APPOINTMENT OF DIRECTOR OF DEVELOPMENT

- December 2017
“The work of the Sutton Trust to improve social mobility is more vital than ever. In the 20 years since I set up the Trust we have put social mobility on the map. We need to act on two fronts to maximise our chance of improving social mobility. We need to step up the battle against educational disadvantage. And we need to open up opportunities in the workplace. We will also increase our impact on public attitudes and government policy. And we want to establish the Trust in perpetuity. I hope that you are compelled to work with us. Together we can make a difference”

-Sir Peter Lampl, Chairman
Introduction

The Sutton Trust is seeking a new Director of Development who has the drive and ambition to lead the Trust’s highly successful fundraising operation and enable this ground-breaking organisation to widen the impact of its renowned social mobility work.

About the Sutton Trust

The Sutton Trust is the UK’s leading foundation dedicated to improving social mobility. Founded by Sir Peter Lampl in 1997, the Trust is a ‘do-tank’ that delivers programmes to 5,000 young people each year across the country, rigorous research into the issues of low social mobility and educational disadvantage, and policy advocacy to affect systemic change. The Trust offers opportunities to young people from low and moderate-incomes to access leading universities and the professions to ensure they reach their potential, regardless of their background, school or where they live.

In education, disadvantage starts before birth and extends through to adulthood. Research published by the Trust found that social mobility has declined in Britain, and is lower than that in many similar countries. Not only does this highlight a waste of talent of many young people from non-privileged backgrounds, but incurs significant economic costs to the nation.

We seek to improve educational opportunities and raise the aspirations of young people from low and middle-income backgrounds. We provide programmes from parental engagement in the early years, to enabling access to leading universities in the UK and the United States. Increasingly we are also opening up opportunity in the workplace – an emerging obstacle to social mobility.
What we do

Research

We have produced over 200 pieces of high-profile research highlighting educational inequality in the UK. The Trust’s ground-breaking 2005 study put the issue of low social mobility on the political map in the UK: researchers from the London School of Economics and Political Science found that social mobility for recent generations in the UK is lagging behind other developed counties such as Canada, Denmark, Germany, Sweden and Finland. Social mobility had also fallen compared with earlier generations. The Trust’s research studies generate thousands of mentions in the national print and broadcast media.

Advocacy

We have had a profound impact on Government policy and funding and shaped much of the public debate on social mobility issues. Our work opening up access to leading universities led to sector wide efforts to widen participation for young people from all backgrounds. The Trust published the initial ‘pupil premium toolkit’ - a guide now used by two thirds of school leaders to inform the approaches they adopt to improve the attainment of disadvantaged pupils.
More recent campaigns have called for an improvement in high level and degree apprenticeships on offer to young people.

Influencing government policy and public attitudes towards social mobility and education. Three examples:

<table>
<thead>
<tr>
<th>OUR ACTIONS</th>
<th>POLICY INFLUENCE</th>
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<tr>
<td>PUBLISHED seminal study on social mobility</td>
<td>Put social mobility on the map</td>
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<td>LAUNCHED summer schools</td>
<td>Government creates national summer school programme</td>
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<td>HIGHLIGHTED systemic educational disadvantage</td>
<td>Government provides £135 million to create the Trust’s sister charity, the Education Endowment Foundation</td>
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Programmes

The Trust believes that all young people should have the chance to explore their future options regardless of their background or where they live. Our programmes support young people to make informed choices about their next steps. The Trust works in partnership with the country’s leading universities. We commit to robust evaluation of all our programme work.

Our highly respected programmes have transformed the lives of 25,000 young people to date. They range from our flagship UK Summer Schools Programme and our more recent US Summer Schools Programme, as well as career specific programmes such as our successful ‘Pathways’ programmes, improving access to such professions as Law, Medicine and opportunities in Science, Technology, Engineering and Math (STEM).

Investing in the Trust generates highly impressive quantified economic returns: an independent study by the Boston Consulting Group found that on average the Trust’s programmes generate a return of £11 for every £1 invested.

<table>
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<tr>
<th>PROGRAMME</th>
<th>AIM</th>
<th>OVER THE NEXT 5 YEARS</th>
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<tr>
<td>UK summer schools</td>
<td>Helping young people access selective universities</td>
<td>Looking to expand from 2,300 participants</td>
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<tr>
<td>US programme</td>
<td>Supporting young people to access top US colleges</td>
<td>Looking to expand from 150 to 250 participants</td>
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<td>Pathways to the Professions and access to the workplace</td>
<td>Giving young people best chance to access professions</td>
<td>Aiming to grow significantly and rapidly</td>
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<td>Sutton Scholars</td>
<td>Supporting 11-16 year olds</td>
<td>Evaluating the existing model</td>
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<tr>
<td>Teachers</td>
<td>Advising teachers to help students apply to top universities</td>
<td>Scaling through online engagement</td>
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<tr>
<td>Innovation</td>
<td>Develop completely new programmes and improve existing ones</td>
<td>Trialling and evaluating new work</td>
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This work is overseen by the Education Advisory Group (EAG), which was established in 2015 to shape the Trust’s future research and programmes. The Trust’s education advisory group is made up of diverse group of experts from the world of education.
UK SUMMER SCHOOLS
Bristol
Cambridge
Durham
Edinburgh
Imperial College London
King’s College London
Nottingham
Oxford
Royal Veterinary College St Andrews
University College London
Warwick

TEACHER SUMMER SCHOOLS
Durham
Oxford
St Andrews
University College London

PATHWAYS TO LAW
Bristol
Exeter
Leeds
Leicester
Liverpool
London School of Economics
Manchester
Nottingham
Nottingham Trent
Oxford
Queen Mary, University of London
Roehampton
Warwick

PATHWAYS TO MEDICINE
Imperial College London
Hull-York

PATHWAYS TO STEM
Nottingham
York

PATHWAYS TO BANKING
London School of Economics
Warwick

PATHWAYS TO CODING
Queen Mary University

SUTTON SCHOLARS
Cambridge
Imperial College London (coding)
Nottingham
University College London
Warwick

PARENTAL ENGAGEMENT FUND
Bournemouth
London
Manchester Oldham
Oxford
Sefton

ACCESS CHAMPIONS
Essex
West Midlands

PATHWAYS PLUS
National

US PROGRAMME
Massachusetts Institute of Technology
Yale
“[The Sutton Trust] has acted on problems you have shone a light on. Your Summer Schools have helped tens of thousands of young people from poorer backgrounds to get into the most prestigious universities. Your Pathways Programmes have helped thousands of young people from low-income households into the leading professions. From law, to medicine, to banking. And you co-founded with us the Education Endowment Foundation, to identify what works in education to improve outcomes for our most disadvantaged pupils.

With [the Trust’s] help, we are actually now starting to close the attainment gap. Yet in so many ways, throughout these 20 years, in my mind the Sutton Trust has never been sufficiently recognised for the importance of its work to our country. That now needs to change. It has to.”

- Justine Greening, MP & Secretary of State for Education.

Philanthropy & our supporters

The Sutton Trust was originally funded by our founder, Sir Peter Lampl who has given over £50 million to the Trust’s work. In recent years, we have diversified our income to establish a more secure business model for our future sustainability. We engage philanthropic support from a range of individuals, foundations and corporations.

Together with the diversification of our income stream, we have nearly trebled our philanthropic income since 2013 and nearly doubled it between 2015 and 2017, from just over £4m in 2015 to nearly £8m in 2017.

Our supporters sponsor our flagship programmes and pilot work; others support our research, policy, advocacy communications work; and others our core costs.

Our mission is to continue to grow our donor base further and meet an ambitious target to raise £60 million over the next 5 years The new Director of Development will be instrumental in maintaining and deepening existing donor relations, developing new donor relationships, and driving the Trust’s long term fundraising strategy – raising a long-term fund, initiating wide scale alumni fundraising and helping to initiate trial programmes.

Individuals, Trusts and Corporates

In 2013 we launched a Sutton Trust Development and Advisory Board, now comprising 30 individuals, giving at least five-figure gifts annually. And in 2014 we launched a Fellowship programme for individuals contributing five-figure gifts annually. There are now 27 Fellows and over the last couple of years a number of Fellows have become Board members. Many of the individuals in our Board and Fellowship also give significantly (six-figures mainly) to particular areas of our work above their Board/Fellowship annual contributions.
Sutton Trust Board Members

Stephen Brenninkmeijer, Founder of Willows Investments
Justin Bull, Partner and Chief Operating Officer, Copper Street Capital
Tim Bunting, General Partner at Balderton Capital and former Vice-Chairman of Goldman Sachs International
Mike Carpenter, Former CEO, Ally Financial
Dr PC Chatterjee, Founder and Chairman of The Chatterjee Group
Mark Crosbie, Managing Partner, Antin Infrastructure Partners
Jerry del Missier, Founder and Executive Chairman, Copper Street Capital
Glenn Earle, Former Managing Director and Chief Operating Officer of Goldman Sachs International
Edward Fitzmaurice, Non-Executive Director of Hastings Holdings Ltd
Marc Gabelli, Managing Partner, Gabelli Securities
Sir Peter Gershon, Chairman of National Grid plc
Richard Gnollke, Vice Chairman of The Goldman Sachs Group, Inc and Chief Executive Officer of Goldman Sachs International
David Gregson, Chairman of British Tennis and of Karma Group
Anthony Gutman, Co-head, UK Investment Banking, Goldman Sachs
Graham Keniston-Cooper, Former head of Morgan Stanley Private Equity
Sir Peter Lampl, Founder and Chairman of the Sutton Trust and Chairman of the Education Endowment Foundation
Joe McDevitt, Retired Managing Director of PIMCO
Sir Harvey McGrath, Chair, Big Society Capital, and Chair, Governors of Birkbeck, University of London
Lucy Morris, Trustee of CHK Charities and Governor of Kensington Aldridge Academy
Richard Perry, CEO of Perry Corp.
Ian Riley, Founder of Vitruvian Partners
Kasia Robinski, Partner at Hanover Investors
Peter Selman, Head of Equities, Deutsche Bank
Martin Sullivan, Operating Partner at Lightyear Capital
Richard Taylor, Chairman, Global Corporate and Investment Banking, Barclays Investment Bank
Corinne Vigreux, Co-founder of TomTom and Managing Director, Consumer Business
Dr Geoffrey Walker MD, Dallas Nephrology Association
Ian Walsh, Senior Partner and Managing Director, Boston Consulting Group London
Alex Wilmot-Sitwell, President, EMEA, Bank of America Merrill Lynch
Christopher Wright, Director, Merlin Capital
Together with Sir Peter and Chief Executive Dr Lee Elliot Major, the Director of Development will work closely with the Sutton Trust Board/Fellowship, but also develop the individual prospect pipeline, working across the network of existing donors and identifying new leads.

We have worked hard to develop and maintain good relationships with a number of corporate partners, securing multi-year gifts at the six and seven-figure level. As the Development lead, you will work with these partners and others to renegotiate and renew our existing relationships and establish new ones. We also work with a range of organisations (The Boston Consulting Group, Bain Consultants, Oliver Wyman, Oxera) who provide support in kind through pro bono projects.

In recent years we have increased significantly the income generated from trusts and foundations from just over £1m in 2015 to nearly £4m in 2017, doubling the number of foundations we worked within a 12 month period and securing a number of 7-figure gifts.
Examples of Corporate Sponsors and Partners

- Bank of America Merrill Lynch
- Deutsche Bank
- KPMG
- Barclays
- Clifford Chance
- PWC
- HSBC
- Antin Infrastructure Partners
- DLA Piper
- Linklaters
- The Law Society
- Neuberger Berman

Examples of Trusts and Foundations

- Esmée Fairbairn Foundation
- Garfield Weston Foundation
- The Wolfson Foundation
- The Monday Charitable Trust
- The Robertson Foundation
- The Legal Education Foundation
- The Kusuma Trust
- The Oak Foundation
- Sofronie Foundation

Income in FYE 2017

- Corporates: 22%
- Trusts and Foundations: 41%
- Individuals: 26%
- Pro Bono: 12%
The Role

The Director of Development will lead the fundraising strategy of the Trust, significantly growing its philanthropic income.

A member of the senior team, the post holder will report to the CEO Dr Lee Elliot Major and work closely with Sir Peter Lampl, and the Trust’s Development and Advisory Board to identify opportunities, develop the prospect pipeline and deliver new income streams, as well as manage existing relationships. The successful candidate will also work internationally, developing and supporting our US programmes, alongside the US-UK Fulbright Commission, and top Ivy League universities.

Leading a small but dynamic development team, the Director of Development will set and oversee fundraising targets, as well as develop long term funding strategies for the Trust to continue building the sustainability of the Trust’s income base.

You will have a strong commitment to educational equality and social mobility, a significant track record of building and managing high-level donor relationships, and securing substantial (six and seven figure) gifts. You will bring strategic vision and evidence of managing stakeholder relationships at the highest level.

Requirements and responsibilities

Key Responsibilities

- Responsible for the fundraising strategy of the Trust, including the development and delivery of the Trust’s 20th Anniversary, 5-year strategy (2022)
- Responsible for developing long-term funding strategies for the Trust; including growth of a long-term fund, designated funds, and alumni and legacy fundraising
- Responsible for income forecasting of the Trust and contributing to annual budget-planning
- Responsible for setting and overseeing fundraising targets
- Responsible for identifying new donor prospects of all kinds
- Contributing towards a risk register for the Trust
- Working closely with the Trust’s Chairman and Chief Executive on high value donor relationships and development strategy for the Trust
- Leading on large funding proposals
- Responsible for line management and performance of the development team as well as managing workflows, structure and recruitment as the team grows
- Manage the budget for development related work
- Responsible for high-value giving and stewardship
- Overseeing weekly Development meetings with the Chairman and the Chief Executive and attending Directors’ meetings
- Organising and overseeing fundraising events
- Overseeing and growing the Development team’s work with the new Sutton Trust alumni network
• Ensuring the dissemination of best practice across the development team, with particular emphasis on fundraising and stewardship standards
• Responsible for keeping up-to-date with fundraising trends and legislation and ensuring the team is compliant with the incoming GDPR and fundraising regulation
• Overseeing the development of the Trusts fundraising database
• Responsible for leading on relationship and network building for the Trust with major donors of all kinds
• Representing the Trust professionally with high-value funders and prospects
• Facilitating relationship-building between donors/prospects with members of the Sutton Trust Team
• Oversee the development of a strong portfolio of fundraising literature
• Responsible for developing the fundraising pages on the Trust’s website
• Helping to broker and lead key pro bono projects with partner management consultants

Person Specification

• Commitment to the mission and values of the Sutton Trust
• Degree education or equivalent experience
• Knowledgeable about the charity and education sectors
• Several years’ experience of fundraising at the highest level
• Proven track record of securing 6 and 7-figure gifts
• Proven track record of successful management skills
• Proven track record of and experience in fundraising from a range of streams
• Experience of setting, managing and delivering income targets
• Proven experience of budget management and team development
• Exceptional communications skills to all audiences
• Exceptional relationship management skills
• Ability to think strategically and set a strategic plan
• Ability to innovate
• Excellent organisational, budgetary and administrative skills
• Strong numeracy and literacy skills
• Results driven
• Ability to work creatively and proactively to identify fundraising and communications opportunities
• Ability to build effective relationships with donors
• Strong attention to detail
• Ability to work in a small, fast-paced team
• A confident, positive and creative personality with the ability to motivate and inspire supporters, colleagues, staff and
Appointment process and how to apply

We are being supported in this search by executive search firm Perrett Laver. Applications should consist of a full CV and covering letter detailing academic and professional qualifications, employment history, latest remuneration and relevant achievements. For further particulars and to apply for this role, please visit www.perrettlaiver.com/candidates, quoting reference 3401.

The deadline for applications is 12 noon (GMT) on Monday the 8th of January 2018. We are committed to ensuring equality of opportunity for all. We strongly encourage individuals from all backgrounds to apply for this role.
Testimonials

“The Sutton Trust over the past fifteen years has done an extraordinary job of campaigning for social mobility and equal opportunity in this country, and also making it happen from its summer schools to its academic work, to its lobbying of government. It is a truly extraordinary organisation and I would say it is the best advocate we have in this country among think tanks and that world for creating equal opportunity and making Britain a fairer place”

- Ed Miliband MP, Leader of the Opposition 2010 – 2015

“I commend Sutton Trust for their work in providing this educational opportunity to young people most in need. [...] our partnership with Sutton Trust is affording talented students with an opportunity that will change lives. I’m very proud to be part of that.”

- Alex Wilmot-Sitwell BAML President for Europe, the Middle East and Africa (Bank of America Merrill Lynch is the founding corporate partner of the Sutton Trust US Programme)

“When I first heard about the summer schools, I jumped at the chance to apply. As an A-level student, I knew I wanted to study economics at university but I didn’t think studying at Cambridge was a realistic goal for me. Despite having the academic results to apply, it just wasn’t on my radar as something that someone with my background would be able to do.

However, as soon as I got to the summer school at Cambridge, that mindset changed forever. The people I met were friendly, welcoming, and I realised that I had just as much right to a place there as someone with a more privileged upbringing.

I went home, and started the application process. I was successful and started at Cambridge the following October, going on to spend a year at MIT, completing undergraduate classes at Harvard too. After graduating I began my career as a Management Consultant at Oliver Wyman and become one of the youngest partners in the firm eight years later.”

- Lindsey Naylor is a Cambridge graduate, a Sutton Trust fellow and Management Consultant at Oliver Wyman

“I grew up in Walthamstow in North-East London. It is a challenging place. Many people are from a low socio-economic background and there is little aspiration. Even those who are bright are not primed to push themselves to be the best that they can. But there is an overwhelming community feel nevertheless.

There was not much careers’ advice at my secondary school. I would have benefitted from it. Gaining work experience was from my own efforts and it was quite hard to get. This is the reason why the Summer School was so beneficial.
The Sutton Trust Cambridge Summer School busted a few myths, especially the one that students who study there are from elite backgrounds. You realise they there are ordinary people. The mock trial was the most inspiring moment. I enjoyed the rigour of the preparation and the cross examination of witnesses. There was that single moment when I realised that I wanted to study Law. I’ve always wanted to know what it feels like to be a barrister. I hope to do a Masters at Oxford, and after that, to train as a commercial barrister.”

- Josiah Senu is a law student at LSE

“I grew up on a council estate in Ewell. My mother was a hospital receptionist and my father worked as a part-time barman and part-time security employee. I attended my local comprehensive school, where I was on free school meals.

In the summer of 1999 I attended the Sutton Trust Law summer school at Oxford University. It was my first experience of Oxford. I left inspired and determined to come back. It opened a door and gave me the confidence to walk through it and not look back. I went on to study at Oxford gaining both a First-class Law undergraduate degree and a Distinction in my Masters (BCL).

I was the first generation of my family to attend university. I’m now keen to give back through the Fellowship to help others from non-privileged backgrounds to fulfil their potential and gain life-changing experiences.”

- James is a Barrister at Fountain Court Chambers, where he specialises in Commercial Litigation