



Appointment of
**Director of
Funding & Impact**

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Introduction



Thank you for your interest in this key role, which helps shape Barts Charity's funding strategy, funding decisions, and is responsible for the monitoring, evaluation and impact measurement of our funding portfolio. We are at an important and exciting moment in our 900-year history as we come to the final months of our current Strategy and finalise our Strategy for 2027-32. Part of our next strategy includes a different funding approach which we want you to shape and deliver.

Our funding spans a wide spectrum of activity, from early-stage ideas to large multi-million-pound programmes across medical research, healthcare innovation, NHS staff wellbeing and patient experience. In the last five years we have awarded £150m in funding, making us a nationally significant funder. As a place-based foundation, whilst our primary beneficiaries are the communities of East London, the impact of much of our work spreads nationally and globally.

Our funding builds knowledge around health needs across East London and enables innovation so our community can access world-class services. We've been ahead of the curve by accelerating the path to AI-powered cancer care with PharosAI. Our funding created a groundbreaking hospital-based academic research centre into healthy ageing and frailty. And in one of our largest ever grants, we have recently supported the creation of the Barts Breast Cancer Centre, a world class centre of excellence at St Bartholomew's Hospital which will completely change how women in East London are treated for breast cancer. These successes demonstrate the breadth, impact and innovation of our funding programme.

You will be joining us as we start to implement a new five-year funding strategy from April 2027, which builds upon the success of the prior five years. A new strand is to focus upon a small number of key local health challenges and take a more programmatic approach to concentrate funding and deliver improvements in local health outcomes. The first such area we have identified is Women's Health & Early Years, and it will be our new Director who will put shape around this and develop the new relationships and ways of working to demonstrate whether we can deliver impact in this way.

In addition, we are looking to significantly increase our fundraised income over the period, mainly from major gifts. You will work closely with the Director of Fundraising & Comms to ensure that new philanthropy is both strategically coherent and meets donor needs. We are also on a journey to develop our data, digital tools and AI capability so that we can turn trusted data into insight which will support our impact measurement and improve the quality of decision-making more generally.

Whilst our endowment and funding figures are significant, we are a small organisation. You will join the high-performing senior leadership team and share responsibility for the wider organisation of c 50 highly engaged staff. We all come together in the office for the same two days each week and believe passionately in the value of this time for team cohesion, collaboration, productivity – and fun!

If you think you could thrive in this environment and are passionate about funding world leading healthcare and pioneering research that delivers measurable health benefits to a diverse population, we would be delighted to hear from you.

Fiona Miller Smith
Chief Executive Officer
Barts Charity



Who We Are and How We Work

Barts Charity brings brilliant ideas, ground-breaking research and transformational healthcare to life in East London

As East London's oldest healthcare charity, we've been at the forefront of advancing healthcare for hundreds of years. The hospitals we support provide excellent care for their patients. Yet too many people's lives in East London are affected by ill health. At Barts Charity we have East London in our hearts, and we want healthier, longer lives for everyone in our community.

Together with our partners we make better healthcare possible, funding brilliant ideas and ground-breaking research to transform lives. We invest in inspiring people and projects that have the greatest impact on the health and lives of local people. And as our local community is one of the most diverse places to call home, what makes a difference in East London has the potential to touch lives across the world. As the dedicated charity for Barts Health NHS Trust, we support St Bartholomew's, Whipps Cross, Newham, Royal London, and Mile End hospitals, as well as the Faculty of Medicine and Dentistry at Queen Mary University of London. We also support researchers at the School of Health & Medical Sciences at City St George's, University of London.



Our 2027-2032 Funding Strategy

Over the current strategy period (2022-2027) we have committed £150m+ to fund life-changing improvements to health for the people of East London.

We are just finalising our 2027-2032 Strategy which will be built around the three priorities shown below:

Vision:

To enable life-changing improvements to health for the people of East London*

Mission:

To support improvements to healthcare and transformative research for local health benefit. We work in partnership with the NHS, local research institutes and others who can help us achieve our goals and maximise our impact*

Priorities:

1. Discovery and innovation – We advance pioneering research and clinical innovation that can lead to improved local health outcomes
2. Healthcare experience – We support improvements to patient experience and staff wellbeing across Barts Health hospitals to enable better care locally
3. Focus on key local health challenges – We focus on key local health challenge areas where we can concentrate effort to deliver improvements in local health outcomes

We deliver our funding mainly through our partners Barts Health NHS Trust, the Faculty of Medicine and Dentistry at Queen Mary University London and the School of Health & Medical Sciences at City, St George's University of London. We work in partnership with them to develop a multi-million-pound funding pipeline which enables us to plan funding and ensures strategic alignment. In addition, we will be looking to potentially work with new partner organisations as we look to develop a more programmatic approach under the 'Focus on key local health challenges' strand.





The Director of Funding and Impact

Barts Charity is now seeking to appoint a Director of Funding and Impact to build on the considerable success of Dr Victoria King who has held the role since 2019. This is a senior executive position, central to shaping our funding strategy, influencing funding decisions and ensuring that we understand, demonstrate and maximise the impact of our funding portfolio.

We are at a particularly exciting point in our 900-year history. As we reach the final months of our current strategy and prepare to implement our new five-year strategy for 2027–32, the Director of Funding and Impact will have significant opportunity to shape our next chapter; helping us translate our ambitions into a new, more focused and pragmatic approach to funding and ensuring that our resources deliver the greatest possible improvements in health and healthcare.

Terms of Appointment

Job title: Director of Funding & Impact

Reports to: CEO

Salary: £125k

Contract: Permanent

Direct Reports: Head of Funding, Head of Impact & Information, Head of Funding Operations

Location: Ground Floor, 12 Cock Lane, London EC1A 9BU – Fully accessible office.

Hybrid Working: Hybrid working, 2 mandatory anchor days in the office (Tuesdays and Wednesdays) and other days remote. Must be able to attend office on non-anchor days when required.

Flexible Working: 37.5 hours per week. Core hours 10am–4pm.

Flexible working requests (outside of the anchor office attendance days) will be considered.

Annual leave: 30 days plus bank holidays

Pension: 10% employer's contribution

No obligation for employee to contribute



Key Responsibilities

Strategic Leadership

- Lead the development and delivery of Barts Charity's funding and impact strategy, ensuring resources are deployed to maximise benefit.
- Create a strong pipeline of investable opportunities and lead the development of strategic focus areas and initiatives, translating high-level ambitions into practical, deliverable programmes.
- Identify emerging opportunities, unmet needs and areas of innovation where the Charity can achieve transformational impact through funding, partnership and influence aligned with organisational vision and mission.
- Champion the development of data, digital and AI capabilities across Funding & Impact, ensuring the team has the systems, insight and tools required to deliver strategy effectively and make high-quality decisions.

Funding Programmes and Grant-Making

- Hold overall responsibility for the effective design, governance and delivery of Barts Charity's grant-making portfolio as well as grant-making and funding processes.
- Ensure funding programmes are strategically aligned, evidence based, equitable and responsive to the needs of local communities and partners.
- Oversee the full funding lifecycle, from opportunity identification, inputting into programme design through assessment, award management, monitoring, learning and evaluation.

- Ensure grant-making processes reflect best practice and meet appropriate regulatory, governance and, where appropriate, AMRC research funding good practice.
- Serve as lead officer to relevant Board and Committee structures, providing high-quality strategic advice and assurance.

Strategic Initiatives, Partnerships and Programme Development

- Lead the identification, development and delivery of complex, high-value strategic initiatives that bring together NHS, academic, community and voluntary-sector partners to deliver impact.
- Build and maintain influential relationships with senior leaders across Barts Health, Queen Mary University of London, local authorities, primary and community healthcare, voluntary and third sector organisations, funders and research and healthcare organisations and partners.
- Develop and manage strategic partnerships that amplify impact, attract co-investment and create opportunities for innovation.
- Maintain oversight of developments across healthcare, research, policy and philanthropy, identifying opportunities for collaboration and strategic investment.

Key Responsibilities

Impact, Learning and Influence

- Lead the Charity's approach to measuring impact, learning and evaluation, ensuring evidence informs decision-making and future investment.
- Lead the design and development of frameworks to understand, measure and communicate the outcomes and impact of funded activities.
- Use insight and evidence to strengthen strategic decision-making, influence external partners and demonstrate the value of the Charity's approach and mission.
- Lead the development of the Charity's funding and impact data capability, ensuring data, digital tools and AI are used responsibly to generate insight, strengthen impact measurement and support evidence-based decision-making.
- Champion inclusive approaches, including community involvement, reducing health inequalities and embedding equity considerations across funding practice.
- Represent Barts Charity externally and act as an ambassador for its mission, priorities and impact.

Fundraising and Philanthropic Strategy

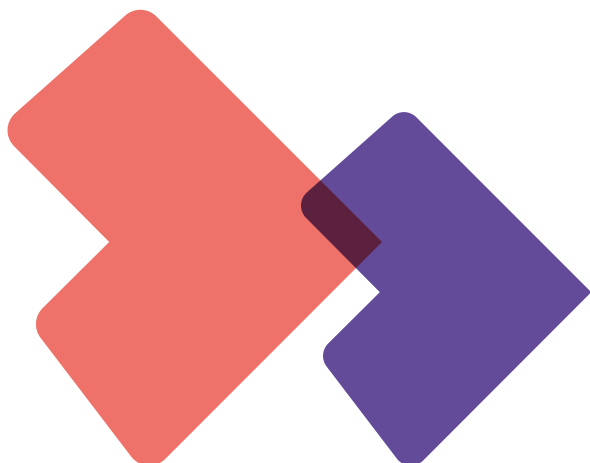
- Work closely with fundraising colleagues to identify compelling funding opportunities aligned with donors' interests and the Charity's strategic priorities.
- Support the development of major philanthropic propositions and strategic cases for support.



- Work closely with fundraising colleagues to provide strategic input to donor engagement and stewardship activities, demonstrating impact and future opportunities for investment.

Leadership and Team Development

- Lead, inspire and develop a high-performing Funding & Impact team.
- Contribute as a member of the Senior Leadership Team to organisational strategy, planning, performance and culture.
- Foster a culture of collaboration, learning, inclusion and continuous improvement.
- Ensure effective resource planning, financial management, including funding commitment and performance management.
- Build organisational capability in funding, impact, partnership working and strategic programme development to increase the reach of the Charity's impact.



Key Responsibilities

Skills, Knowledge and Experience

Essential

- Significant senior leadership experience within a foundation, charity, research funder, public body or equivalent organisation.
- Proven success in developing and delivering funding strategies and complex funding portfolios.
- Strong experience of designing, developing and implementing strategic programmes or initiatives involving multiple stakeholders and partners.
- Demonstrable track record of building productive partnerships and influencing at senior executive level across organisational boundaries.
- Experience of managing substantial budgets and funding portfolios.
- Strong understanding of impact measurement, evaluation and learning approaches in a grant giving and funding context.
- Experience of leading the development and use of data, digital and AI-enabled approaches in support of strategy.
- Experience of committee and Board reporting, governance and strategic decision-making.
- Excellent understanding of the healthcare, research, charitable or public sector environment.
- Experience of leading and developing multidisciplinary teams.
- Excellent communication skills, including the ability to present complex issues clearly to diverse audiences.
- Proven ability to translate strategic ambitions into practical implementation plans and deliver results.

Desirable

- Experience working within health, medical research or place-based philanthropy.
- Experience of developing major philanthropic opportunities or working closely with fundraising teams.
- Understanding of health inequalities, community engagement and participatory funding approaches.



- Advanced qualification, e.g. PhD in STEM, in a relevant field or equivalent professional experience.

Personal Qualities

- Strategic and intellectually curious, with the ability to see opportunities others may miss.
- Strong relationship builder who develops trust, credibility and influence with diverse stakeholders.
- Entrepreneurial and opportunity-focused, comfortable working in ambiguity and developing new approaches.
- Collaborative, inclusive and compassionate leader who brings people together around shared goals.
- Political awareness and judgement, with the ability to navigate complex organisational environments.
- Outcome-focused, with a strong commitment to delivering meaningful impact.
- Confident decision-maker who balances innovation with appropriate governance and risk management.
- Resilient, adaptable and comfortable operating in a fast-changing environment.
- Passionate about improving health and reducing inequalities across East London communities.
- Values-driven and committed to equity, diversity and inclusion.



How to apply

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. For a conversation in confidence, please contact Ilona Motyer on Ilona.Motyer@perrettlaver.com.

Completed applications should be uploaded at <https://PLusPortal.PerrettLaver.com> quoting reference number **8618**.

Applications should consist of a CV and supporting statement which includes a brief overview of your experience with relevance to the personal specification as well as an indication of the reasons for your interest in this opportunity.

The deadline for applications is Monday 28th September, at 09:00 am BST.

Following this, Perrett Laver will meet with the Selection Committee to agree upon a longlist of candidates. Longlisted candidates will be invited to discuss the role and their candidature further with Perrett Laver in early October.

The Selection Committee will subsequently meet with Perrett Laver to agree on the shortlist of candidates who will be invited to final interviews. The final interviews and assessment exercises will take place in late October.

Inclusion

The population of East London is one of the most diverse in the UK which is reflected in the staffs of both Barts Health and the Medical School. We at Barts Charity recognise a need for our staff and senior volunteers to be more representative of the organisations which we fund, and the people whose healthcare we are looking to improve. We welcome applications from people from all identities and backgrounds and we particularly want to encourage people from under-represented groups to apply to work with us.

We work to ensure that our recruitment processes are as inclusive as possible to everyone. This includes making reasonable adjustments for people who have a disability or long-term condition. If you would like us to make reasonable adjustments during the application process, please let us know when you apply.

Accessibility Statement

Should you require access to these documents in alternative formats, please contact our Senior Project Manager Freya Coombes Freya.Coombes@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Privacy Statement

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor; and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <https://perrettlaver.com/privacy-policy/>.



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