



# Trusts & Foundations Lead

22/07/24



Creating local permanent woodland

## Come and work with us

Avon Needs Trees (ANT) is a registered charity creating new, permanent woodland throughout the Bristol-Avon catchment to fight the climate and ecological emergencies.

We fundraise to buy land to create woodlands that will stand for generations, locking up carbon, boosting local biodiversity, and providing natural flood management as well as publicly accessible green space where appropriate.

ANT was founded in 2019 by environmentalist Nikki Jones and a small band of volunteers. They were concerned by how deforested our area had become and that no charity existed to buy land in our catchment to guarantee the permanence of new woodlands.

Since our formation in 2019, we have had two incredibly successful projects in Wiltshire, purchasing two sites of 47 acres, planting and caring for 22,000 native trees with the help of hundreds of volunteers from local and surrounding communities.

In 2023 we started planting Great Avon Wood; a ground-breaking partnership with the Forest of Avon Trust. With over 100 acres of land and 40,000 trees to plant and care for, it was our most ambitious project to date. We have also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We have just completed the purchase of 420 acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation. We are also leading a Landscape Recovery Project across a wide area of the Chew Valley.

## Our Values

**Ambitious:** Our people are nimble and take opportunities, take urgent action to tackle the climate and nature emergencies, are bold in our ambition and scale

**Reasoned:** We are thoughtful, ethical and reasoned in how we deliver our ambitions

**Positive:** We are optimistic about the future and our ability to shape it, meeting our mission and challenges with positivity

## Working with us

- Flexible working with an employer with a proven record of sensitivity to range of personal circumstances and needs
- Hybrid working, based on a 35-hour (full time) working week
- 26 days leave per annum, plus bank holidays (all pro rata for part-time staff)
- Wellbeing and resilience focussed employer
- Paid leave for emergencies
- 24/7 free, impartial and confidential support service
- 24/7 free helpline with health professionals
- Pension scheme, with a 3% employer contribution
- Real Living Wage employer, as a minimum

## Trusts & Foundations Lead

**Reporting to:** Head of Engagement, Communications & Fundraising (HECF)

**Hours of work:** 0.6 FTE to 0.8 FTE (28 hours per week) depending on your preference

**Duration:** One-year fixed-term contract, with the expectation of a permanent contract

**Salary:** £32,000-£35,000pa, pro rata as relevant. Starting salary depends on experience, with opportunities to receive performance related pay increases within this salary band over time.

**Location:** Flexible working between home, our offices in central Bristol and with travel across our catchment area

### Job Purpose

Your legacy will be a tangible impact on slowing down climate change, helping nature recover and creating social impact by developing funding relationships that support our woodland projects and organisational development more broadly.

You will join a fast-growing organisation that started in 2019 with four volunteers and has grown to a staff team of nineteen (with more recruitment in the pipeline for 2024), over 1,000 volunteers and ownership of nearly 600 acres of land that will grow woodlands of over 160,000 trees.

We are looking for an experienced trusts and foundations fundraising professional with exceptional grant writing & management skills. You will help take ANT to our next level of impact by identifying funding opportunities and by inspiring funders to join our ambitious plans for effecting change.

### The role

We have recently updated our Fundraising Strategy to help meet our exciting plans on growth. Fundraising goals are focused on a specific target around the establishment of Lower Chew Forest, medium term unrestricted buffers to plug potential funding gaps and a longer term goal of unrestricted funding to make the organisation more independent, sustainable and resilient. There will be also be an opportunity to support more specific areas of our existing woodland projects such as our green skills workshops and potentially, the acquisition of new woodland.

Our work with trusts & foundations to date has been limited but successful. We believe there is a real opportunity for developing relationships with funders with aligned goals. In particular we see opportunities in the following areas):

- biodiversity
- flood mitigation & chemical run off
- connecting people to the environment, especially marginalised communities
- innovation and pioneering new ways of working
- alternative forms of farming
- green economy skills building
- children & young people
- funders focused on the Avon area
- partnerships

We are looking for an individual who has a shared passion for our work. You will inspire funders of the benefits of our model for affecting tangible change in the fight against the climate crisis.

## Main responsibilities

- Work with the Head of Engagement, Communications and Fundraising to review our current trusts & foundations offerings & processes. Develop a set of recommendations for improvements, with the potential to overhaul the proposition and shape it in your own vision
- Working towards funding goals as laid out in our update Fundraising Strategy, consult the Lower Chew Forest project lead to identify and package up specific funding opportunities
- Identify areas of our work that might be of interest to funders supplying unrestricted income
- Work with relevant staff to develop strong cases for support and case studies, both at a organisational and individual project level
- Coordinate with the Impact & Knowledge Lead to gather supporting impact data
- Research potential funders and build a working pipeline of applications and calendar of activities. Track progress and gather feedback.
- Write persuasive and impactful grant proposals. Use storytelling techniques to bring the scale and ambition of our projects to life
- Develop and nurture relationships with key funders
- Provide timely reporting for funders to a high standard, including updates and end of grant reports
- There is the opportunity to work with the Head of Engagement, Communications & Fundraising on wider fundraising initiatives, for example our project-based crowdfunder - if this is of interest
- Contribute to statutory grant applications for large project-based funding
- Other duties and opportunities as required

## Working relationships and expectations

- As a member of the Engagement, Communications & Fundraising team, you will work closely with the HECF, and alongside the Partnerships & Philanthropy Lead, Communications team & stakeholder engagement roles. You will also collaborate more widely across the organisation, working with project leads to identify funding opportunities and gathering reporting data.
- Hybrid working between home and our office (currently on Gloucester Road with a move to central Bristol soon) with the expectation of being present in our office or on site more than half the days on the typical week
- Occasional evening and weekend working will be required but this is not a substantial feature of your role
- Our staff maintain an appropriate level of confidentiality, professionalism and discretion at all times
- Our staff comply with organisational policies, procedures, and guidance, and external regulations and laws

## Person Specification

Essential / desirable	Specification
Essential	Passion and commitment to addressing the climate and nature emergencies in general and woodland creation in particular
	Ambitious and positive about new opportunities and challenges, especially driving new projects

	A track record of securing 5 and 6 figure gifts from Trusts and Foundations
	Proven experience of identifying and recruiting new prospects and building a prospect pipeline
	A way with words that results in compelling case studies and persuasive grant proposals
	Skill at identifying funding opportunities and overlaps with funder objectives
	Experience of working collaboratively and coordinating across teams to identify funding opportunities, gather high quality case studies & impact data
	Meticulous in tracking, hitting deadlines and gathering feedback to inform future bids
	Brilliance in building relationships, garnering trust and inspiring support
	Diligence in reporting & ensuring terms of the grant are met
	Educated to A-level or equivalent standard. The post holder should have competent IT skills
Desirable	Experience working with trusts & foundations specifically with environmental causes and clients
	Experience using lead management software & online research tools
	A suitable home-working environment, or equivalent

## How to apply

**Application deadline:** Thursday 15th August 2024 at noon

**Interview date:** Week commencing 26th August 2024

**Start date:** As soon as possible and ideally by October 2024

To complete an application please follow the [link](#) to the form and submit by the deadline above.

If you have any concerns or issues completing the application please email: [contact@avonneedstreets.org.uk](mailto:contact@avonneedstreets.org.uk). Please include the job title "Trusts & Foundations Lead" in the subject line of your email.

## Our commitment to equality and equity

We would be grateful if you could also complete our [equal opportunities monitoring form](#). This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application, or seen by anyone involved in the decision-making process.

Your application will have all personal details redacted before being assessed by our short-listing panel.

As a Disability Confident employer, we will offer an interview to disabled candidates who meet the essential criteria for the role.

To address any diversity gaps in our team we will also offer an interview to candidates who meet the essential criteria and are from under-represented groups. At this time this applies to those from Black, Asian and minority ethnic groups.

*Avon Needs Trees is a Living Wage and Disability Confident accredited employer, and a supporter of the West of England Good Employment Charter. We especially welcome applications from under-represented groups.*

