



POST: *Head of Income Generation & Business Development*

LOCATION: *London (or Birmingham with regular travel to London)*

SALARY: *£50,000 - £56,000 depending on experience*

HOURS: *Full time*

Reports to: *CEO*

Direct Reports: *Senior Grants Fundraiser*

About Resources for Autism (RfA)

We have been around since 1997 when we started as a small playgroup set up by parents dismayed at the lack of provision for their autistic children. Since then, Resources for Autism (RfA) has grown into a major deliverer of services and support in London and the West Midlands with a turnover of around £2.5m per year. Our mission is to support and enable autistic people to live happy and fulfilling lives. We want to change society's attitude to autism whilst also providing essential services and enriching opportunities to autistic people. We are a values-driven organisation which employs values-driven people who want to make a difference. Our values are: Inclusion, Creativity, Compassion, Courageousness and Expert. You will play a vital part in ensuring that we can resource and sustain this amazing work.

Our Services

All of our services across children and adults and parent/carers, mirror the wider organisational mission of providing safe, fun and meaningful support that enables personal development. We provide this support by ensuring our staff are skilfully trained, meet the highest safeguarding expectations and are encouraged to develop and upskill throughout their career with Resources for Autism.

The Role

Resources for Autism is at a pivotal point in its development. As the fundraising landscape continues to evolve, we recognise the need to move beyond a predominantly grant-led model and develop a broader, more resilient approach to income generation. We are therefore seeking a **dynamic, strategic and accomplished leader** to join the organisation and establish a progressive income generation strategy.

Building on existing success in trust and grant fundraising, Head of Income Generation & Business Development will set a clear direction that delivers a **sustainable and diversified income portfolio**, strengthening RfA's long-term financial resilience and enabling continued growth and impact.

You will design and deliver a new income generation strategy that unlocks growth across:

- Corporate partnerships
- Major donors and philanthropy
- Community, individual and digital giving
- Earned and paid-for services
- Grants, trusts and public sector funding (as part of a balanced mix)
- Recurring /regular donations from committed individuals

You will take an **“intrapreneurial” approach** — spotting opportunity, building new propositions, testing ideas and learning quickly — while embedding a culture where **income generation is seen as a shared organisational priority**, not the responsibility of one team.

The Head of Income Generation & Business Development will be ambitious, with significant and demonstrable experience in generating income and building partnerships, which may have been gained in the charity, public or private sector. You will bring creativity, commercial awareness and confidence, alongside the flexibility to adapt and the drive to introduce new ideas and ways of working.

This role combines **strategic leadership with hands-on delivery**. As a member of the Senior Leadership Team, you will work closely with the CEO, Board of Trustees and most importantly SLT colleagues overseeing services and strategy to shape this vital area of the organisation. You will also ensure that all donor and supporter journeys are developed and stewarded with care, professionalism and integrity, while personally contributing to key relationships and opportunities. You will collaborate closely with the CEO and SLT to explore, test and secure new income streams that support RfA’s ambitions.

Essential Experience & Track Record

- A demonstrable track record of generating income and/or building sustainable revenue streams, across *more than one* income source.
- Evidence of developing and delivering an income or growth strategy, particularly in contexts requiring diversification or change.
- Experience of driving new opportunities — such as partnerships, products, services or supporter propositions — rather than only maintaining existing income.
- Proven success in building and stewarding senior relationships, including corporates, funders, donors, commissioners or strategic partners.
- Experience working at a senior level within an organisation, with exposure to executive decision-making and governance (e.g. Board or Trustee engagement).

Skills & Capabilities

- Strategic and commercial thinking — able to see the big picture while translating strategy into practical, deliverable plans.
- Strong relationship-building and influencing skills, with the confidence to network, present and represent the organisation externally.

- Excellent written and verbal communication, including the ability to articulate a compelling case for support and tailor messaging to different audiences.
- Ability to work hands-on, while also leading, prioritising and enabling others.
- Strong planning, prioritisation and organisational skills, with the ability to manage multiple opportunities and pipelines simultaneously.
- Comfortable using AI, data, insight and systems (e.g. CRM, pipelines, forecasts) to inform decision-making and demonstrate impact.
- Strong data analysis skills to ensure informed decision making.
- Capable of preparing feasibility studies and financial analysis of funding opportunities/ partnerships.

Leadership & Ways of Working

- An intrapreneurial mindset — proactive, curious and comfortable testing ideas, learning quickly and adapting.
- Collaborative leadership style, with the ability to embed income generation as a shared organisational responsibility.
- Confidence to lead change, challenge thinking constructively and build momentum.
- High level of professional integrity, with a strong commitment to ethical fundraising, supporter care and relationship-led approaches.

Personal Attributes

- Ambitious, energetic and motivated by growth, opportunity and long-term impact.
- Resilient and adaptable, with the confidence to navigate uncertainty and complexity.
- Relationship-centred, values-led and aligned with Resources for Autism’s mission, purpose and neuro-affirming ethos.

Flexible working:

This role requires occasional out of hours working at weekends or evenings.

Person Specification:

Skills and experience	Essential	Desirable
Demonstrable evidence of success and business growth	X	
Experience and success in one or more of the following: <ul style="list-style-type: none"> • Corporate partnerships or sponsorship • Major donor / philanthropy programmes • Earned or paid-for services/ sales • Community or digital fundraising 	X	
Experience developing and delivering successful strategies.	X	
Evidence of successful relationship-building skills with funders, donors, corporate partners or others.	X	

Experience managing or mentoring staff or volunteers.	X	
Strategic thinker with the ability to work collaboratively across teams and with senior stakeholders.	X	
Good market research and data analysis skills that have influenced decisions	X	
Experience contributing to or leading at organisational growth.	X	
Highly organised, with the ability to manage multiple priorities and deadlines.	X	
Understanding of and commitment to adhering to fundraising policies, ethical standards, and relevant regulatory frameworks (e.g. Fundraising Regulator Code of Practice, GDPR).		X
Experience in minor/major donor fundraising and/or corporate partnerships.		X
Familiarity with the autism or disability sector.		X
Standard skills expected of all staff		
Excellent communication skills (written and verbal) adaptable to different populations including: colleagues, external professionals, service users, families, volunteers, donors	X	
Strong organisational and prioritisation skills	X	
Good understanding of Safeguarding	X	
IT skills: proficient with Office 365 and use of AI	X	
Self-starter and able to work independently, using own initiative	X	
Non-judgemental, compassionate	X	

Confidentiality

You will have access to confidential information concerning families and other service users and will be required to maintain confidentiality at all times.

This role may involve access to sensitive information relating to children, young people and adults at risk. In line with our safeguarding commitment and following a role-based risk assessment, the successful applicant will be required to undergo a Disclosure and Barring Service (DBS) check appropriate to the level of eligibility for the post.

Safeguarding

You will be expected to: actively promote the safety, wellbeing and inclusion of all children, young people and vulnerable adults accessing the service. Follow organisational safeguarding policies, procedures and codes of conduct at all times.

Maintain clear professional boundaries and model safe, respectful and appropriate behaviour. Recognise and respond appropriately to safeguarding, welfare or behaviour-related concerns, reporting these promptly and in line with organisational procedures.

Work in a way that reduces risk and supports positive behaviour, emotional regulation and individual communication needs and contribute to a culture where safeguarding concerns are shared appropriately, listened to, and taken seriously.

Staff Benefits

90% of our staff say that Resources for Autism is “a great place to work”.

Not only will the work you do ensure we are making vital differences and inspiring others, but our other benefits also include:

- flexible working patterns with the option to work in a hybrid way (only available for some roles)
- 25 days of leave (pro rata for part time roles) each year plus 8 bank holidays and an additional 3 Celebration days that could be used between Christmas and new year, but may be used for other religious days or significant days such as your birthday
- access to ongoing training and progress in the areas that interest you
- access to our wellbeing initiatives and an Employee Assistance Programme
- enrolment on to our pension scheme
- a supportive, warm and fun working environment made up of values driven people who are passionate about changing the world for autistic people

Application process:

In order that we adhere to Safer Recruitment processes, all applicants are required to complete an application form which must include your **full** employment history with clear details, any gaps in employment need to be outlined and explained. You are also required to provide details of your education history.

This role is exempt from the Rehabilitation of Offenders Act 1974. The successful applicant will be subject to an Enhanced Disclosure and Barring Service (DBS) check in line with DBS eligibility criteria and the DBS Code of Practice. This role does not include regulated activity and therefore is not eligible for a Barred List check.

In your personal statement we would like to see how you feel you meet the person specification and the requirements/responsibilities of the role.

If for any reason, such as due to accessibility, you feel you would struggle to complete an application form you can contact us via the below email and we may explore other options with you.

To discuss the role informally or if you need to contact us you can contact the HR team via recruitment@resourcesforautism.org.uk

We particularly welcome applications from global majority candidates, LGBTQIA+ candidates and disabled candidates, because we would like to increase the representation of these groups at Resources for Autism. We want to do this because we know greater diversity will lead to even greater results for our community.

As you would expect, we are a neuro-affirming employer, with a strengths and rights based approach to neurodiversity which affirms neurodivergent identity – we don't want to "fix" or "cure" autism, and we don't see it as a "disability" however we do recognise it can be "disabling". We are working to improve the ways in which we recruit and support neurodiverse employees and those with lived experience of neurodiversity.

RfA is a Disability Confidant employer and candidates who meet the minimum essential criteria, that have a disability will be guaranteed an interview.

Deadline for applications: 28th June

Interviews: interviews are on an ongoing basis based on applicant strength