



JOIN THE LINE -UP

**Surfers Against Sewage
Recruitment Pack**

Senior Philanthropy & Partnerships Manager
October 2025

WELCOME

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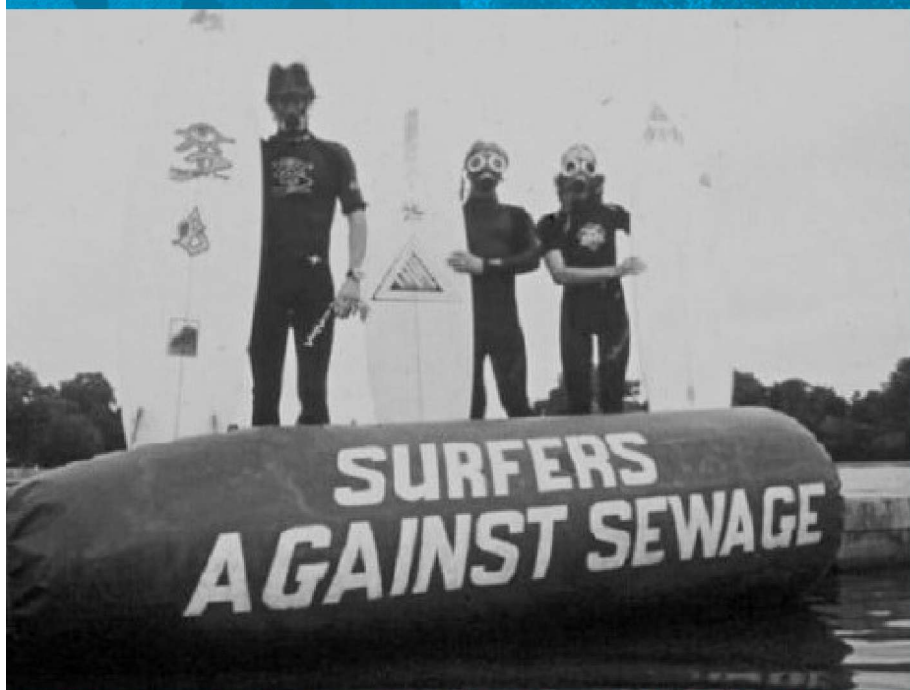


Ocean health is vital to all of us, wherever we live. The food we eat and the water we drink. The places we work and play. The weather around us. The climate we depend on. Even the air we breathe. Society has been shaped by a healthy and stable ocean. For people to continue to thrive and live life to the fullest, the ocean must thrive too. The planet is at tipping point and change is needed now.

From a handful of activists to a nationwide movement over the last 35 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 35 years on, sewage and plastic pollution remain huge threats to a thriving ocean.

We must therefore continue to grow our impact to change the systems which create these issues by putting profit over people, and which promote short-term thinking to solve issues with long term consequences.

The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



and institutions nationwide, from a programme of school engagement, through to supporting community groups to monitor and lobby for better protection of inland bathing waters.

In this decade devoted to the ocean, we will redouble our efforts and continue to mobilise and equip the biggest and most authentic community of ocean conservation campaigners and volunteers in the UK.

If this inspires you then please read on to find more about who we're looking for.

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THANKS FOR TAKING AN INTEREST IN OUR CHARITY!

As we move into a new strategic plan, I'm excited about applying the wisdom we've gained over the last 35 years to win on sewage and

plastic in the context of a new set of environmental, social and political challenges.

Our staff, volunteers, communities, and supporters make up our Ocean Activists; this is a powerful tribe which will continue to demand change and I remain optimistic that we will achieve it.

Ed Gorton.

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JOB DESCRIPTION

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Role:	Senior Philanthropy & Partnerships Manager
Salary:	£39,663 - £46,782
Reports to:	Director of Fundraising
Hours:	Full Time
Contract:	Permanent
Annual Leave:	Starting on 25 days annual leave plus Bank Holidays, full time.

About the Role:

Surfers Against Sewage (SAS) is looking for someone to lead our Philanthropy & Partnerships programmes. It's an exciting role, and an exciting time for SAS. We're about to launch our new organisational strategy, and we're in the final stages of implementing a new CRM (Dynamics).

We're lucky to work with some of the most dynamic and innovative funders and partners in the UK and abroad, this role will maintain existing partnerships and develop new ones.

You'll come into a well-established, talented and friendly team. We're passionate about developing our people, and we'll work with you to make you the best leader and fundraiser you can be.

We're looking for someone who has a caring and empathetic management style and enjoys coaching & mentoring their teams to help them grow and excel.

You'll champion philanthropy & partnerships across all departments, ensuring our donors are recognised as being at the heart of our organisation. Practically, this will mean implementing new ways of working across teams to ensure philanthropy & partnerships is embedded effectively across all departments.

Working closely with the Director of Fundraising you'll be responsible for developing strategies to inspire donors, and cultivating these relationships towards securing major gifts. You'll take the lead on managing our larger Trust & Foundation & Corporate relationships, ensuring excellent relationship management to foster long term support for our work.

You'll be a great communicator and influencer able to work effectively across the organisation, bringing together key stakeholders and working collaboratively to bring our work to life for existing and potential donors.

Working with our colleagues in Campaigns & Policy and Communities you'll gain an excellent understanding of our work and impact and have the ability to use this information to craft compelling applications, donor materials and reports.

JOB DESCRIPTION



What You'll be Doing In this role you'll:

- Manage a portfolio of prospects and donors with a primary focus of gifts of £100,000+
- Build excellent collaborative relationships with internal colleagues to collate information for funding proposals, impact reporting and stewardship opportunities.
- Build and develop excellent relationships with our donors
- Work with our communications team to ensure we celebrate the support of our donors appropriately
- Maximise the use of SAS engagement opportunities (Parliamentary events, volunteer conferences, beach cleans, etc.) to cultivate prospects and steward donors to an exceptional standard
- Management of income & expenditure budgets and KPI tracking mechanisms
- Leadership, line management and development of a team of 3 passionate fundraisers
- Development of strategy into detailed work plans and KPI tracking

Location:

Based in Cornwall, our hybrid working model means you can enjoy the benefits of both office based and remote working. Reasonable adjustments as well as specific office-based needs will be considered for those with long term health conditions and disabilities.

PERSON SPECIFICATION



For this role, you'll need:

- Excellent stakeholder management skills and ability to work with, and communicate effectively and professionally with a wide range of individuals from internal colleagues, institutional leaders and external collaborators, stakeholders and donors.
- An ability to assimilate complex information and translate this into compelling funding bids and impact reporting through excellent written communication skills.
- A working knowledge of major gift, corporate & trust & foundation fundraising, including identification, research, solicitation and stewardship.
- Experience of managing, coaching and mentoring a team to develop individuals to be the best they can be.
- Excellent interpersonal, communication and influencing skills.
- Great written and verbal communication skills.
- A willingness to undertake hands-on work, leading by example.
- A passion for the marine environment.
- A positive and proactive approach to work.

EQUALITY, DIVERSITY AND INCLUSION

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Here at Surfers Against Sewage, we are not ones to shy away from the big topics. Equally, we are self-aware enough to realise where we have work to do.

We are setting ourselves ambitious but attainable targets and we recognise our engagement in Equity, Diversity and Inclusion needs a dedicated, organisation-wide strategy.

The impact of plastic pollution, water quality and climate change disproportionately affects marginalised communities, yet there is significantly lower representation in Ocean Activism from within these communities. We want to change that. Our aim to create Ocean Activists everywhere isn't a tag line, it's a mission.

We are all connected to the ocean, regardless of distance, age, gender, race, disability, sexual orientation or belief system. We want to help reconnect us all to the ocean, waterways, rivers, lakes and even the water we use in our homes and schools. It's all connected – let's protect it together.



And finally, even if you don't meet every single requirement and don't surf, here at SAS we are committed to building a diverse, inclusive and equitable workplace, so if you like the look of this role and even if your past experience doesn't align perfectly with everything in the job description, we would still like to hear from you!

You may be just the right candidate for this or other roles.



BENEFITS

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What are the benefits to working at Surfers Against Sewage, apart from being part of an amazing, dedicated and inspiring Team

Flexible working hours and TOIL

We offer a flexible approach to working hours between 7:30am and 6:30pm, and we provide Time Off In Lieu when staff are required to work occasional evenings or weekends. Our contracts specify working hours, but we focus on outcomes over where, when, and how people work.

Hybrid & Home Working

Our roles are specified as either Hybrid working, with a requirement to come into the office a minimum of two days a week, or homeworking, with some travel to the office on agreed days (dependent on the role).

25 days of annual leave (pro rata), increasing each January up to 28 days, plus Bank Holidays.

For the last 3 years we have also been providing 3 additional days at Christmas, and we will continue this in 2025.

Access to confidential advice on mental health and wellbeing, as part of our Employee Assistance Programme.

SAS have partnered with Health Assured who are the UK and Ireland's most trusted health and wellbeing network. Their employee benefits programme is a suite of wellbeing services, offering you and your family a structured way to work through physical or mental health issues and financial.

Membership to Head Space wellbeing.
Guided Meditation and Mindfulness

Four wellbeing days a year

Our mental health and wellbeing policy provides 4 wellbeing days a year, to use as a preventative measure.

Pension

5% (instead of statutory 3%) and will be regularly reviewed. Nest pension with ethical savings options.

Enhanced sick pay

8 weeks full pay and 8 weeks half pay

Enhanced maternity policy

Sabbatical policy

Giving the option for those with longer (>3 years) service to request sabbaticals or career breaks.

We also have an amazing office space for those based locally, overlooking the sea and with an invigorating headland walk, access to Trevaunance cove for swimming, or grab a surfboard from the rack and squeeze in a lunchtime surf. And best of all well behaved pets are allowed in the office, and we're pleased to provide never-ending Yallah Coffee for staff!

Many of the above benefits are noncontractual, and therefore can be changed without consultation. We are committed to creating an ever more progressive and open culture, and we believe the biggest benefit of working at sas is working somewhere that you can own your impact. We are also pleased to be able to offer a bunch of other great stuff alongside!



TESTIMONIALS



Hi, my name is Jacey and I am the Data and Insights Manager here at SAS.

I have worked for SAS for some time and have observed how the organisation has grown, and developed a great ethos on taking care their staff and providing as much flexibility as they can and understanding.

I, myself have taken a couple of wellbeing days this year which have proved invaluable, allowing me to recharge and decompress at a time I really needed to.



I'm Henry, the Policy and Advocacy Manager here at

SAS leading our political, policy and research work at SAS.

I am often out and about around the Country, petitioning parliament and attending events and the Surfers Against Sewage's Time off in Lieu Policy means that I can take my time back and recharge my batteries so I can continue to fight for our oceans.



'I'm a hybrid worker, so I really enjoy the flexibility of working from home and the days in the office with the ocean view. There's a fantastic focus on employee

wellbeing with flexi hours, hybrid working, wellbeing days, the addition of annual leave days with each year worked at SAS, and even a sabbatical policy that's recently been introduced.

My role feels rewarding in the sense that the skills I've been employed for are valued and trusted to deliver on the role. There's a great culture of 360 feedback being welcomed at SAS too which always makes you feel like you have a voice.

Sophie, SAS'



VALUES



The ever-growing SAS community believes in staying connected with the ocean. To strengthen this bond, we live by six core values, that matter deep down, to us all.

01. COMMUNITY

We are a community of staff, volunteers, and ocean activists. We make sure we look after our community by nurturing and supporting, treating each other as humans:

With compassion, kindness and care.

02. PURPOSEFUL

We're serious, experienced, rigorous, determined and dedicated. We know the impact of people power and how our actions on the ground, and at the top, make a difference.

03. OPEN

We're passionate, down to earth campaigners with a deep, unrelenting love of the ocean. We believe in building diverse, inclusive and active communities.

04. AUTHENTIC

We're human, doing our best for the ocean that we all love and rely on. When we don't get things right, we learn from it. We believe in authenticity. You can't fake trust.

05. DYNAMIC

We're active, energetic doers. From the beachfront to the frontbench, we bring people together, empowering them to get stuck in and make real change happen.

06. DARING

We're creative risk-takers, willing to disrupt the status quo and show how being different makes a difference. We have edge and energy that we put to use, pushing back against norms and pushing forward a counterview of what's possible for our planet.

TEAM CHARTER

When you start at SAS, you will be provided with our Handbook and Team Charter, which we collectively created to set out expected behaviours and ways of working; a manifestation of our values.



How to Apply

Please submit your CV and cover letter explaining how your skills and experience meet the requirements of the role to **recruitment@sas.org.uk**

You should receive an automatic email response after submitting your application. If you fail to receive this confirmation from us, please email **recruitment@sas.org.uk** or call us on 01872 553001.

Closing Date:

20 November 2025

Interview Date/s:

Week Commencing 24 November 2025

Week Commencing 08 December 2025

We will work with you to accommodate any reasonable adjustments for interview.

