RNOH CHARITY

Head of Fundraising

Nov 2026



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Welcome from the Chief Executive

Dear Candidate,

Thank you for your interest in the role of Head of Fundraising at the Royal National Orthopaedic Hospital Charity.

This is an exciting opportunity to join a charity that is making a tangible difference to one of the UK's leading specialist orthopaedic hospitals. Every day, we see the impact that charitable support has on patients, families and staff, helping to fund projects and innovations that would not otherwise be possible through NHS funding alone.

RNOH is an incredible organisation. As the UK's leading specialist orthopaedic hospital, it changes lives through pioneering treatment, rehabilitation and research for people living with some of the most complex musculoskeletal conditions. Our Charity exists to strengthen that work through strategic investment in patient experience, staff wellbeing, world-class facilities and medical research.

Over recent years, the Charity has awarded more than £5.5 million in grants and supported a wide range of projects, from advanced medical technology and specialist equipment to research, rehabilitation and improvements to the patient environment. We are proud of what has been achieved, but we are equally ambitious about what comes next.

You will be joining the Charity at an important point in its development. Over the last year we have invested significantly in strengthening our infrastructure, systems, performance reporting and fundraising foundations. We have completed a full fundraising review, embedded new approaches to measuring performance, strengthened donor stewardship and developed a clear roadmap for growth. The platform is now in place to take the next step.

We are seeking a fundraiser who combines strategic thinking with a hands-on approach to delivery. This is not a role for someone who wishes to oversee fundraising from a distance. As a small, ambitious charity, we need a leader who enjoys building relationships, securing significant gifts, identifying opportunities and working alongside colleagues to achieve results. You will be equally comfortable discussing strategy as you are meeting prospective donors, developing campaign propositions or supporting team members in delivering their objectives.

There is considerable opportunity ahead. We are preparing to launch an ambitious campaign to support veterans' healthcare, continuing to drive our Mako robotic surgery appeal, and exploring new ways to engage supporters, partners and philanthropists who share our commitment to transforming orthopaedic care.

Most importantly, this role offers the chance to make a genuine difference. You will play a part in improving outcomes and experiences for patients facing life-changing conditions and injuries. It is work that is both meaningful and rewarding.

If you are motivated by the opportunity to build on strong foundations, work collaboratively across a specialist NHS environment and help shape the future of a growing hospital charity, I would really like to hear from you.

Thank you again for your interest in joining us.

Best wishes,

Rosie Stolarski
Chief Executive
Royal National Orthopaedic Hospital Charity



About The Royal National Orthopaedic Hospital (RNOH)

The Royal National Orthopaedic Hospital NHS Trust (RNOH) is the UK's leading specialist orthopaedic hospital, providing world-renowned care for patients with complex neuro-musculoskeletal conditions. We operate from our main acute site in Stanmore, Middlesex, and an outpatient assessment centre on Bolsover Street in Central London. As a national tertiary hospital, we provide a comprehensive range of neuro-musculoskeletal health care, ranging from acute spinal injury and complex bone tumour to orthopaedic medicine and specialist rehabilitation for chronic back pain sufferers.

Key areas of treatment include:

- Spinal injuries & chronic back pain
- Bone tumours & Sarcoma for both adults and children
- Complex joint reconstruction
- Specialist Rehabilitation: treating patients with severe mobility challenges, including amputees and war veterans



About RNOH Charity

We are a grant-making charity, dedicated to strengthening and supporting the people, research and infrastructure that make the RNOH one of the world's best orthopaedic hospitals. We play a crucial role in enhancing patient experience, funding cutting-edge equipment, and providing vital resources that go beyond what the NHS can offer.

As a hospital charity, our mission is to ensure that RNOH remains at the forefront of orthopaedic treatment and innovation, improving the lives of people with complex musculoskeletal conditions. Thanks to the generosity of our loyal donors and supporters, we can fund state-of-the-art medical equipment, pioneering research projects, and initiatives that enhance patient wellbeing; from specialised therapy and recovery services to improved hospital environments.

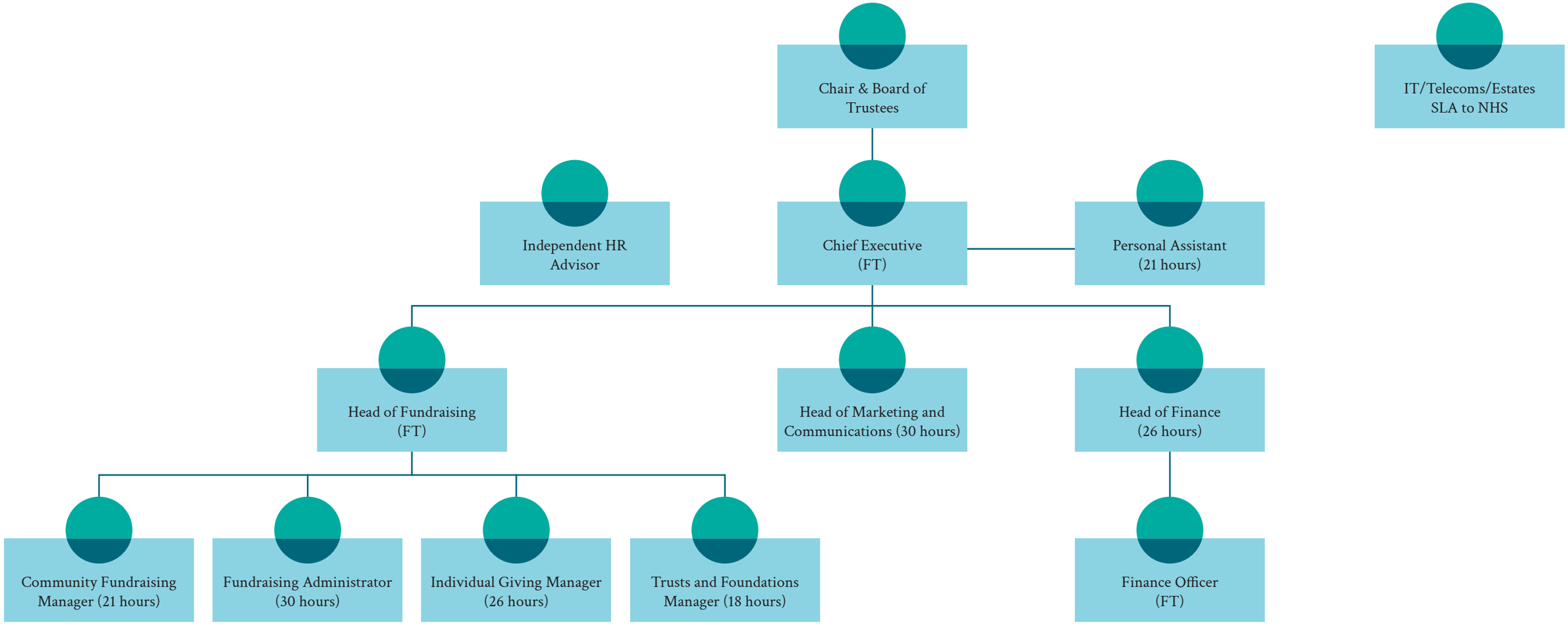
Through our work, we help transform the care provided at RNOH, ensuring that patients, from children to adults, receive world-class treatment and support during their recovery.

We are proud to have awarded more than £5.5 million in grants over the last six years.

Our four main goals are:
1. Enhancing patient experience
2. Improving staff experience
3. Creating a world-class facility
4. Investing in medical research

We strive to make sure that all our activities are carried out in line with our organisational values: Creative, Respectful, Excellence, Enthusiasm, Integrity and Collaborative.

Organogram


Chair & Board of Trustees
IT/Telecoms/Estates SLA to NHS
Independent HR Advisor
Chief Executive (FT)
Personal Assistant (21 hours)
Head of Fundraising (FT)
Head of Marketing and Communications (30 hours)
Head of Finance (26 hours)
Community Fundraising Manager (21 hours)
Fundraising Administrator (30 hours)
Individual Giving Manager (26 hours)
Trusts and Foundations Manager (18 hours)
Finance Officer (FT)



The role

Job title
Head of Fundraising

Salary
£55,000 - £60,000

Hours
37.5 hours, full-time

Location
Hybrid with 2-3 days/ week onsite (North and Central London)

Reporting to
Chief Executive

Key relationships
- Chief Executive
- RNOH Charity Trustees
- Senior Managers
- Clinicians
- Members of fundraising team
- Existing and prospective donors

Summary

This role is a senior, delivery-focused role responsible for driving sustained income growth for the charity, with a particular focus on philanthropy and major donor relationship fundraising.

You will bring a strong track record of personally delivering income growth, alongside experience of developing and leading a high-performing function. This is a hands-on role, with accountability not only for strategy but for the direct delivery of income across key fundraising streams, including major gifts, supporter acquisition, and digital fundraising.

Working within a small, ambitious team, you will be resilient, adaptable and comfortable operating at both strategic and operational levels. You will lead by example, building relationships with major donors and prospects and directly contributing to fundraising activity while embedding a data-led, performance-driven culture to maximise return on investment, grow the supporter base, and increase long-term income.

You'll be joining at an exciting time, with a major veterans' healthcare campaign moving toward launch and ongoing appeals.

As a member of the Senior Management Team, you will work closely with the Chief Executive to deliver ambitious income targets and raise the Charity's profile, in a genuinely collaborative partnership with the Hospital.

Context

- Our fundraising income has been around £1m annually in recent years; the ambition is to grow this back toward £1.5m+, alongside delivering major restricted and campaign income
- Strong foundations for growth are already in place: a full fundraising review and benchmarking exercise has been completed, donor journeys are mapped, and KPI/ROI reporting is embedded across the team
- The fundraising team is small (four direct reports) and the charity operates in close, interdependent partnership with the Hospital. This role will suit you if you're proactive, resilient, and comfortable pushing things forward rather than waiting to be asked
- You will be excited to personally lead and deliver key income-generating activity, rather than solely delegating
- The role requires the ability to balance strategic leadership with hands-on execution, focusing effort on activity that delivers the greatest return
- Success will depend on resilience, pace, and accountability, with the ability to prioritise and deliver results despite competing demands



Main duties and responsibilities

Strategic Leadership and Income Growth

- Develop, implement, monitor and refine a fundraising strategy focused on achieving measurable income growth, aligned to the Charity's business plan
- Lead delivery of a step change in income, underpinned by clear targets, forecasting, and performance management
- Identify and develop scalable income streams, ensuring a balanced and sustainable fundraising portfolio
- Ensure all fundraising activity is efficient, cost-effective, and delivers strong return on investment, with clear reporting to senior management and trustees
- Contribute actively to organisational strategy as a member of the Senior Management Team

Philanthropy, Major Gifts and Relationship Fundraising

- Lead the major gifts programme in partnership with the Chief Executive, personally cultivating and securing gifts from high-value donors, trusts, and foundations
- Develop compelling cases for support, including for new campaigns and ongoing capital appeals, aligned to clinical and organisational priorities
- Build and sustain strong relationships with key donors, prospects, and partners, bringing fresh energy and ideas to existing donor pipelines
- Develop the charity's approach to legacy giving, building on recent unrestricted and restricted legacy income

Supporter Acquisition, Digital and Data

- Work closely with the Individual Giving Manager and Head of Marketing to ensure supporter acquisition and digital fundraising activity is well-planned and effective, using channels such as website, email, paid media, and social platforms to drive income and engagement
- Champion a data-led approach to fundraising, using CRM and insight (RENXT) to inform decision-making and track performance
- Oversee KPIs and performance dashboards across all fundraising streams
- Stay abreast of developments in digital fundraising, ensuring the Charity adopts innovative and effective approaches

Governance and Compliance

- Ensure all fundraising complies with Charity Commission requirements, the Fundraising Regulator, and relevant legislation
- Maintain high standards of probity, transparency, and ethical fundraising practice
- Keep abreast of sector best practice and represent the Charity within relevant sector networks

Leadership and Management

- Lead, motivate and develop a team of four (Community Fundraising Manager, Individual Giving Manager, Trusts & Foundations Consultant, Database Administrator), setting clear objectives and expectations
- Adopt a hands-on leadership style, directly contributing to delivery as well as overseeing team performance
- Build capability within the team while personally leading complex or high-value activity
- Foster a culture of resilience, tenacity, and proactive problem-solving



Person Specification

Essential

- Demonstrable track record of personally securing major gifts and building long-term donor relationships, at a senior level
- Experience developing and leading a fundraising strategy, ideally within a small team
- Genuine enjoyment of relationship fundraising; comfortable initiating conversations and asking for significant gifts
- Good working understanding of supporter acquisition and digital fundraising, even without hands-on technical expertise
- Experience using data, insight, and CRM systems to drive performance
- Strong leadership skills, with experience managing and developing a small team
- Excellent relationship management and influencing skills with senior stakeholders, donors, and clinical colleagues
- Excellent communication skills, with the ability to influence, negotiate and build trust across clinical, philanthropic, and organisational audiences
- High levels of resilience, tenacity, and personal accountability; comfortable navigating a complex, NHS-adjacent organisation and its pace
- An entrepreneurial mindset, able to spot and pursue opportunities rather than waiting for process

Desirable

- Experience within the NHS, health, or medical research charity sector
- Experience of legacy fundraising

General information

Job descriptions are reviewed periodically to reflect the evolving needs of the sector, in consultation between line managers and postholders. The role requires flexibility, including occasional evening and weekend work for events, and, as part of a small team, a willingness to support colleagues across activities as needed.



How to apply

Charity People are managing the recruitment process on our behalf. Please email Philippa Randle with any questions.

To formally apply, please send a CV and supporting statement answering the questions below to philippa@charitypeople.co.uk by midday on Wednesday 18 November 2026.

We want you to have every opportunity to demonstrate your skills, ability, and potential. Please let Philippa Randle at Charity People know if you require any assistance or adjustment to help ensure the application process works for you – philippa@charitypeople.co.uk / 07563 030588.

The questions below are designed to help us understand your experience and approach to the core requirements of this role. Please answer both questions. There are no right or wrong answers; we're looking for honesty, specificity and reflection.

Supporting statement questions

- 1: Motivation: What draws you to this role at RNOH Charity, and what would you hope to bring to it in your first year? (Max 300 words)
- 2: Strategic approach and experience: RNOH Charity is preparing to launch a major fundraising campaign, building on an existing case for support and feasibility work. Drawing on your own experience of developing or delivering a philanthropy-led campaign or major gifts programme, tell us how you would approach building momentum and securing early support. (Max 400 words)
- 3: Hands-on delivery in a small team: This is a hands-on role within a small, close-knit team, where you'll be expected to lead strategically while also personally delivering income-generating activity. Tell us about a time you've had to balance strategic leadership with direct, on-the-ground delivery, and what you learned from it. (Max 300 words)

A note on AI

We embrace new ways of working, including AI, but your application matters to us, and we want it to reflect you. Feel free to use AI tools to help organise or refine your thinking, but please don't let them do the talking for you. We're looking for authentic responses that tell us who you are and why this role excites you. That's the bit only you can write.

Key Dates

- **Closing Date:** midday Weds 18 Nov
- **First round interviews:** w/c 23 Nov (online)
- **Final interviews:** w/c 30 Nov (in person)

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