



FareShare

North East

Join

Our

Team

Director of Development

Newcastle upon Tyne

Candidate Pack



Message from the Board of Trustees

Dear Candidate,

Thank you for your interest in this important role, we hope you find this candidate pack useful and informative.

Fareshare North East are the largest surplus food redistribution charity in our region. We prevent good to eat surplus food from going to waste, redistributing it to community groups across the North East and by doing so, help develop a sustainable & more resilient region.

In 2024 we redistributed 1,630 tonnes of surplus food to 266 community groups across the region – from Berwick to Redcar. Our two warehouses, Newcastle & Middlesbrough, took in 1,750 tonnes of surplus food. 38% of all the food we redistributed was fresh produce and overall waste was just 6%. We are proud of our efforts, but we know there is so much more we need to do and we are ambitious to build on our work.

Our groups provide a wide range of support to their communities. We deliver to any group using food for social good – from school breakfast clubs to community cafes.

We are looking to recruit someone who can lead us to reach more people, develop new ideas and maximise our impact.

We'd love to hear from you.



About the role

Salary:	£44,000 per annum
Base:	Newcastle upon Tyne
Hours:	37.5 hours per week
Contract:	Permanent
Benefits:	Pension scheme - 5% employer contribution 25 days annual leave plus bank holidays Flexible Working

As Director of Development, you will lead FareShare North East to sustain and grow, working closely with our CEO, Board of Trustees, senior team, partners, members and range of stakeholders to ensure we continue to deliver the best possible service to those who need us.

The role is key to the sustainability of the charity with responsibility for all fundraising income, communications, creating new work streams, programmes and activities, implementing and developing new projects and partnerships and any other areas of business development.

This is a senior management role and you will be part of an upbeat, skilled, supportive team within an ambitious, values-led organisation that has a great leadership team and is focused on the wellbeing of its staff. You'll be contributing to our culture of togetherness, inclusivity, respect and passion in our vision to see no good food going to waste in the North East, bringing good food to good causes.



About us

FareShare North East is the largest food redistribution charity operating in the North East.

We work in partnership with the UK's largest food redistribution charity, FareShare, to source and redistribute quality, good-to-eat surplus food, which would otherwise have gone to waste. We are fighting food insecurity and tackling food waste one step at a time by turning an environmental problem into a social solution.

As well as the food, the organisations we supply food to provide vital support to those who are vulnerable and facing economic hardship.

Each weekday we receive fresh, in date and good-to-eat surplus food from the food industry that goes straight out to those who require it most in the region.

The food arrives into our warehouse where it is sorted, stored and then packed into deliveries by our team of staff and volunteers. This food is then redistributed to over 200 charities and community groups located in the North East of England. Our vans travel all the way up to Alnwick, down to Middlesbrough, across to Hexham and back over to Newcastle.

We provide food to community centres, children's breakfast/school holiday clubs, homeless shelters, women's charities and many more, who then turn it into delicious and nutritious food for vulnerable people in the region.



What we do

We are a surplus food redistribution charity

- We prevent good to eat surplus food from going to waste, redistributing it to community groups, helping to develop a more sustainable & more resilient region.
- We redistribute good to eat surplus food to community groups across the North East through a low-cost membership offer, helping to prevent food waste whilst also helping to increase the sustainability and resilience of the groups we support.

FareShare North East specialises in redistributing surplus food, with our incredible volunteers helping to prevent thousands of tonnes of good food from going to waste every year and delivering it to more than two hundred community groups across the region.

The groups we support do incredible work across the full spectrum of charitable and social activity, from school breakfast clubs to community cafes. Across the region these community groups support tens of thousands of people, many of whom are experiencing poverty and hardship.

We do this through:

- Surplus Food Redistribution – we work quickly & effectively to prevent good food from going to waste, getting it to good causes, ensuring that we feed people first.
- Championing Surplus Food – surplus food can do incredible things; we showcase this through our kitchens and coach our community groups to use all of it.
- Community Development – going beyond a supply of surplus food, we actively support our community groups to help make them more sustainable & resilient.
- Giving Back to Our Volunteers – we depend on our volunteers, we support them through wellbeing, training, & employability programmes.



Our Mission, Vision and Values

Our Mission

Good food to good causes - Supporting communities & building resilience through the redistribution of surplus food.

Our Vision

- That no good food goes to waste in the North East of England.
- That we maximise the social value of surplus food through the groups we support.

Our Values

Everyone Welcome

We welcome people from across society, with our shared belief in the power of surplus food bringing us together.

Net Positive

We work to improve the lives of everyone FareShare North East reaches, generating positive social & environmental impact across the region.

Community Partnership

We work in & with the community, finding partners in every community to deliver our work in collaboration.

Sustainable Impact

Ensuring that all the work we do continues to have a positive social & environmental impact long into the future.



Job Description

Job Title: Director of Development
Responsible to: Chief Executive
Responsible for: x4 Senior Managers

Job Purpose

The Director of Development role is key to the sustainability of the charity with responsibility for all fundraising income which makes up to 80% of our revenue stream. The role will also lead all communications (internal and external), helping to tell our story while engaging people and potential stakeholders in our work. The role takes a lead in creating new work streams, programmes and activities, often responsible for taking an idea from inception to operation.

As a member of the Senior Leadership Team you carry responsibility for leading on strategy development and forming, monitoring and reporting on the strategic objectives of the charity. As a member of the SLT you will also at times deputise for the Chief Executive. You will be part of an upbeat, skilled, supportive team within an ambitious, values-led organisation that has a great leadership team and is focused on the wellbeing of its staff. You'll make a strong contribution to our culture of togetherness, inclusivity, respect, and passion in our vision to see no good food going to waste.

Duties and Responsibilities

Charity Leadership

- Actively participate in Board Meetings, presenting to the Board of Trustees, informing of potential opportunities and supporting strategic planning.
- Work with the CEO & Director of Operations to develop strategic plans for the future of the organisation, as well as annual business plans.
- Set the strategic direction for income generation, volunteering & employability, and community partnerships for the charity.
- Lead on Marketing & Communications, designing and delivering against strategy and ensuring that we work with the branding & voice guidelines supplied by FareShare UK.

Income Generation

- Inspiring a team of senior managers & external freelance staff to deliver strong annual performance on all aspects of income generation.
- Leading on all grants / trusts, & foundations applications in line with a fundraising strategy.
- Supporting community fundraising, corporate giving, events, individual, major donors and any other forms of income generation.
- Lead and manage the development revenue.

Job Description

Volunteering and Employability

- Ensure that volunteers are at the heart of everything we do, and that the skills they bring to the organisation are fully utilised in all areas.
- Lead on the development of the volunteering offer.
- Work to establish & maintain our expertise in delivering employability programmes with meaningful outcomes for participants, seeking to develop sustainable funding streams to keep the programmes running for as long as they are beneficial to the community .

Community Partnerships

- Engage with and act as the main point of contact for appropriate senior leaders in the local authorities across the region .
- Encourage the recruitment & retention of our community members and delivery partners across the localities we work in.
- Ensure FSNE is actively engaged in appropriate national, regional and local networks, promoting our work and developing lasting partnerships.

Marketing and Communications

- Oversight and management of both internal and external communications of the charity with all stakeholders, staff and volunteers.
- Working closely with the CEO to support marketing and communications strategies, involving relevant team members and supporting them to tell our story and champion our cause.
- Work with external expertise as required to amplify our voice and message.
- Manage and support budgets relating to the above, ensuring value for money and return on investment.



Job Description

Line Management

- Providing support, leadership and management for a team of four senior managers, supporting them to lead their respective teams.
- Setting achievable goals for the team, including targets with a reasonable amount of year-on-year growth built in, coaching & encouraging for these to be achieved.
- Carry out monthly 1 to 1 meetings, annual appraisals, training plans and any other support and HR functions as may be required as a line manager.
- Support in supervising volunteers within the organisation, including working with groups of corporate volunteers on occasion.

Active Teamwork

- Always be willing to help stop food going to waste, working with volunteers to respond quickly & proactively to short dated food arriving.
- Actively support our food redistribution efforts, jumping on a van, helping out with picking, or pitching in with cleaning alongside our volunteers.
- Participate in volunteer events and celebrations, actively engaging our volunteers to ensure they feel valued and keep coming back.
- Be approachable & welcoming to volunteers at all times, making sure they feel like part of the team and feel involved in everything that we do.
- As a minimum, take part in one volunteering activity every month – spending a day in the warehouse working alongside the volunteers or out on the vans as a driver or driver's mate.
- Support the whole team, spending at least one day per month working in the other warehouse, and support at least one fundraising event per quarter.
- Get to know the community groups, visiting at least one each month.
- Be willing to help out with any other duties as may be required.

A full UK Drivers License for manual vehicles is required, including the willingness to drive delivery vans.



Person Specification

Experience

- Leading charitable or community development programmes, including managing managers and teams (E)
- Managing partnerships with external stakeholders in achieving strategic goals (E)
- Working as part of a senior team setting, monitoring and reporting on strategic direction (D)
- Contract management and negotiation (D)

Skills, Ability and Knowledge

- Experience of overseeing and developing fundraising income for a growing charity (E)
- High level communication and interpersonal skills including communicating effectively with people with diverse needs (E)
- Leadership skills including the ability to inspire, motivate and develop people to deliver high levels of performance (E)
- Brand management, working within brand guidelines (D)
- Working with a team to tell the story of a charity or community project in a variety of successful ways reaching a range of stakeholders (D)
- Excellent administrative and organisational ability including a high level organisational, numerical and IT skills (E)
- Leading in change management (D)
- Strong decision making and problem solving skills (E)
- Creating compelling impact reports (D)
- Financial management and budgeting (E)
- Ability to step back, analyse, review and implement necessary changes to improve systems and processes (E)
- High level reporting (E)

Relationships (internal and external) values and behaviours

- Able to foster a culture of fun, cooperation and togetherness (E)
- Business partnering with CEO, SLT, Trustees and other functional managers (E)
- Proactive, resilient and able to work under pressure (E)
- To subscribe to the ethos, vision and mission of the organisation (E)
- Ability to work within a team of varied individuals with a positive attitude (E)
- Able to demonstrate a commitment to equal opportunities, inclusivity and diversity (E)
- Committed to reducing food waste, fighting food poverty and building communities (E)

A full UK Drivers License for manual vehicles is required, including the willingness to drive delivery vans.

How to Apply



We are working with our recruitment partner, Jobs with Purpose, to find the right person for this role.

To apply, please email a detailed CV along with a supporting statement (the supporting statement should be no more than three sides) to David Robinson at david@jobswithpurpose.co.uk

Your supporting statement should reflect what makes you a suitable candidate, how you meet the requirements of the Person Specification and any other supporting information relevant to the role.

To arrange a confidential discussion about the role, email David with your availability or contact 07504 102302 (phone or WhatsApp)

The deadline for applications is Monday 28th April 2025 at 11:59am.

Interviews will be held week commencing 5th May 2025.

We value every application and thank you for your time, effort and interest. All applications will be acknowledged and responded to at each stage.

If you have any questions or require support with any part of the process, feel free to get in touch with David.

Good luck!

