

# Head of Philanthropy

## January 2026



# Welcome

Thank you for your interest in applying for the Head of Philanthropy role at the British Asian Trust.

The British Asian Trust was founded to tackle poverty, inequality and injustice in South Asia, working alongside communities to create lasting change for those most at risk. Our work seeks to improve lives and expand opportunity for millions of people, particularly children and young people, through programmes focused on education, livelihoods, mental health, child protection and conservation. We exist to ensure that individuals and communities across South Asia are not only protected from harm, but are able to thrive.

We are a different kind of organisation. We work in close partnership with the private sector, challenge traditional development approaches through social finance and impact investing, and mobilise the strength and generosity of the global diaspora to drive systemic and sustainable change at scale.

Our annual turnover has grown from £1 million to over £20 million. In recent years, we have launched Kawach, a \$50 million child protection fund; a £30 million innovative finance instrument supporting education; and a mental health initiative reaching more than 100 million people. Following our merger with Elephant Family, a Royal conservation charity, we are also developing an ambitious conservation strategy alongside our wider programme portfolio.

We are now entering an important phase in our development. Building on strong foundations, we see significant opportunity to accelerate our impact by growing and diversifying our philanthropic income, deepening partnerships, and expanding our reach across the UK, South Asia and emerging global markets, including the UAE and North America.

To help realise this ambition, we are seeking an exceptional Head of Philanthropy. We are looking for someone who brings ambition, creativity and clarity of purpose. Someone who can work collaboratively with senior leadership, Trustees and volunteers to inspire generosity, build trusted relationships and develop compelling opportunities for philanthropic support. This role will suit a results-focussed leader with the confidence to operate at the highest levels, the curiosity to explore new models of giving, and the drive to translate strategic priorities into meaningful impact for the communities we serve.

This is a distinctive opportunity to help shape the future of philanthropy at the British Asian Trust, and to play a central role in delivering change at scale for millions of people across South Asia.

If you believe you have the skills, experience and values we are seeking, we would be delighted to hear from you.

Hitan Mehta  
Chief Executive



## About us

The British Asian Trust was founded in 2007 by His Majesty King Charles III (when he was The Prince of Wales) and a group of visionary British Asian business leaders, to harness the power of the diaspora for social change. Since its inception, the Trust has tackled social challenges across South Asia and, more recently, has been developing a strategy to support British Asian communities in the UK.

## Our vision, mission and values

### Our vision

A South Asia that is prosperous, inclusive and sustainable.

### Our mission

To bring together the South Asian diaspora and partners to create bold, innovative and scalable solutions that catalyse systemic change and unlock the potential of communities.

### Our values

- **We are brave**

We challenge traditional approaches and seek to disrupt the development agenda.

- **We have integrity**

We are accountable, credible, transparent and trustworthy.

- **We are passionate**

We are driven by a passion for social change and a determination to achieve the most impact possible.

- **We are entrepreneurial**

We are agile, we take opportunities, and innovation and creativity are at the heart of everything we do.

- **We are one global team**

We work together and we work in collaboration and partnership with others to achieve impact at scale.



## Our growth and impact

In the last five years we have seen rapid and significant growth:

- Increased the annual turnover of the organisation to more than £20m.
- Launched Kawach, a \$50m child protection fund in India.
- Successfully delivered the world's largest \$11m Education Development Impact Bond, with 200K students learning 2.5 times more than other students as a result of an outcomes-based financing model.
- Launched a \$14m Skills Impact Bond with the Government of India to train 50,000 young Indians (60% women) to help them secure and retain jobs.
- Delivered a \$9.3m India Oxygen Appeal and India Recovery Fund to support people during the COVID-19 pandemic, supporting over 2.3 million people in 12 months.
- Delivered groundbreaking mental health work in Pakistan, reaching millions of people, increasing access to support, influencing policy and transforming the mental health system.
- Secured several multi-million-pound partnerships (UK Government, BT and Tata Trusts).
- Launched a new programme in Bangladesh in mental health, training 2,500 ready-made garment workers as lay counsellors to support better mental health in the workplace.
- Launched a £1m Bangladesh Climate Innovation Fund.
- Merged with another Royal charity (Elephant Family) and have added a conservation vertical to our programmes portfolio.



## Role summary

The Head of Philanthropy will lead and grow British Asian Trust's high-value philanthropy strategy, driving both unrestricted and restricted income from major donors, philanthropists and senior influencers.

Acting as a senior advisor to the Executive Director of Fundraising & Communications, the Chief Executive, Trustees and senior volunteers, the post-holder will:

- Develop and deliver a diverse portfolio of high-value philanthropic initiatives.
- Grow and evolve existing programmes, including the Founders Circle, while ensuring the overall strategy is not overly dependent on any single initiative.
- Design new funding propositions aligned to the British Asian Trust's strategic programme priorities, particularly internationally with focus on our emerging philanthropic pipeline in UAE, North America and beyond.
- Personally cultivate and solicit high-level donors while enabling others to do so effectively.

The role will act as a senior leadership voice across Fundraising and Programmes, influencing organisational priorities and shaping how philanthropic capital is deployed for maximum impact.

You will shape compelling philanthropic opportunities and ensuring the British Asian Trust is positioned as a partner of choice for transformational giving.

# Key responsibilities

## Strategic leadership of high-value philanthropy

- Develop and implement a multi-year high-value philanthropy strategy, making informed choices about where the organisation should focus its time, relationships and investment to maximise income and impact.
- Lead the evolution of existing initiatives and the design of new philanthropic models, working in close partnership with Programme teams to translate strategic priorities into compelling funding opportunities.
- Collaborate with Programme teams to translate organisational priorities into compelling, fundable philanthropic propositions.
- Contribute to organisational strategy, financial planning, budget monitoring and income diversification.

## Development and delivery of philanthropic initiatives

- Optimise the performance of the Founders Circle as one component of a broader high-value philanthropy portfolio, ensuring it supports both income growth and long-term donor progression.
- Identify opportunities to enhance supporter journeys, giving levels and long-term engagement across all high-value initiatives.
- Partner with the Events team to design and deliver a compelling portfolio of income-generating and stewardship events, for Founders Circle members and other close supporters.
- Leverage support from the Fundraising Committee to optimise reach into new networks and income-generating opportunities.
- Ensure all initiatives are delivered to a high standard, aligned with best practice and compliant with fundraising regulation and internal policies.

## Donor cultivation, solicitation and stewardship

- Personally manage a portfolio of high-value donors and prospects, securing six-figure and above gifts.
- Lead and coordinate the philanthropic pipeline, ensuring robust prospect identification, progression and solicitation.
- Design bespoke proposals and funding opportunities in collaboration with colleagues across Fundraising, Programmes and Communications.
- Deliver exceptional stewardship, ensuring donors are meaningfully engaged with the impact of their philanthropy.

## Systems, processes and reporting

- Ensure robust systems, processes and insight are in place to enable effective decision-making, forecasting and accountability across high-value philanthropy.
- Oversee accurate donor records, reporting and forecasting via the CRM, including developing dashboards and insights that support strategic planning and senior leadership reporting.
- Set budgets, monitor performance against income and activity targets, reporting regularly to senior leadership.

## Other

- Actively contribute to and support wider British Asian Trust activities and initiatives, particularly with regards to income generation and communications.
- Regularly work with senior volunteers, including Trustees, Fundraising Committee members and others to grow networks, seek support with fundraising strategy and secure additional income.
- Consistently demonstrate the values and principles of the British Asian Trust in all its activities.
- Other duties as required by the line manager commensurate with the post.

## Prospecting, insight and partnerships

- Lead a prospect research and intelligence gathering function to identify new philanthropists, networks and opportunities.
- Maintain a strong understanding of the wider philanthropic landscape, including trends in major giving, social finance and impact-led philanthropy.
- Proactively develop relationships with external partners and collaborators where they can support strategic philanthropic growth.



## What success looks like

- A diversified high-value philanthropy portfolio delivering sustained growth in unrestricted and programme-restricted income.
- A refreshed and expanded Founders Circle, with clear progression routes into deeper engagement and transformational giving.
- At least one new flagship philanthropic proposition or funding model embedded into the organisation's core offer.
- A confident, capable philanthropy team operating with clear plans, strong pipelines and excellent stewardship.

## Key relationships

### Internal

- Chief Executive
- Trustees on the Fundraising Committee
- Executive Director of Fundraising & Communications
- Chief Operating Officer
- Country Directors
- Head of Fundraising – India
- Programme Fundraising Team
- Head of Programmes
- Events Team
- Communications Team

### External

- British Asian Trust partners
- Founders Circle members
- Major donors
- Corporate partners
- British Asian Trust service providers, such as IT and database support



## Job-related knowledge, skills and experience

### Essential skills and experience

- A proven track record of delivering income against agreed targets and timescales.
- Extensive experience of managing and developing relationships with existing and potential philanthropists, influential individuals and senior volunteers to inspire them to support the charity.
- Extensive experience of securing six-figure and above gifts, with the ability to independently manage the full fundraising lifecycle from prospect identification through to solicitation and long-term stewardship, delivering against agreed income targets.
- Experience of creating successful bespoke proposals and asks for high value donors.
- Demonstrable ability to communicate effectively with a wide range of internal and external stakeholders, adapting style and approach to stakeholder needs.
- Demonstrable experience of managing high-level internal and external stakeholders (including chief executives and trustees) to engage and drive fundraising relationships.
- Confidence in managing data for both reporting and compliance purposes.

### Desirable skills and experience

- Knowledge, experience and/or passion relating to the British Asian Trust's programme areas (livelihoods, education, child protection, mental health, conservation) and/or countries in South Asia, particularly India, Pakistan and/or Bangladesh.
- Knowledge and/or experience of the social finance sector or results-based-finance.

### Desirable skills and experience

- Excellent stakeholder and relationship management skills.
- Excellent written and verbal communication skills.
- Excellent time management and organisational skills.
- Ability to prioritise work and work well under pressure.
- Ability to work methodically and with high attention to detail.
- Good working knowledge of database, spreadsheet and word-processing software.
- Ability to demonstrate a flexibility of approach and work effectively as part of a team.

# Terms of appointment

## Salary

c. £75,000

## Reporting to

Executive Director of Fundraising & Communications

## Reporting to

1 x Philanthropy Manager, 1 x Philanthropy Officer and 1 x Fundraising Assistant

## Hours

Full Time, 37.5 hrs a week.

Core office hours are usually 9:30am - 5:00pm.

Flexible working requests will be considered.

## Contract

Permanent

## Office location

ScaleSpace, White City, West London.

We currently operate a hybrid model with home and office working. Staff are required to work from our office two days per week.

## Pension

The British Asian Trust operates an automatic enrolment scheme via NOW Pensions. You will be automatically enrolled if you fulfil criteria based on age and earnings. Employer contribution is 5%.

## Annual leave:

In addition to normal bank and public holidays, staff are entitled to 25 days paid holiday per leave year, pro rata. The leave year is from the 1 January to 31 December and holiday entitlement accrues throughout a year.

## Additional benefits

- Cycle to work scheme.
- Access to a wellbeing platform.
- We have in the recent past offered staff half day Fridays off during the months of August and December and a further three days between Christmas and New Year. These days are over and above annual leave entitlement and are currently discretionary.

## How to apply

Please [click on this link](#) to find full details on how to apply for this role.

Closing date: 23:59, Monday 26 January 2026

Interviews first round: w/c Monday 2 February 2026

Interviews second round: w/c Monday 9 February 2026

## Equality and diversity

The British Asian Trust has a zero-tolerance approach to bullying, harassment, exploitation and abuse. We have committed to safeguard the wellbeing of every person in our community and all the people that we work with, through and for. All people without exception have the right to protection from harm, including all forms of bullying, harassment, exploitation and abuse. We are an equal opportunities employer and we welcome applications regardless of sex, gender, race, age, belief in any religion and none, gender identity, ethnic origin, class, sexuality, nationality, appearance, disability, responsibility for dependants and any other matter which causes a person to be treated with injustice. Please note, the British Asian Trust is not able to sponsor a work visa for this position, therefore candidates will be required to evidence their right to work in the UK.