

# Fundraising and Impact Manager Recruitment pack

April 2026



## Why join the Criminal Justice Alliance?

A message from our Director

Thank you for your interest in the Criminal Justice Alliance (CJA). I'm delighted you're considering joining us.

We aren't just one organisation; we are a powerful collective of over 200 members spanning every corner of the criminal justice system. Our network brings together charities, academics, legal experts, and individuals with lived and professional experience.



We pride ourselves on being the only completely independent member body in the criminal justice sector. This independence gives us the freedom to speak truth to power, challenge the status quo, and advocate for a criminal justice system that is truly fair and effective. At the CJA, you'll have agency in the projects you work on and can contribute to the difference we make together as we shape our future direction.

This is a brand-new, high-impact role designed for a strategic and creative professional who wants to be part of systemic change for the criminal justice system. As our Fundraising and Impact Manager, you will lead our income strategy and impact narrative, ensuring that our vital work is both sustainably funded and clearly evidenced.

This is a pivotal moment to join us as we approach our 20th anniversary. This coming year will involve working closely with our members to develop our 2027-30 strategy. We are looking for someone who is truly collaborative and would thrive working closely in a small but mighty team.

We are committed to building a diverse team. We particularly encourage applications from those from Black, Asian and minoritised communities, people who identify as LGBTQ+, people with disabilities, and/or those with lived experience of the criminal justice system, to apply.

If you are interested in helping us improve the criminal justice system and feel that you have the commitment and experience for the role, I look forward to receiving your application.

**Nicola Dawn, Director**

## About the CJA

The [Criminal Justice Alliance](#) (CJA) advocates for a fair and effective justice system. Our insight comes from our members: over 200 non-profit organisations and academics with expertise across the UK justice system. We investigate key issues in criminal justice, co-produce evidence-led briefings and reports with our members to influence policy change. We connect practitioners, academics, the media, people with lived experience and policy makers from across the justice system to hold the government and other institutions to account and to promote power sharing. Read our latest Annual Report [here](#).

### Our vision and mission

**Our vision** is of a fair and effective criminal justice system that works well for everyone and leads to a more equitable society.

**Our mission** is to achieve sustainable, systemic change, through the collective power of our membership network.

### Our strengths

1

#### **The ability to guide change through a whole-system view**

As a broad network, our members enable us to visualise the whole criminal justice system (CJS), connecting dots that are impossible for most to see. In turn, we formulate sensible ways to drive forward systemic change. Our strong links to policy makers, the bodies overseeing the system and those experiencing the CJS ensure that our proposals are sensible and sustainable. We also identify and share innovation, good practice and policy solutions both nationally and internationally.

2

#### **The depth and breadth of our membership**

We represent members from across the full spectrum of the CJS. This includes charities, research institutions and staff associations. By hearing a wide range of voices we are well-positioned to navigate change on issues including prevention, policing, courts, prisons, probation and victims' services. Our insights garnered from our members also enable us to tackle cross-cutting and intersecting topics such as racial inequality and gives us an important understanding of related social justice issues like housing and mental health.

3

#### **The freedom to take action and raise issues on injustices**

We take action against unfair, harmful and ineffective policies and practices. We hold key decision makers and public bodies to account because we do not accept any public funding.

## Our Values

Our approach to work also ensures that our internal working reflects our external goals. We always aim to be:

**Collaborative:** We co-design and co-produce our work with members, people with lived experience and others in a meaningful and inclusive way.

**Constructive:** We find common ground, recognise positives, identify solutions and embed restorative principles.

**Challenging:** We take bold action against unfair, harmful and ineffective policies and practices. We challenge ourselves to reflect, learn and be ambitious.

**Empowering:** We build the capacity, confidence and influence of our members and people with lived experience to achieve positive change.

**Evidence-led:** We carry out research and draw on the expertise of our members, people with lived experience, academics and others to guide our work and inform the findings and recommendations we make.

**Equitable:** We embed principles of fairness, transparency, equality, diversity and inclusion in our work and organisation.



## Role summary

Job Title:	Fundraising and Impact Manager
Contract	One-year, fixed term contract
Location	Hybrid with at least 1 day a week in London office (EC1V)
Responsible to:	Director
Salary:	£39,500 pro rata
Hours:	Part time - 0.6 FTE or 21 hours
Benefits:	25 days holiday per annum, with 8 public holidays (27 days after 3 years).  Flexible working. Employer pension contribution 7%. Cycle to work scheme. Christmas holiday closure.

## Main tasks and responsibilities

### 1. Fundraising

- Develop and lead an impactful fundraising strategy, focusing on income diversification to ensure our long-term sustainability.
- Support the Director in diversifying income streams, including exploring corporate partnerships, major donors, and commissioned projects.
- Work with the Director to maintain and deepen existing funder relationships
- Lead on the research, development, and submission of high-quality funding applications to trusts and foundations.
- Manage a calendar of reporting requirements, ensuring all grant reports are submitted on time and demonstrate clear progress against KPIs.

### 2. Proving our Impact

- Work collaboratively with the CJA team to develop and implement a framework to capture the CJA's systemic impact
- Contribute to the development of CJA's Theory of Change, ensuring it accurately reflects the organisation's strategy
- Work closely with the Communications and Engagement Manager to analyse and represent the results from CJA members surveys and roundtables.

### 3. Strategy & Governance

- Provide regular updates to the Board on fundraising pipelines and impact metrics.
- Ensure all fundraising activities comply with the Fundraising Regulator's Code of Practice and GDPR.

## **Person Specification**

### **Essential**

- Demonstrable experience of success in leading fundraising for a charity, including achieving income targets across a multitude of income streams
- Successful track record in building strategic relationships with grant-makers, corporate partners, and high net worth individuals
- Strong financial and strategic planning skills, including KPIs and reporting
- A sound knowledge of fundraising/charity regulations that impact on fundraising activity including Fundraising Regulator guidelines, Charity Commission requirements relating to fundraising and GDPR
- Proven experience in developing and implementing impact measurement frameworks, such as Theory of Change or Logic Models, specifically within a small charity context.
- Excellent written and verbal communication skills, with exceptional attention to detail and the ability to present information creatively to engage a range of audiences
- Experience of and ability to analyse a range of evidence from hard numbers and survey results to personal stories and policy wins, to demonstrate impact.
- Strong understanding of charity finances and risk management
- Ability to work flexibly as part of a small team.
- Proven commitment to equality, diversity and inclusion.
- Commitment to the vision, mission and strategic objectives of the CJA.

### **Desirable**

- Knowledge of methodologies for measuring systems change
- A knowledge of fundraising for the criminal justice sector

- Understanding or experience of the criminal justice system of England and Wales.

#### **Guaranteed Interview Scheme**

As a second chance charter employer, we actively encourage applications from people with lived experience of the criminal justice system.

We guarantee to interview anyone with lived experience whose application meets the minimum criteria for the role. The minimum criteria means the Essential criteria outlined in the Person Specification and at least one of the Desirable criteria.

Please indicate in your application that you wish to be considered under the Guaranteed Interview Scheme and provide us with evidence in your application which demonstrates that you meet the minimum criteria.

#### **How to apply**

Please send a copy of your CV (no more than four pages) and a supporting statement (of no more than 500 words) outlining your interest in joining the CJA, and the skills, experience and motivation you would bring to the organisation. Please also provide details of two referees, one of which should be current or former employer.

Applications – marked ‘Application: Fundraising and Impact Manager’ – should be sent to [recruitment@criminaljusticealliance.org.uk](mailto:recruitment@criminaljusticealliance.org.uk). If you would like to discuss any reasonable adjustments you may need for interview, please advise us in your application.

Please also return this [Equity and Diversity Monitoring Form](#) (click to download). This will be separated from your application upon receipt.

#### **Queries**

If you would like to have an informal conversation about the role please contact Nicola Dawn, Director at [Nicola.dawn@criminaljusticealliance.org.uk](mailto:Nicola.dawn@criminaljusticealliance.org.uk) to arrange a time.

#### **Key dates**

- **Application deadline:** 9am on 11<sup>th</sup> May
- **First interviews (online):** 19<sup>th</sup> May
- **Second interviews (in-person):** 22<sup>nd</sup> May