationships and maximise opportunities for renewal and multi-year support, including leading and contributing to cross-charity stewardship initiatives and engagement campaigns involving trust funders, such as donor thankathons, impact events and bespoke recognition activities.
- Work with internal stakeholders to identify fundable projects and package work into compelling donor-focused narratives and propositions
- Manage the trusts and statutory funding pipeline, ensuring accurate forecasting, reporting and tracking of opportunities and deadlines.
- Maintain oversight of trust or statutory restricted funding, ensuring compliance with grant conditions and timely reporting on impact and outcomes.
- Represent Sands confidently in meetings, presentations and funder discussions, acting as an ambassador for the organisation and its work.

## **Team Management**

- Line manage the Trusts Fundraiser, providing coaching, support, professional development and clear strategic direction.
- Foster a collaborative, supportive and high-performing team culture.
- Conduct regular line management responsibilities including 121s, supervision and performance check-ins, and contribute to annual appraisal and development processes.

- Support knowledge sharing and continuous improvement across the Partnerships & Philanthropy team.

### **Governance, Insight & Performance**

- Lead forecasting, budgeting and KPI management for trusts and statutory income streams.
- Use CRM systems, fundraising data and prospect research to support strategic decision-making, pipeline management and stewardship planning.
- Ensure compliance with fundraising regulation, GDPR, grant conditions and ethical fundraising standards.
- Develop and maintain robust systems and processes to support efficient grant management, reporting and donor stewardship.
- Monitor sector trends, funding opportunities and emerging areas of interest relevant to Sands' strategic priorities.

### **General**

- To undertake other duties as required by the Senior Philanthropy Manager and Head of Partnerships & Philanthropy
- To work flexibly and proactively with other members of the team.
- To maintain confidentiality over personal information relating to staff.
- Abide by all Sands Policies and Procedures.
- Undertake all mandatory training as required.
- Participate in annual appraisal and personal development review.
- The post holder must familiarise themselves with matters relating to Health & Safety Management, as affecting themselves, their department and the organisation as a whole.
- Promote the Sands vision and values at all times.

# Personal Specification: Skills & Experience

## Fundraising Expertise

- Proven track record of securing five- and six-figure grants from charitable trusts, foundations and statutory funders.
- Strong experience developing and managing sustainable fundraising pipelines and securing multi-year funding partnerships.
- Experience identifying corporate foundation prospects and securing funding from corporate foundations.
- Experience developing compelling, evidence-led and donor-focused cases for support.
- Experience of developing funding applications involving multiple stakeholders and complex programme areas.
- Strong understanding of trusts and statutory fundraising landscapes, trends and opportunities.

## Strategic & Relationship Skills

- Excellent relationship-builder, confident engaging with funders, senior stakeholders, clinicians, researchers and external partners.
- Strong written and verbal communication skills, with the ability to translate complex information into compelling and accessible narratives.
- Strategic thinker with strong judgement, able to identify opportunities and balance long-term relationship building with day-to-day delivery.
- Ability to work collaboratively across teams and influence stakeholders to support fundraising priorities and opportunities.

## **Management & Operational Capability**

- Experience managing, mentoring or supporting colleagues to achieve strong performance and professional development.
- Strong planning, forecasting, organisational and project management skills.
- Experience using CRM systems and fundraising data to support pipeline management and decision-making.
- Ability to work independently, manage competing priorities and perform effectively within a fast-paced environment.

## **Personal Specification: Core Competencies**

- Builds collaborative and credible relationships internally and externally, acting with professionalism and integrity.
- Communicates clearly and persuasively, adapting style for different audiences and translating complex information into compelling narratives.
- Demonstrates strategic thinking and sound judgement, balancing ambition with practicality and delivery.
- Uses insight, evidence and data to inform planning, prioritisation and fundraising approaches.
- Demonstrates resilience, adaptability and a solutions-focused mindset when managing competing priorities or challenges.
- Works collaboratively across teams to strengthen organisational impact and supporter experience.
- Demonstrates a commitment to inclusive and equitable fundraising practices aligned to Sands' values and strategic priorities.