



Recruitment Pack:
Partnerships & Philanthropy Manager

Who we are

WasteAid is an international non-governmental organisation that works in low and middle-income countries to implement environmental and economic empowerment programmes, focusing on support to nascent green businesses and grassroots entrepreneurs. The work improves the livelihoods of some of the poorest and most marginalised, promotes circular economy innovation and contributes to a cleaner and healthier future for all. Our programmes focus predominantly on the reduction of plastic, organic, textile and e-waste pollution in areas of the world that have no formal waste management systems.

The organisation promotes and shares locally appropriate, evidence based inclusive practices, supporting and empowering others to take positive action. We partner with public, private and community based organisations in countries where the lack of waste management systems is harming the environment, economy and society. We achieve our goals through our 3 flagship programmes.

- Our Wastepreneur programme for those individuals and micro businesses trying to make a living within the circular economy and make a difference in their communities.
- The WasteAid Circular Economy Network which brings together national stakeholders, local authorities and the private sector to tackle local waste challenges through networking, training, infrastructure support and innovation challenges.
- First Step Resource Management Programmes focus on a whole system approach to divert waste from landfill supporting community behaviour change, basic infrastructure, collector group training and end market development.
- The organisation is just 10 years old and has enjoyed unprecedented growth with an annual budget this year of circa £2 million. It is a dynamic organisation with an international team who work in a supportive and collegial environment.
- WasteAid currently implements programmes in The Gambia, India, South Africa, South Sudan and Uganda



Our Mission

A world where waste causes no harm and people are empowered to recover its value.

Our Mission

WasteAid works with communities and policymakers in low and middle-income countries to reduce waste pollution, create livelihood opportunities through sustainable waste management practices and improve public health.

WasteAid operates in low- and middle-income countries in the global context of a growing waste management crisis. The increasing generation of waste, coupled with limited resources for proper disposal and recycling, poses significant challenges. Dumped and burned waste, including plastic and electronic items, emit more greenhouse gasses than the global aviation industry. Uncontrolled burning of household waste causes an extra 270,000 premature deaths every year around the world.

Each year approximately 9 million people die of diseases linked to mismanagement of waste and pollutants - 20 times more than die from malaria². For children, the health risks posed by unmanaged waste and poor sanitation are particularly harmful, including nutritional malabsorption, stunted growth and six times the level of respiratory illness.

Our Impact

1,366,458
people positively
impacted



**Livelihood
opportunities**

77% of training
participants with
improved livelihoods

**New Waste
Infrastructure**



13 partnerships with
local authorities

**Supporting
innovation**

87 Wastepreneurs
supported through
seed funding

£1,000

GDP seed funding awarded
per Wastepreneur

9 Challenge
competitions

Job Description: Partnerships & Philanthropy Manager

Job title: Partnerships and Philanthropy Manager

Salary: £40-45k per annum

Contract: Full time, permanent

Line Manager: Chief Executive

Direct Reports: Communications Officer

Location: Home based with regular domestic travel and infrequent international travel

The Partnerships Manager will play a key role in driving income growth through philanthropy and strategic partnerships. Reporting to the CEO, this role will contribute to the delivery of an ambitious growth strategy. The post-holder will build and steward relationships with major donors, corporate partners, and philanthropic organisations to ensure alignment with organisational objectives, and will lead the development of high-quality fundraising and outreach that deepen engagement, grow income and strengthen relationships.

This is a senior, hands-on role involving the management of a portfolio, proposal development/writing and leading conversations with donors.

This role will line manage WasteAid's Communications Officer (0.6 FTE).



Fundraising & Income Growth

The initial focus of this role will be to grow income from trusts and foundations and selected corporate partnerships, with priorities agreed annually.

- Implement and deliver WasteAid's Trusts and Foundations income stream with support and collaboration from CEO and Director of Programmes.
- In collaboration with the SMT develop and implement a strategic plan to grow income from major donors, and corporate partnerships.
- Work closely with the CEO and senior leadership to shape funding priorities and develop compelling cases for support.
- Set and deliver ambitious income targets, ensuring a diverse and sustainable funding portfolio.
- Stay informed on sector trends and emerging opportunities to drive innovation in fundraising approaches.
- Ensure WasteAid's communications outputs support our fundraising goals.

Relationship Management & Stakeholder Engagement

- Maintain strong relationships with our existing funder base - philanthropists, and corporate partners and develop new relationships positioning WasteAid as a leading cause in the sector.
- Undertake targeted outreach to develop new funding relationships and lead internally on incoming leads and enquiries.
- Develop and deliver tailored donor engagement and stewardship strategies and events that enhance retention and long-term investment.
- Represent WasteAid externally, leveraging networking and partnership opportunities to expand the supporter base.
- Collaborate with programme teams to articulate impact and develop compelling donor communications.

Leadership & Team Development

- Champion excellence and fundraising good practice within the wider WasteAid team ensuring a culture of collaboration and excellence.
- Embed best practices in fundraising, donor stewardship, and compliance across the team.
- Adhere to good practice and WasteAid's policies and processes in the line management of the Communications Officer.

Governance, Reporting & Compliance

- Monitor, evaluate, and report on income performance, using insights to refine strategy and inform decision-making, working closely with the Head of Strategy and Impact
- Ensure compliance with fundraising regulations, ethical standards, and organisational policies.
- Maintain accurate records in CRM systems, supporting data-driven decision-making.



Person specification

Essential experience

- Proven experience of securing income from at least two of the following areas: trusts and foundations, corporate partnerships or philanthropy.
- Experience of developing successful funding applications, proposals and donor reports.
- Experience of building and managing external relationships that lead to income generation or strategic partnership development.
- Experience of managing a fundraising pipeline and working to income targets.
- Experience of working collaboratively across teams to gather information and develop compelling donor communications.

Essential knowledge and skills

- Experience of fundraising in the international development, environmental or climate-related sectors.
- Strong written communication skills, with the ability to write clear, persuasive and tailored proposals and reports.
- Excellent relationship management and interpersonal skills, with the ability to engage and influence a wide range of stakeholders.
- Strong organisational skills, with the ability to manage multiple priorities and deadlines effectively.
- Good analytical skills, with the ability to use data and insight to monitor performance and improve fundraising activity.
- Understanding of fundraising good practice, compliance and ethical standards.
- Experience of using CRM systems and Microsoft Office applications.

Personal attributes

- Proactive, self-motivated and able to work independently in a home-based role.
- Collaborative and adaptable, with the ability to work effectively across a small and ambitious organisation.
- Strategic in outlook while remaining practical and delivery-focused.
- Committed to WasteAid's mission and values.

Desirable

- Experience of developing corporate partnerships linked to sustainability, circular economy or shared-value goals.
- Experience of supporting senior leaders with donor cultivation and stewardship.
- Experience of working in a small charity or growing organisation.

Success in the role

In the first 12 months, success in this role is likely to include:

- Growth in the value and quality of the fundraising pipeline
- Submission of strong, timely proposals and reports to priority funders
- Increased income from agreed fundraising streams
- Effective stewardship and relationship management of key donors and partners
- Accurate CRM records and clear internal reporting on fundraising activity and performance

Guidance for Applicants

To apply please send your CV and covering letter (no more than 2 pages) explaining your interest in the role and how your profile aligns with the criteria laid out in the person specification by email to recruitment@wasteaid.org with Partnerships and Philanthropy Manager in the email subject box.

Deadline for applications is Monday 11th May 2026

Please note that WasteAid may review, shortlist and interview candidates prior to the closing date so we encourage all candidates to apply as soon as possible. If we receive a very high response, we may close the vacancy early and will not accept further submissions. Only shortlisted candidates will be contacted.

WasteAid is an equal opportunities employer, and we encourage applications from candidates from historically underrepresented groups.