Fundraising & Development Director

Short summary/strapline

Lead Ember's Fundraising & Development team, grow Ember's relationships with philanthropic foundations, build out a wider network of funders and secure new unrestricted income that will catalyse even greater impact at this globally respected energy think tank.

Description

Ember is recruiting a Fundraising & Development Director - a new role sitting within Ember's senior leadership team - to lead the growth of philanthropic funding for one of the world's most widely known independent energy think tanks. Ember has built a strong international reputation and a track record of real policy influence on the global energy transition, currently with a team of around 85 people predominantly located in Asia and Europe and an annual turnover of £8 million. Ember already benefits from robust support across the energy and climate philanthropy community; this role is being created to capitalise on our high standing and ensure that we grow Ember's impact by doubling our turnover by 2028.

The primary focus of the role is twofold: generating new leads and growing the core, unrestricted funding Ember receives from philanthropic foundations. Unrestricted funding gives Ember the flexibility to respond quickly as the energy transition evolves, so growing it is a strategic priority, not just a fundraising target.

This is a new, Director-level role reporting directly to the CEO. You will line-manage and develop Ember's fundraising team, while personally driving frontline fundraising - building relationships with new foundation funders and pitching Ember's value proposition at the highest levels.

Ember is rapidly integrating AI into the organisation, and you'll be communicating to funders how these new tools are extending our impact; increasing our productivity; and bringing fresh thinking to how Ember approaches fundraising and donor engagement.

Key responsibilities

- Develop and lead Ember's fundraising and development strategy, with a particular focus on new lead generation and growing core, unrestricted funding from philanthropic foundations.
- Build and manage a pipeline of new foundation prospects, researching and identifying funders whose priorities align with Ember's mission and work.
- Personally lead the cultivation and solicitation of new foundation funders and HNW individuals, translating Ember's data, analysis and policy impact into compelling, funder-ready cases for support.
- Deepen relationships with Ember's existing funders alongside the fundraising team, and support the CEO and Directors as effective ambassadors in donor conversations.

- Set annual and multi-year fundraising targets and report regularly to the CEO and Directors on pipeline health, progress and risks to income.
- Act as Ember's central point of coordination for fundraising activity, including bids and funder approaches initiated by other Directors or teams, to ensure a joined-up funder experience.
- Line-manage and develop Ember's fundraising team, building their capacity to identify, secure and manage new funding.
- Work closely with Ember's programme, policy and communications teams to shape funding propositions that make full use of Ember's brand and track record of influence.
- Implement the systems, processes and reporting needed to track prospects and funder relationships, and ensure high-quality narrative and financial reporting to funders.
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Location

Location: fully remote, worldwide.

Candidates must be able to accommodate at least five hours of overlap with UK working hours (London time) each working day. Time zones between GMT and GMT+6 are preferred to support collaboration with the CEO, the fundraising team and colleagues across Ember's Asia and Europe teams. You must have the right to work in your country of residence. For employees based outside the UK, a local payroll contract is available, dependent on the country.

Requirements

Must have

- Substantial experience (typically around five years) at director level in a senior fundraising or development role, ideally within an international non-profit, think tank, NGO or other mission-driven organisation.
- Experience developing and delivering a fundraising strategy that grows an organisation's core, unrestricted income alongside project-specific or restricted grants.
- A strong track record of generating new leads and securing new funding from philanthropic foundations - not just managing and stewarding an existing portfolio.
- Experience overseeing and coordinating cross-organisational bids, including coordinating fundraising initiated by other team leaders.
- Experience managing and developing a team, with proven ability to enhance fundraising skills and confidence.
- Excellent relationship-building and communication skills, with the ability to translate complex data, research and policy work into compelling, funder-ready narratives.
- Fluent in spoken and written English.

Nice to have

- Experience fundraising for a data-driven, research or policy organisation, or within the climate and energy sector.
- Existing relationships with philanthropic foundations active in climate, energy or international development funding.
- An experienced and enthusiastic user of AI tools, with a strong interest in applying them to improve fundraising and development practice.
- Experience setting up or improving fundraising systems, CRM and reporting processes in a growing organisation.
- Experience diversifying income streams for an international non-profit, think tank, NGO or other mission-driven organisation.
- Experience fundraising across multiple countries and time zones.
- Additional language skills.

We are an equal opportunities employer committed to diversity and treating all employees with dignity and respect regardless of background.

Benefits

Salary: £66,291 - **£92,230** (UK 4.4 - 5.1 scale) , dependent on experience. This is a Director-level role in Ember's Leadership Team. Salaries are adjusted depending on local cost-of-living for candidates based outside the UK; specific ranges will be shared with interview invitations. **Bonus:** Ember is exploring a capped annual bonus linked to agreed goals around growth in unrestricted income, with details shared at interview stage.

Contract: Full time (but only working 9 days every fortnight with no reduction in pay), permanent subject to a 3 month probationary period.

Remote culture and diverse team: Ember is a remote-first organisation, with talents of diverse backgrounds from 15+ countries over the world.

Further benefits: We offer a competitive benefits package, including:

- We operate a nine-day fortnight meaning our full-time staff are given every other Friday off work with no reduction in pay
- A minimum of 25 days holiday, plus public holidays
- For each year that you're part of the team at Ember you'll receive an additional day of holiday, up to a maximum of 5 additional days.
- Generous paid maternity and paternity leave
- Flexible working conditions, including the opportunity for part-time work and home working.
- Access to a local working space can be arranged
- Free annual eye tests
- Access to a counselling service
- Funding and allocated time for your training and development
- Paid volunteer day
- Four paid days off to enable low carbon travel
- Time off to donate blood

About Ember

Ember is an independent, not-for-profit energy think tank that accelerates the clean energy transition with data and policy. We gather, curate and analyse data on the energy system, and use our findings to improve energy and climate policy.

See our work at https://ember-energy.org/ and https://x.com/ember_energy