

Join our team as an

Individual Giving Manager



R4

**Rotherham
Hospice**
Living Life's Wishes

Registered Charity No. 700356

About Us

Rotherham Hospice is a charity dedicated to the people of Rotherham, offering specialist palliative and end of life care to our community since 1996.

We provide comprehensive, compassionate care through two primary patient services:

- 24-hour, 14-bed Inpatient Service
- 24-hour Hospice at Home Service

Additionally, we offer wider support to patients and their families through:

- Complementary therapies & hairdressing
- Counselling and Bereavement Support for adults, children and teenagers
- Day services with individual and group sessions
- Family memory events
- Occupation therapy and physiotherapy
- Social work
- Spiritual care
- Tailored experiences for patients and loved ones



Our Purpose

Easing the physical and emotional pain of death and dying for everyone in our community.

Our Vision

Everyone in our community can easily and confidently access palliative and end of life care tailored to their individual needs and wishes, wherever and however they choose.

Our Goal

To grow a stronger, more financially resilient, responsive and exceptional hospice, providing and promoting holistic, personalised and innovative palliative and end of life care for all.

Our Proposition

To ensure a dignified death for all – one that is reflective of one's own life.

Our Essence

Adding more life to every day.

About the Role

At Rotherham Hospice, every pound raised helps us provide compassionate, specialist care to people and families when they need it most. We're looking for a proactive and results-driven Individual Giving Manager to play a key role in growing this vital income.

This is an opportunity for someone who can make an immediate difference—leading high-performing appeals and strengthening our legacy programme to build long-term, sustainable support. You will bring both strategic thinking and a hands-on approach, developing and delivering campaigns that connect people to our cause and inspire them to give.

You will take ownership of key income streams, working at pace to drive growth, improve performance, and ensure that every activity delivers impact. Above all, you will help us build meaningful, lasting relationships with our supporters so we can continue to be there for our community.

Job Title	Individual Giving Manager
Responsible to	Head of Fundraising
Line Management	<ul style="list-style-type: none">• Individual Giving Officer• Supporter Engagement Assistant
Salary	£38,926 per annum
Hours of Work	Full time, 37.5 hours per week working occasional weekends
Contract type	Permanent
Location	Rotherham Hospice, Broom Road, Rotherham S60 2SW
Probation period	3 months

Benefits

- **Holidays.**

A work-life balance is important for everyone, which is why we offer all employees 30 days annual leave per year (plus bank holidays), plus an additional day's leave in every 5th year.

- **A supportive & comfortable working environment.**

Our Hospice is a calm and compassionate place to work, full of inspiring people who support one another.

- **Hassle-free parking at no cost.**

No one is more than a couple of minutes' walk from the Hospice.

- **Great meals & drinks.**

Because our culinary team prepares food for patients 24/7, they cook for us too. Buy a lovely lunch with 50% off without even leaving the building.

- **Reassurance.**

Whilst the here and now is important, we all think about the future. We offer employees a 6% pension after probation and a Life Assurance scheme which will pay 4x your annual salary should you die whilst working in our service.

- **Training & development.**

Every employee will be supported with their training and development needs and will be regularly supported by their line manager.

- **Competitive Pay Enhancements.**

Join our team and benefit from a 25% pay enhancement for evening and weekend shifts, plus double pay for bank holidays.



Key Responsibilities

Appeals & Legacy Leadership

- Lead the planning and delivery of impactful fundraising appeals that inspire support and maximise income.
- Grow and strengthen our legacy programme, building awareness, increasing pipeline, and supporting more people to leave a gift in their Will.
- Continuously look for ways to improve performance through insight, innovation, and learning.

Campaign Development & Delivery (Hands-On)

- Take ownership of campaigns from initial idea through to delivery and evaluation.
- Play an active, hands-on role in shaping campaign messaging, creative, and supporter journeys.
- Deliver integrated campaigns across multiple channels, including direct mail, digital, and email.
- Work closely with colleagues and external partners to ensure campaigns are delivered to a high standard and on time.

Income Growth & Accountability

- Be responsible for delivering income targets and growth across appeals, regular giving, and legacy.
- Use insight and analysis to improve return on investment, supporter value, and long-term income.
- Monitor performance closely, responding quickly to maximise opportunities and address challenges.
- Manage budgets and forecasts responsibly, ensuring resources are used effectively to achieve the greatest impact.

Supporter Experience & Journey Development

- Develop and enhance supporter journeys that are thoughtful, engaging, and person-centred.
- Ensure communications are relevant, timely, and reflect the difference supporters make.
- Champion high-quality stewardship, helping supporters feel valued and connected to the Hospice.
- Use storytelling to bring to life the impact of hospice care in a sensitive and compelling way.

Data, Insight & Performance

- Use data, segmentation, and testing to inform decisions and continually improve results.
- Evaluate campaign performance and share clear, practical insights.
- Maintain strong data quality and ensure compliance with GDPR and fundraising standards.

Leadership & Collaboration

- Work collaboratively across teams to support shared income goals and organisational priorities.
- Contribute to a positive, supportive, and ambitious fundraising environment.
- Line manage Supporter Engagement and support colleagues where applicable.

Personal Specification

No candidate will meet every essential and desired criteria. If your experience looks a little different from what we've identified and you think you can bring value to the role, we'd love to learn more about you.

Criteria	Essential	Desired
Experience & Qualifications		
Proven experience of delivering successful appeals-led fundraising, with clear evidence of income growth.	Y	
Experience of legacy fundraising, including developing campaigns or programmes that build long-term supporter commitment.	Y	
Hands-on experience of planning and delivering fundraising campaigns from start to finish.	Y	
Strong understanding of multi-channel marketing, with the ability to use data and insight to improve performance.	Y	
Experience of managing income targets, budgets, and performance.	Y	
Excellent organisational skills, with the ability to manage competing priorities effectively.	Y	
Good knowledge of CRM systems, supporter data, and segmentation.	Y	
Strong written communication skills, with an ability to tell stories with sensitivity and impact.	Y	
Confident working with a range of stakeholders and building positive relationships.	Y	
Experience developing or growing regular giving programmes linked to appeals activity.		Y

Personal Specification (continued)

Criteria	Essential	Desired
Experience & Qualifications (cont.)		
Understanding of legacy marketing and stewardship approaches.		Y
Experience working in the charity, healthcare, or hospice sector.		Y
Experience managing agencies or external suppliers.		Y
Skills & Abilities		
Motivated by making a difference and supporting people in our community.	Y	
Results-focused, with a strong sense of ownership and accountability.	Y	
Proactive and hands-on, with the ability to work at pace.	Y	
Empathetic, with a supporter-centred approach.	Y	
Creative and thoughtful, with attention to detail.	Y	
Resilient and adaptable.	Y	
Willingness to work occasional evenings and weekends.	Y	
Full UK driving licence and access to a vehicle	Y	

How to Apply

Please apply by submitting a CV and supporting statement, highlighting your suitability for the position and why you are interested, by email to: hr@rotherhamhospice.org.uk

All applications will be treated in the strictest confidence.

If you would like to request an informal conversation about the role prior to applying, please call the Hospice on 01709 308 900 or email hr@rotherhamhospice.org.uk

Closing date: 28th June 2026

