



# The Mission to Seafarers

## Appointment Brief

Head of Corporate Development

July 2026

## About The Mission to Seafarers

Collectively, there are an estimated 1.89m seafarers across the world operating on 74,000 ships. These men and women of all nationalities, spend up to nine months at sea, far from families, friends and loved ones.

With a history dating back to 1836, The Mission to Seafarers (“MtS”) supports the men and women working at sea when they need us most through providing emergency assistance, practical support, and a friendly welcome in ports all over the world. Operating under the trusted sign of the “Flying Angel”, MtS touches the lives of seafarers in numerous ways, responding to their needs and connecting them with local communities, including:

- Advocacy, advice, and counselling
- Communication, transport, and centre hospitality
- Emergency response
- Hospital and prison visitation
- Ship visitation
- Spiritual support

The Mission to Seafarers (“MtS”) has a presence at over 200 ports in 50 countries, operating day and night, 365 days a year. As a Christian-based organisation, our help is importantly offered regardless of nationality, rank, faith or no faith.

Our core work is face-to-face ship visiting which is undertaken by our chaplains, welfare officers, ship visitors, volunteers and centre managers. In more recent years, we have added a digital element to our work in response to the pandemic and the increased speed of ship turnaround times in ports.

In addition to our port-facing work, we have also expanded our portfolio of services to include Family Support Services in the Philippines and India, WeCare training courses in social communications, financial wellbeing and suicide awareness and MtS’s Happiness Index.



## Our Values and Culture

MtS is a collaborative, collegiate and respectful organisation. We place great importance on our values which define and reflect our organisational culture.

- **Pioneering:** We encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.
- **Inclusive:** We are unconditionally committed to the support of all seafarers and their families without discrimination
- **United:** We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.
- **Collaborative:** We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.
- **Accountable:** We are accountable as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at station, regional and international level.
- **Caring:** In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.

## The Development Team

Since 2017, the current Development Director has built a strong and effective team focused on all aspects of fundraising and communications. We have set ambitious fundraising goals and have successfully overcome challenges to increase the voluntary income.

As an industry-related charity, we have access to thousands of companies across the whole world of shipping, and its associated industries, in order to generate income and we have been particularly successful in significantly growing the corporate income stream.

However, many in the industry still have no charity budgets and charitable giving around the world is dependent upon culture. Nevertheless, we are breaking new ground, as evidenced by our Adventure Race Japan (“ARJ”) in both 2023 and 2025 which collectively raised U\$3.2m gross, with planning for a further ARJ underway for 2027. We have also invested more in growing our Events team to enable us to deliver more outstanding results in future years.

Our current events’ programme not only includes ARJ, but also our Maritime Mountain Race (“MMR”) in Europe, Seafarers’ Awards Dinner in Singapore, VIP lunches in London and Athens, and new events in the pipeline across the world. Consequently, the candidate should be prepared for international travel.

## The Development Team (cont.)

The Director of Development has a large network of corporate contacts across the world and the Head of Corporate Development will work with her to capitalise on these relationships. We anticipate that corporate income will continue its growth pattern from £400K in 2025 to £800K in 2031, with events income being in addition to this. We have built an influential Global Ambassador programme comprising CEOs and Senior Directors from across the shipping industry which remains largely untapped, but which will be instrumental in widening our reach through using personalised approaches.

Although MtS's focus may be a new area of need to prospective applicants, shipping is a fascinating industry and the right candidate will find this role extremely rewarding. You will learn about different aspects of the industry as well as about the influences of geopolitical forces and economic aspects which drive our world economy, with seafarers at the very heart of this. Furthermore, the corporate shipping community is a very sociable one and the role will give an excellent opportunity to build a strong network of contacts and friends at dinners, receptions and other events.

Seafarers are real people with real lives who, in many cases, are simply trying to make a better life for themselves and their families.

The work of MtS truly changes lives. We know we have saved lives and we have certainly provided the much-needed hand of friendship during times of distress, as well as sharing times of joy. There is no doubt you will be touched by the seafarers' personal stories.



## Job Description

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Role:</b>                            | Head of Corporate Development                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Department:</b>                      | Development                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Responsible to:</b>                  | Director of Development<br><br>Corporate Partnerships' Manager (who manages the Corporate Partnerships' Officer)<br>Fundraising Manager, Canada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Other Key Working Relationships:</b> | Secretary General<br>Senior Management Team<br>Regional Directors<br>Corporate Partnerships' Officer<br>Development Team and other IHQ staff                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Job Purpose:</b>                     | <p>Work with the Director of Development to further build upon and implement a sustainable corporate fundraising strategy, enabling the establishment of high-value, long term relationships with corporate entities through fostering new, and developing existing, relationships.</p> <p>Drive new corporate fundraising partnerships both nationally and globally.</p> <p>Work collaboratively with the Events team in maximising potential from events sponsors and participants.</p> <p>Work in partnership with the Director of Development in securing sponsors and corporate teams for events.</p> <p>Line manage the Corporate Partnerships' Manager and the Fundraising Manager, Canada</p> <p>Deputise for the Director of Development as required and requested</p> |

### Principal Duties and Responsibilities

- Work with the Director of Development to build upon and develop the strategies for Corporate Fundraising
- Maximise corporate donations through innovative thinking, matching corporate needs with programme development opportunities
- Manage key corporate accounts with a focus on maximising income
- Responsible for delivering against corporate fundraising targets
- Maintain and develop budgets for corporate income and expenditure
- Achieve and regularly report on, key income and expenditure targets, implementing contingency plans for any potential shortfalls

## Principal Duties and Responsibilities (cont.)

- Implement the corporate strategy to increase voluntary income, sponsorship and in-kind support for MtS through both:-
  - identifying new and developing existing corporate fundraising; and
  - building/strengthening corporate relationships to secure ongoing support
- Develop and write high quality creative and innovative funding proposals and presentations for charity partnerships, applications for grants and sponsorship, and employee engagement
- In liaison with the Trusts & Foundations Manager, build upon the range of attractive, fundable projects
- Together with the Director of Development and the Senior Marketing Manager, take an active role in maximising the potential of the corporate marketing strategy
- Responsible for servicing the Global Ambassador network, attending meetings and delivering impactful presentations
- Work with the Data Manager on utilising the segmentation of the database for corporate development purposes
- Identify international corporate opportunities to maximise potential funding sources
- Develop and adhere to a system of donor stewardship to maximise the short and long-term income from corporate fundraising
- Establish a system of reporting and evaluation, ensuring our obligations to funders are always achieved, that funders are thanked and impact reports are produced
- Develop key corporate fundraising projects and campaigns
- Work collaboratively with the Events team in maximising potential from events' sponsors and participants
- Take responsibility for the sponsorship and team acquisition for the Maritime Mountain Race 2028, and support other key events
- Work in partnership with the Director of Development in securing sponsors and corporate teams for events
- Responsible for managing the corporate pipeline and ensuring the corporate team maintains up-to-date records of current corporate activity
- Maintain accurate records using Raiser's Edge/NXT as a relational tool, ensuring information is kept secure and is used in accordance with the EU General Data Protection Regulation and MtS GDPR Data Protection Policy
- Represent MtS as required on corporate fundraising and marketing matters including, but not limited to, meeting with potential, new and existing supporters and attending corporate events
- Support and work with other members of the Development team in the Department's on-going fundraising activities
- Manage the Corporate Partnerships' Manager (who, in turn, manages the Corporate Partnerships' Officer)
- Deputise for the Director of Development, including attendance in London on team days in the office (Monday), at events and meetings as required

## Person Specification

### *Knowledge and Skills*

- Proven skills in the strategic development of corporate fundraising
- Exceptional track record of significant success in corporate fundraising
- Strong experience of managing corporate functions and exploiting new opportunities
- Strong experience of managing people within a fundraising context
- Creative thinker who takes innovative approaches, to matching the needs of corporates with opportunities
- Strong supporter management experience
- Able to quickly establish credibility and to deal confidently, diplomatically and competently with both internal and external stakeholders
- Excellent organisational and time management skills, able to successfully manage a busy and complex workload
- A supportive management style, able to mentor, coach and develop others in the team
- Experience of managing complex budgets
- Excellent communication, influencing and negotiation skills, both verbal and written
- Excellent written and spoken English
- Excellent command of Microsoft Office - particularly Word, Excel and PowerPoint - and experience of using client databases such as Raiser's Edge
- Technologically savvy and able to comfortably work with data
- Experience of supporter databases, preferably Raisers' Edge
- Experience of working for an international charity would be beneficial

### *Personal Qualities*

- Empathy with the work and purpose of The Mission to Seafarers
- Strong and proven leadership skills with the ability to guide, motivate and develop others
- Collaborative and inclusive, able to work as part of a wider team in contributing specific expertise
- An innovative thinker, open to exploring alternative means of doing things to create positive impact
- Shares ideas and encourages, and is receptive to, those of others
- Resilient and able to remain calm and measured in challenging situations.
- Constructively challenges the status quo whilst also seeking and valuing the perspectives of others
- A highly motivated self-starter, able to work under own initiative and unsupervised
- Flexible in approach with the ability to adapt to changing priorities
- Strong work ethic, able to effectively manage multiple priorities and to work to deadlines
- Exceptional interpersonal skills with the ability to establish rapport and credibility and to deal confidently and competently with industry leaders

### *Personal Qualities (cont.)*

- Able to quickly develop productive working relationships
- Able to demonstrate sound judgment, cultural sensitivity and political awareness
- Able to quickly develop productive working relationships
- Outstanding supporter service ethic
- Demonstrates integrity, acting at all times in the best interests of MtS
- Takes ownership for work, proactively seeking to learn and develop
- Takes accountability for the work of the team
- Empathetic, supportive and understanding with good self-awareness
- Takes ownership and accountability for own work and that of the team
- Proactively seeks to learn and develop

### **General Requirements**

- Applicants must already have the right to live and work permanently in the UK.
- This role will involve a good amount of international travel (including long haul) as well as some evening and weekend work.
- The successful candidate will be required to undergo a medical assessment to ensure that they are fit to travel and before confirmation of employment can be made.
- This job description should be treated as a guide to the duties that the post holder is expected to perform. As a term of employment, the post holder can be required to undertake such duties as are commensurate with his or her position.
- The job description may be amended to meet changing requirements at any time after discussion with the post holder.
- The Mission to Seafarers operates an Equal Opportunities and Inclusion Policy. The post holder will be expected to comply fully with this Policy in carrying out their duties.
- All employees are required to be aware of their responsibilities towards Health and Safety and Safeguarding to adhere to the Health and Safety and Safeguarding Policies.
- All employees are required to be aware of their responsibilities towards the EU General Data Protection Regulation (GDPR) and to adhere to MtS's GDPR and Data Retention Policies.

## Terms of Appointment

|                       |                                                                                                                                                                                                                                                                                                 |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Location:</b>      | London-based                                                                                                                                                                                                                                                                                    |
| <b>Hours of Work:</b> | This is a full-time role, 35 hours per week, Monday to Friday, 9:00am to 5:00pm. MtS operates hybrid working and 1 day per week (Monday) must be worked in the office.                                                                                                                          |
| <b>Travel:</b>        | The role will require a good amount of UK and international travel (approx.. 6-7 weeks per year) as well as evening and weekend work. Reasonable Time Off In Lieu will be provided for working / travelling "out of hours".                                                                     |
| <b>Remuneration:</b>  | Salary in the range of £60,000 to £65,000, commensurate with experience                                                                                                                                                                                                                         |
| <b>Annual Leave:</b>  | 25 days per annum plus Public Holidays                                                                                                                                                                                                                                                          |
| <b>Benefits:</b>      | <i>Workplace Pension:</i> 7% employer contribution / 3% employee contribution<br><i>Life Assurance:</i> 3x base salary<br><i>Other:</i> Includes Employee Assistance Programme, retail discount vouchers, cycle to work scheme, free eye test, access to training and development opportunities |

## How to Apply

To apply for this position, please submit your current CV along with a statement of no more than 500 (five hundred) words outlining your suitability for this position to [jobs@missiontoseafarers.org](mailto:jobs@missiontoseafarers.org) by **no later than noon on Tuesday 1 September 2026**. We regret that applications received after this deadline will not be considered.

First round interviews: Monday 7<sup>th</sup> or Tuesday 8<sup>th</sup> September 2026 (online)

Second round interviews: Thursday 24 September 2026 (in person in London)

