

Children's Law Centre

Recruitment Information Pack

Fundraising and Development Manager



childrenslawcentre.org.uk

children's law centre



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CEO Introduction

Dear Candidate,

Thank you for your interest in joining the Children's Law Centre as our Fundraising and Development Manager.

This is an exciting and important new role for our organisation. As we continue to champion and protect the rights of children and young people, we are committed to strengthening our long-term sustainability and independence. The successful candidate will play a key role in helping us build new relationships, develop unrestricted income streams and create a strong foundation for future growth.

We are looking for someone who shares our values, believes in the power of children's rights and is excited by the opportunity to build something new. If that sounds like you, we would be delighted to hear from you.

I hope this information pack gives you a sense of both the opportunity and the impact this role can have.

If you are interested in applying, please submit your CV, a cover letter outlining why you are interested in the opportunity and what you would bring to the role, alongside a completed monitoring form.

The deadline for applications is Friday 3rd July.

Best wishes,

John O'Doherty
Chief Executive Officer



“We are looking for someone who shares our values, believes in the power of children’s rights, and is excited by the opportunity to build something new.”

Vision Mission Values

Vision

Children's rights are guaranteed without discrimination.

Mission

Ensuring children's rights are respected, realised and vindicated through participation, partnership and representation.

Values

- We are child centred
- We have integrity
- We are accountable
- We are rights based
- We are independent
- We promote equality



Children's Rights
Change Children's Lives

Who We Are



At CLC we have always believed that children's rights change children's lives.

Founded upon the principles laid down in the UN Convention on the Rights of the Child (UNCRC), we were established in 1997 to provide legal advice for children and young people. We have since developed into the leading children's rights charity in this jurisdiction, helping thousands of children vindicate their rights each year, ensuring their access to services and equality of treatment.

In recent years we have overseen rapid growth in CLC, rising to meet the increasing pressures on children and young people and demand for rights protections.

As a leading charity at the forefront of progressing and implementing children's rights, CLC has worked on some of the key issues emerging both locally and internationally.

Our freephone advice line for children and young people was launched in 2000 and has provided help and assistance ever since.

For almost 30 years, we have worked to protect the rights of all children living in this jurisdiction, particularly those who are the most disadvantaged, including children with disabilities, special educational needs, mental ill health and homelessness issues.

As a leading organisation at the forefront of progressing and implementing children's rights, CLC has worked on some of the key issues emerging both locally and internationally. We were instrumental in the implementation of key aspects of the UNCRC, such as the introduction of the NI Commissioner for Children and Young People in 2003. We have also been at the heart of key domestic achievements around children's rights, including the Children's Services Co-operation Act (Northern Ireland) 2015.

More recently, CLC has led the way in protecting children and young people's rights during COVID-19, securing a vulnerable child action plan to ensure decisions do not adversely impact vulnerable children and

Who We Are (continued)

young people. CLC also leads the voluntary sector through the UNCRC reporting process, having submitted the NGO stakeholder report most recently in 2022.

Through the years, CLC has had a positive impact on the lives of children through strategic litigation. Successes have included a declaration to ensure health trusts carry out assessments of needs for the carers of disabled children and a judgment that ensured a duty to provide accommodation to homeless 16 and 17 year old children. The strategic litigation work of CLC has rapidly grown in recent years, with significant ongoing litigation in the areas of mental health and education.

The work of CLC has been guided by our youth panel, Youth@CLC. Our panel of young people have led the way in campaigning on young people's rights. Their work has covered issues as broad as child poverty, mental health, education rights, global rights, ending violence against women and girls and anti-racism. Youth@CLC has led delegations to meetings at the UN and have

Our belief that children's rights change children's lives continues to be the force that drives our work forward.

met with a wide range of decision makers ensuring the voices of children and young people in this jurisdiction are heard.

The Children's Law Centre continues to grow as a leading children's rights organisation, with work continuing on a broad range of children's rights issues. Our belief that children's rights change children's lives continues to be the force that drives our work forward.



What We Do

The Children's Law Centre is a unique charitable organisation in this jurisdiction. Guided by our youth panel, we work to create a society where all children and young people can access services and opportunities to enjoy their childhood and realise their full potential.

We give a voice to children and young people, including the most disadvantaged, and provide legal advice and representation. We develop policy to inform decision makers, and host training and events on children's rights issues, including a prestigious annual lecture, attended by senior members of the judiciary, high level government officials and a diverse range of NGOs.

Youth Advocacy

Our youth advisory panel, Youth@CLC, is a group of young people aged between 14 – 18 years old. Youth@CLC campaigns on key issues affecting children and young people, seeks to influence decision makers, raises awareness of children's rights and guides the work of the Centre.

Youth@CLC collaborates with a range of organisations and in 2025 launched a new

podcast series 'Rights Unmuted', planned, hosted and delivered by young people for young people.

Legal Services

We provide a free legal advice service and legal representation for children and young people. Our legal services are child focused and the child is always our client. We work to ensure that public authorities, tribunals and courts recognise children as rights holders with the right to express their views and have those views considered.

We strive to ensure that when decisions are being made:

- The decision is UNCRC and children's rights compliant.
- The voice of the child is always heard.
- The child's best interests are at the heart of decision making.
- All children have equality of access to their legal rights, regardless of their age, background or circumstances.

We run a freephone legal advice line, providing advice for thousands of young people each year. We also provide free legal



What We Do (continued)

representation, particularly at SENDIST and Mental Health Review Tribunals and undertake strategic litigation following the criteria contained within our casework policy.

Policy

Our policy research and advocacy work informs and influences decision makers. We ensure that government is reminded of their international obligations including under the UNCRC when drafting policy and legislation. CLC also leads the NI NGO stakeholder engagement through the UK reporting process. Through our casework we identify key issues impacting on children and propose evidence based solutions, underpinned by the children's rights framework. Supported by our team of legal experts, we provide analysis of law and policy in practice.

Training and Engagement

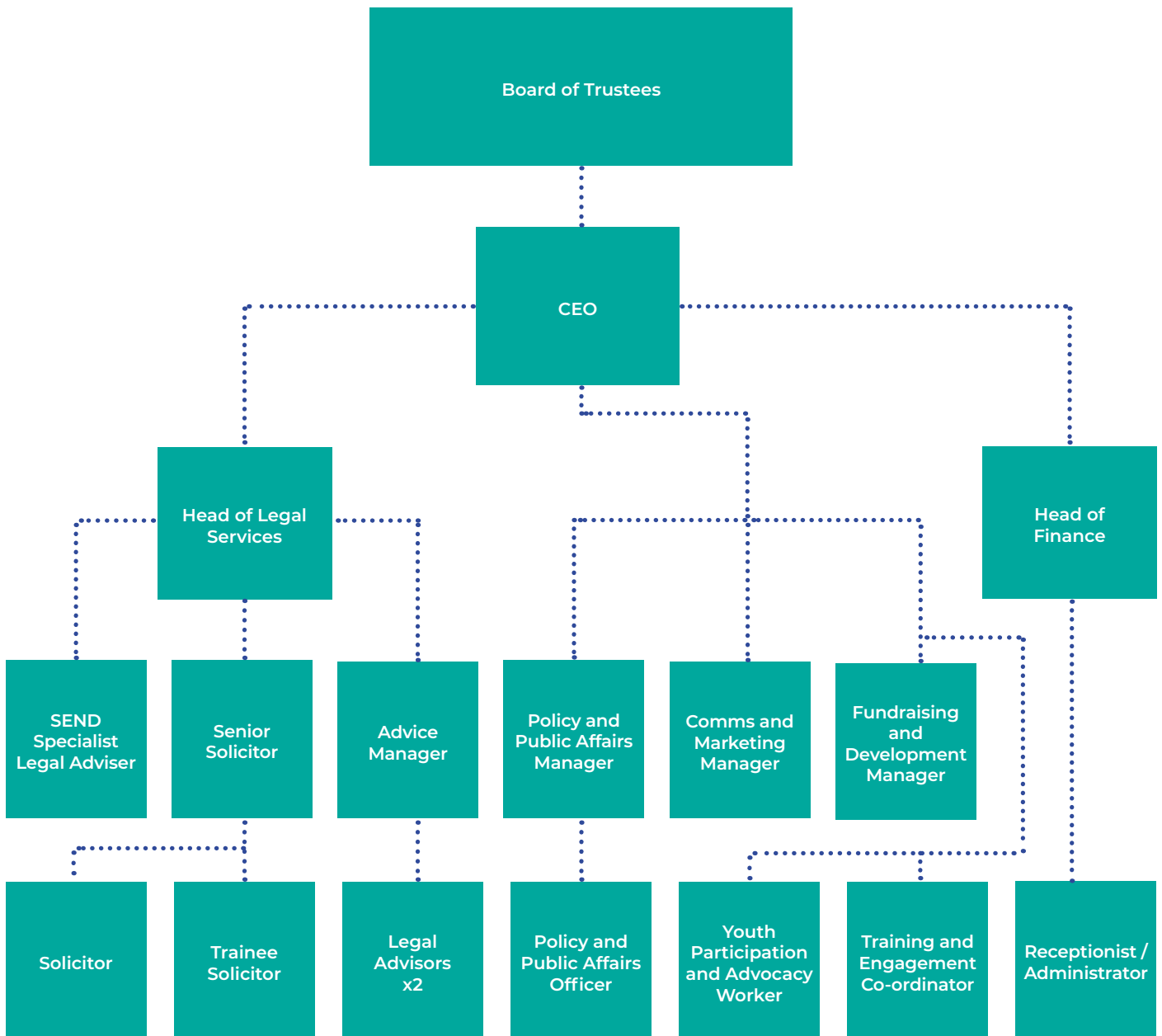
Providing training and learning is one of the best ways in which we can inform children and young people, their parents and carers of their rights. We also provide a range of tailored programmes to professionals in the children's sector and to the wider voluntary

and community sector, to duty bearers in government departments and to the legal profession. Topics include mental health capacity, special educational needs, Article 21 – Children's (NI) Order 1995 and the UNCRC. These can be tailored to suit each audience.

The Children's Law Centre has a small membership of mainly individuals and organisations working in the children's services and human rights field. As part of our current strategic plan we will be looking at how we can grow our engagement with current and new audiences and how, through this, we can develop new methods of support and service to children and young people, parents, carers, educators, employers, sector colleagues and others who advocate for children's rights and access to services.



How We Are Organised



Youth@CLC

Role Overview

The Fundraising and Development Manager will establish and lead a new fundraising function, initially operating as a single person role with potential for future growth. This is both a strategic and delivery focused role, responsible for building a sustainable fundraising programme centred on unrestricted income.

Purpose of the Role

To design, build and deliver a sustainable fundraising programme that increases unrestricted income, strengthens financial resilience and supports the long-term impact of the Children's Law Centre.

Core Responsibilities

Strategic Leadership

- Develop and implement an unrestricted fundraising strategy aligned with organisational priorities.
- Build a compelling case for support.
- Set realistic income targets and milestones.
- Report regularly to senior leadership and trustees.

Major Donors and Individual Giving

- Identify, cultivate and steward major donors.
- Develop relationship led approaches to giving.
- Work with trustees and senior leadership to leverage networks.

Corporate Partnerships

- Develop long-term, values-aligned corporate partnerships.

- Utilise existing networks and connections.
- Secure partnerships that deliver mutual value.

Systems and Infrastructure

- Establish fundraising systems, pipelines and reporting processes.
- Ensure co-ordination across communications, engagement and programme teams.

Organisational Collaboration

- Embed fundraising as a shared organisational responsibility.
- Support colleagues and trustees to engage in fundraising activity.
- Align activity with key organisational milestones.

Key Expectations

- The role is expected to approach cost recovery within 12–24 months.
- Thereafter, to deliver net unrestricted income growth.

Beyond financial return, the role will contribute to:

- Increased organisational independence.
- Stronger external relationships.
- Greater flexibility to respond to emerging issues.
- Enhanced credibility with funders and partners.

Role Description

Post:	Fundraising and Development Manager
Salary:	£45,000
Contract:	Full-time (35 hours)
Location:	Belfast (hybrid)
Reporting to:	Chief Executive Officer

The deadline for applications is Friday 3rd July

Background

The Children's Law Centre (CLC) is seeking to appoint a Fundraising and Development Manager to establish and lead a new fundraising function. This is a strategic and delivery focused role responsible for building sustainable, flexible and unrestricted income to strengthen organisational resilience and support long-term impact for children and young people.

CLC currently generates approximately £1 million per annum, largely through public funding, trusts, foundations and contracts. While these income streams remain essential, the organisation is now implementing a Fundraising Strategy (2026–2029) which prioritises the development of diversified and relationship led income streams, particularly unrestricted funding.

This role will operate initially as a single person function, with the opportunity to develop additional capacity over time as income grows.

Purpose of the Role

To design, build and deliver a sustainable fundraising programme, focused on unrestricted and flexible

income, strengthening CLC's financial resilience, independence and strategic capability.

The postholder will work closely with the CEO, trustees and colleagues to embed a relationship led, organisation wide approach to fundraising.

Key Responsibilities

Strategy and Planning

- Develop and implement an unrestricted fundraising plan aligned with the organisational Fundraising Strategy.
- Create and maintain a compelling, organisation-wide case for support.
- Set realistic income targets, milestones and key performance indicators.
- Monitor progress, track pipeline activity and provide regular reports to senior leadership and trustees.
- Support preparation for key strategic opportunities (e.g. anniversary activity, public facing milestones).

Role Description (continued)

Major Donor and Individual Giving

- Identify, cultivate and steward major donors capable of giving unrestricted funding.
- Develop tailored, relationship led engagement strategies rather than transactional approaches.
- Work with trustees and senior leadership to open networks and support donors.

How to Apply:

To apply, please submit:

- Your CV.
- A cover letter outlining why you are interested in the opportunity and what you would bring to the role.
- A completed monitoring form.

Applications should be sent to: reception@childrenslawcentre.org

The deadline for applications is Friday 3rd July 2026

Person Specification

	Essential	Desired
Essential Criteria		
Demonstrable experience in fundraising, income generation or business development.	x	
Experience of developing or implementing fundraising strategies or plans.	x	
Strong track record of building and managing relationships with stakeholders.	x	
Experience of working independently and establishing new functions or areas of work.	x	
Understanding of relationship led fundraising principles.	x	
Strong communication, influencing and organisational skills.	x	
Ability to think strategically while delivering operationally.	x	
Commitment to the mission and values of the Children's Law Centre.	x	
Desirable Criteria		
Experience of major donor fundraising and/or corporate partnerships.		x
Experience working with trustees or senior leadership on fundraising.		x
Experience of using CRM systems or developing fundraising infrastructure.		x
Understanding of the voluntary, community or children's rights sector.		x

Children's Law Centre

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chalky@childrenslawcentre.org

REE Rights Responder
#Ask REE at reerights.com

The Children's Law Centre is a charity and can accept donations to support our work.

If you are a UK taxpayer, Gift Aid your donation and we can claim back an extra 25p from your taxes for every £1 you donate. Donate securely online at www.cafonline.org by selecting Children's Law Centre under 'find a charity' or send your donation directly to Children's Law Centre.

Children's Law Centre is a company limited by guarantee.

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