



Head of Development and Sustainability

37 Hours per week (full time)

Contract initially until March 2028

Location – Hybrid role, with meetings in the Worcester and Hereford areas.

Salary £49,600.72 pa.

For over 40 years West Mercia Women's Aid has been delivering refuge and support services to women and children surviving domestic abuse in Herefordshire, Worcestershire, Shropshire and Telford & Wrekin. We work in close partnership with local authorities, housing providers, the Police and courts, GPs and hospitals, community groups and other charitable organisations. Our large and complex organisation is funded by a range of different mechanisms including contracts, grants, donations and income from the residents that live in the safe accommodation that we manage. Like so many organisations in our sector, demand for our services continues to grow at a faster pace than the availability of resources with which to deliver.

The key purpose of this role is to lead on service development and resource acquisition to promote the sustainability of the organisation. We are determined to achieve a step-change in our generation of independent unrestricted income through the development of a portfolio of safe accommodation properties, and an expansion of our 'regular giving', corporate support and charitable grant income streams. Included in this strategy will be the aim to become a registered social landlord and look to develop our own trading arm.

We are looking for someone to lead this process, building on a sound base of knowledge, expertise and success in these areas of organisational development in a sector comparable to our own. Working closely with our Board of Trustees, CEO and Heads of Finance and Client Services, you will bring skills and experience that compliment those already in place and lend momentum to the drive to cement the sustainability of West Mercia Women's Aid.

We are interested in hearing from you if you match these requirements and have a strong commitment to advancing the movement to call out Domestic Abuse and to empower survivors.

Key Responsibilities;

- Lead and manage the development of a property portfolio for WMWA.
- Lead and co-ordinate the development and implementation of an Income Generation Strategy for the organisation. with emphasis on the on the preparation and submission of tenders for the delivery of the full range of domestic abuse services in West Mercia and in other areas, as approved by the Board of Trustees.
- Develop and maintain productive relationships with national service development programmes, service improvement projects and ideas to enhance the sustainability of the organisation.
- Lead on the delivery of excellence in Survivor Engagement across the organisation.
- Provide support to, and deputise for the CEO when required.

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If you have relevant experience, transferable skills and a knowledge and understanding of domestic abuse issues and the needs of those affected by it, we would love to hear from you.

TO APPLY

Applications can be made via the Company Website where further information, including the formal application form and job description/person specification, can be downloaded <http://www.westmerciawomensaid.org/jobs-volunteering/job-opportunities>

Closing date for applications: 08/05/2026
Interview date TBC

WMWA is a feminist organisation and we hold the view that domestic violence and abuse is both a cause and a consequence of women's unequal position in society. All client facing posts are open to women only – in accordance with The Equality Act 2010, Schedule 9, Part 1

WMWA values diversity and welcomes applications from all sections of the community.

We reserve the right to close the job should we reach required candidate numbers.

[Charity No 1078496]

All posts are subject to Enhanced DBS checks & satisfactory references