



October 2020

Dear applicant,

Thank you for showing an interest in applying for a position working with Fashion Revolution. Fashion Revolution strives to be action-oriented and solution focused. Rather than making people feel guilty, we help them recognise that they have the power to do something to make positive change. We celebrate fashion as a positive influence while also scrutinising industry practices and raising awareness of the fashion industry's most pressing problems. We aim to show that change is possible and encourage those who are on a journey to create a more ethical, sustainable and transparent future for fashion. We try to always be bold, provocative, inquisitive, accessible and inclusive.

This is a newly created interim role to help us develop and deliver our communications and fundraising. We are looking for an exceptional candidate to join our team of directors to help steer the organisation forward.

Fashion Revolution is strong because it is diverse. We do not discriminate in hiring practices and actively seek a diverse applicant pool. We encourage candidates of all abilities, ages, gender identities and expressions, national origins, races and ethnicity, religious beliefs, sexual orientations, and those with criminal records to apply. We welcome all kinds of diversity.

Our team includes people who are parents and non-parents, the self-taught and university educated, and from a wide span of socio-economic backgrounds and perspectives on the world. We use the Rooney Rule in our hiring process.

Enclosed with this recruitment pack you will find the role description and person specification for the post along with an inclusion form.

If you wish to apply, then please make sure that you complete the diversity and inclusion form, submit your CV and send a statement covering the reasons why you fit the role description. Please note applicants must have the right to work in the UK and be resident in the UK for this role.

We will only consider those applications that have completed all requested elements.

Yours faithfully,

Carry Somers
Co-Founder / Global Operations Director

Orsola de Castro
Co-Founder / Global Creative Director



Role: Interim Director of Communications and Fundraising (8-20hrs per/wk pending funding)
Location: This role is home-based. The successful candidate must have easy access to London for occasional meetings in London.

Applicants must have the right to work in the UK and be a resident of the UK.

Who we are and why we need you

Fashion Revolution is a global movement that works for a more sustainable fashion industry, campaigning for systemic reform of the industry with a special focus on the need for greater transparency and sustainability in the fashion supply chain.

We work all year round to raise awareness of the fashion industry's most pressing issues, advocate for positive change, and celebrate those who are on a journey to create a more ethical and sustainable future for fashion.

Our mission is to unite the fashion industry and ignite a revolution to radically change the way our clothes are sourced, produced and purchased so that what the world wears has been made in a safe, clean and fair way.

We believe that collaborating across the whole supply chain from farmer to consumer is the only way to transform the entire industry. Fashion Revolution brings everyone together to make that happen. This is an exciting opportunity to join an impressive team with a great opportunity to drive our strategic development, brand development and digital transformation.

The role

In this newly created role of Interim Director of Communications and Fundraising we need you to help achieve our organisational mission by leading the communications strategy and growth and diversification of the organisations income streams. You will own the development of an integrated communications and fundraising strategy looking at innovative ways to deeply engage our audiences in the public sector, education sector, policy makers, and brands.

The role will require you to bridge the gap between being hands-on and operating at a strategic level. You will play a critical role in leading the long-term strategic direction of the organisation and will line manage, mentor and coach the fledgling fundraising and communications team. At the same time, you will be hands-on securing new business from supporters and major givers.

Leadership

- Play an active role as a member of the Directors team, to lead the long-term strategic direction of the organisation
- Be the organisational lead for fundraising and communications, maintaining intelligence on latest trends and opportunities as well as relevant legislation
- Drive the voice of Fashion Revolution
- Provide counsel and advice on all matters related to marketing communications, policy and reputation.
- Be a proactive ambassador and key spokesperson for Fashion Revolution

- Provide advice and guidance on communications and fundraising to Global Network, working closely with the Global Network Manager

Team Management and Development

- Line manage, mentor and coach members of the communications and fundraising team so that they develop in their respective roles
- Set team and individual objectives, key performance indicators and development goals to effectively manage performance

New Business

- Define new opportunities including focus sectors and top prospects
- Build and manage a robust pipeline of fundraising support from grants, employee support, sponsorship, individual giving through to mutually beneficial strategic partnerships that meet financial and non-financial targets to support the organisation's vision
- Build and support a robust pipeline of major gifts

Account Management

- Proactively develop, grow and manage the value of current partnerships.

Marketing and Communications

- Oversee the development of the communications and marketing strategy for the organisation
- Oversee the development of marketing and campaign plans to achieve identified organisational goals
- Oversee all marketing and communications outputs to ensure quality and brand integrity

General

- Keep accurate records to be able to report internally, and externally to our funders where required, on pipeline progress and partnership portfolio income and expenditure
- Adhere to the organisations data protection, health and safety and equal opportunity policies
- Comply with all recommendations and best practice set out by relevant bodies including the Fundraising Regulator.

Essential Experience and Skills

- At least 3 years experience working in a fundraising environment
- At least 5 years experience working in a communications environment
- Line management experience of Communications and or Marketing specialists
- Must have good knowledge of the fashion and textile industry and its supply chains.
- Must be financially literate with experience of setting and managing budgets
- Proven track record of successfully managing and delivering partnerships
- Experience of securing support from a variety of sources and income streams
- Excellent time and priority management and organisational skills

How we will reward you

The basic salary is £45k pro rata depending on experience. Initially this role is offered for 9 months. We provide a supportive, flexible and often autonomous working environment.

Who you will be reporting to and working with

You will be working with the Director team and line managing the Content Manager

How to apply

A full application for this role comprises of:

- Your CV with supporting statement
- Completed [Application Questionnaire](#)
- Completed [Inclusion Form](#)

Please email recruitment@fashionrevolution.org

Applicants that do not provide all the requested information will not be shortlisted for interview.

Deadline: 06 November 2020

Interviews will be held on a rolling basis for this role.