

**JOIN OUR MISSION**  
**FOR CHILDREN AT RISK**  
**ON THE STREETS**



**FUNDRAISING MANAGER**

**Railway Children Africa – Recruitment pack**

**children** RAILWAY  
No child lost to the streets





# WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

At Railway Children, we aim to reach vulnerable children found alone and at risk on the streets, and around railways, where they face abuse and exploitation.

They find themselves living on the streets because they've nowhere else to go and nobody to turn to.

**We stand for children, their childhoods and their futures.**

## Over 10,000 children survive on the streets of Tanzania

We work in Tanzania, where children alone on the streets are frequently regarded by society as a nuisance that must be tolerated - a 'problem' rather than vulnerable children who desperately need help and support.

Many are treated as criminals and locked up with adults, where they are subjected to further violence and sexual abuse.

**Our pioneering work enables us to get to children before the streets get to them.**



# OUR AIM FOR 2027 IS TO LEAVE NO CHILD BEHIND

Our new 2022-2027 strategy model focusses on four key action areas for change in order to protect the most vulnerable children, before, during and after they are alone and at risk on the streets:

1. Protecting vulnerable children and supporting their families.
2. Strengthening community responses.
3. Strengthening child protection systems and policies.
4. Invest in evidence building to establish programme models and practices that can be replicated.

At the heart of this is a focus and dedication to collaborating with others and the development of contextual safeguarding solutions, to protect all young people from harm and abuse.





# WHO WE ARE



## OUR VISION

We believe in a world where no child ever has to live on the streets.



## OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



## OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.

## These Five Values Guide Our Work



### NEVER GIVE UP

Face challenges head on.



### HAVE COURAGE

Push boundaries.  
Think Big.



### EARN TRUST

Be Honest. Always act with Integrity.



### SHOW COMPASSION

Respect and Dignity  
for all.



### NURTURE TALENT

Encourage growth.  
Enable others.



# OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture

that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:



We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.



We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.



We will work with our people to identify their career and development goals and facilitate opportunities for growth.



We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.



When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children Africa.





# THE ROLE

## Fundraising Manager

**Department:** Programmes Department - Tanzania  
**Location:** Tanzania  
**Responsible to:** Executive Director

# JOB PURPOSE

This role will involve managing expansion of income within RCA, creating an updated fundraising strategy; planning & forecasting fundraising activities; overseeing day-to-day management of RCA fundraising activities; , marketing & promotion of fundraising activities and events; growing & developing the current fundraising portfolio; and working with the programmes in bid applications.

This is an exciting opportunity for an experienced professional to use their expertise to expand the income for a dynamic and growing charity, as well as to grow the profile of RCA in East Africa.

# KEY RESPONSIBILITIES

## THE FUNDRAISING MANAGER'S SPECIFIC ROLE WILL INCLUDE:

### 1) Managing the fundraising strategy and donor relations:

- Develop, implement, monitor, evaluate, and be accountable for the charity's income generation, through the development of the fundraising strategy, therefore ensuring targets are achieved.
- Act as the organizational expert on all income generation, supporting the team to expand all relevant fundraising streams in the long term.
- Ensure that RCA maintains its current income streams, which currently primarily is trust and grants fundraising, but focussing additionally on corporate partnerships.
- Create and maintain a pipeline of corporate and trust fundraising prospects
- Expand funding base to include events and individual giving.
- Keep oversight of current donors and their specific reporting requirements.
- Work closely with Managers to align project needs with donor priorities when developing proposals.
- Manage donor relations and communication together with the Executive Director, managers and UK fundraising team.
- Contribute to donor reporting, circulate donor reports, and collaborate with Managers to ensure programmes yield donor-relevant impacts.
- Support the implementation and coordination of the organisation's annual planning cycle.

### 2) Providing leadership to and coordinate the fundraising activities:

- Develop, coach, inspire and motivate the programme team to develop their own skills and expertise in fundraising, providing ongoing guidance and support for the programme team.
- Ensure there is a clear fundraising plan for implementation.
- Communicate effectively, both internally and externally, ensuring a flow of communication across the organisation, sharing information, success and good practice.

### 3) Managing expansion of Corporate Sponsorship:

- Develop and implement a strategy for increasing corporate fundraising.
- Make sure the strategy is followed, to ensure increased income in this area.
- Grow & develop SME and corporate partners for Railway Children Africa.
- Act as a key external spokesperson and play an active role in building the organisation's profile locally and nationally.

### 4) Growing Income Streams:

- Develop, manage and lead all fundraising areas within RCA, ensuring that they reach their targets.
- Ensure that the team is effectively managing the donor journey for all contacts in RCA.
- Research and develop business cases for new areas of income generation aimed to drive sustainability of income both within current fundraising streams and beyond.
- Manage the implementation of new income generation initiatives and evaluate their effectiveness.
- Play an active role with the charity's most significant supporters, ensuring that excellent relationships are cultivated and maintained, and effective asks are made, ultimately maximising income.
- Adhere to best practice within income generation and embed a culture of learning within the organisation.

### General duties (all staff)

- Uphold and work within Railway Children Africa's policies and procedures.
- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- Actively promote and embody Railway Children Africa's core values across the organisation and partners.
- Travel to Railway Children Africa's field operations as and when required.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

# PERSON SPECIFICATIONS

## EXPERIENCE, QUALIFICATIONS AND REQUIREMENTS:

- Experience and strong knowledge of government/statutory donors, with a particular emphasis on institutions donors such as USAID, CDC, EU, FCDO, Sida, CIDA and various Foundations.
- Experience of working in a fundraising role essential with substantial experience leading positioning, engagement, and capture work and/or developing proposals for complex, competitive, multi-year, multi-partner development opportunities.
- Track record of setting and achieving fundraising income targets
- Experience of working within NGOs or charities
- Ability to write compelling bids/business cases and reports
- An understanding of trust fundraising
- Experience of leading and managing fundraising departments
- Experience of working within an international development charity
- Excellent written and verbal communication; able to convey complex concepts clearly and concisely in writing and verbally.
- Ability to multi-task and prioritize effectively.

## SKILLS

- Strong presentation skills including ability to present data in creative and engaging ways.
- Skilled in solving complex issues through analysis, definition and a clear way forward, ensuring buy-in from key stakeholders.
- Strong relational and communication skills

## KNOWLEDGE

- Good understanding of key trends in international and humanitarian development.
- Experience and knowledge of the context in East Africa.
- A fluency (both written and spoken) of English and Kiswahili.
- Knowledge and understanding of the issues facing vulnerable young people at risk in Tanzania

## APTITUDE

- Ability to multi-task and prioritize effectively.
- Non-judgmental and open minded
- Ability to be creative and find positive solutions to problems.
- Solution-oriented and flexible attitude with the ability to work proactively and take initiative
- Possess the requisite empathy, compassion and passion to address the needs and challenges of working with children and young vulnerable adults.
- Demonstrable commitment to and the ability to uphold and promote Railway Children Africa's core values.
- Understanding of the importance of an organisational Code of Conduct and Safeguarding policy





## A GREAT PLACE TO WORK

Railway Children Africa is an International NGO registered in Tanzania, no. I-NGO/R1/00941, as an affiliate of our parent company Railway Children UK.

Railway Children has been working in Africa for over 10 years. We continually strive to provide a positive work environment for all our employees.

This is an exciting time to be joining Railway Children Africa.

In the next five years we have exciting plans to upscale our work dramatically.

If you would like to be part of this exciting journey, we'd love to hear from you.



# STILL INTERESTED?

## How to apply...

To apply for this position, please complete the application form and return it to [jobs.mwanza@railwaychildren.org.uk](mailto:jobs.mwanza@railwaychildren.org.uk) Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

Closing date: 18<sup>th</sup> April 2025.

**THANK YOU.**