

peas



Development Lead - Corporate Candidate Pack

Our Mission

To expand access to sustainably delivered quality secondary education across Africa

www.peas.org.uk



PEAS is transforming education across sub-Saharan Africa.

By 2035, the number of sub-Saharan Africans reaching working age will exceed that of the rest of the world combined. Yet today, the sub-continent has the world's lowest secondary school completion rates. Schools are under-resourced, with low quality teaching and unsafe learning environments. PEAS is addressing this by expanding access to inclusive, quality secondary education so all children can enjoy an education that unlocks their full potential.

At the heart of our work are 44 exemplar PEAS schools, delivering outstanding and affordable education to 25,000 young people in hard-to-reach communities across Uganda and Zambia. But if all children are to benefit, that doesn't go far enough. So, we draw on our 16 years practical experience to partner with governments to design, deliver and embed country-wide meaningful changes to improve education. This year we will support over quarter of a million young people in Uganda, Zambia and Ghana.

Evidence shows our students come from poorer households, feel safer and make faster learning progress. Our girls are more confident and better equipped for life after school. We achieve all this at a lower cost than alternatives.

What makes PEAS different?

- **Reducing reliance on international aid:**
 - Philanthropic funding means our schools open debt free they then generate local income to cover ongoing running costs
 - Our system strengthening programmes are co-designed with government to fit within ministry budgets
- **Rooted in local expertise, delivering global excellence:**
 - Our schools and country offices have always been fully staffed and led by Africans.
 - We are governed by a Board that is majority African and female, with a majority African Global Leadership Team
 - Our award-winning programmes are created by Africans, for African communities, and shaped by the voices of those they serve



The Opportunity



Role and department	Development Lead – Corporate, Development Team
Line Manager	Global Senior Director of Development
Line Management	1 X Development Officer
Contract	12 months parental cover. 21 hours per week. Starting in February 2026.
Compensation	£47,000 – 52,000 pro-rata (dependent on experience) inc. 5% London weighting
Location	Hybrid. 1-2 days per week in London Office. Fully remote will be considered

About PEAS Development Team

We are a small team of fundraisers at the heart of PEAS' funding engine. What makes PEAS fundraising so successful is our 'everyone's a fundraiser' approach which embeds fundraising into every teams' objectives. This means we are supported by a wider team of colleagues (Operations, Technical and in-country and US teams) to raise more than £7M per year.

PEAS Development Team:

- Comprises a Global Senior Director of Development, 2 Development Leads (including this role) with specific areas of focus, and 2 Development Officers
- Has overall responsibility for raising the income required to deliver PEAS ambitious global growth strategy. In 2025 this equated to £7.6 million (£5.2 OPEX and 2.5 CAPEX)
- Has direct responsibility for fundraising from corporates, trust and foundations, and individuals
- Supports other teams to raise income from technical foundations, institutions and funders based in the countries where we operate (currently Uganda, Zambia and Ghana, with ambitions to enter into new geographies in coming years).
- Has a strong focus on diversification. Since 2019, we have reduced reliance on institutional grants from 50% of annual operating income to less than 25%. We did this by increasing our corporate and individual portfolio and trialing innovative social financing models.
- Is innovative and entrepreneurial. We're continuing to build financial resilience through further diversification e.g. building a legacy programme, engaging diaspora communities in the UK and US, and building presence in African and Asian philanthropic circles.
- Leads and manages PEAS external communications including branding and language, the website, newsletters, social media, publications, case studies and films.

The Opportunity

We're looking for a Development Lead - Corporate to help drive our Corporate Fundraising Strategy at a time of real opportunity. Corporate foundations are playing an increasingly important role in supporting education development in Africa, and this is your chance to shape how we work with them.

PEAS has recently welcomed several new and exciting corporate partners, and we are increasing our engagement with private equity and other finance sectors. You'll play a key role in building on this success by strengthening these relationships in creative ways, building fresh partnerships, and crafting compelling cases for support, widening our networks to build long-term strategic partnerships.

You'll work closely with teams in the UK, US, Uganda, Zambia, and Ghana to create innovative proposals and partnerships that deliver real impact. We're looking for someone who is proactive, confident, and ready to make things happen. If you have a strong track record of securing income from corporates and trusts & foundations, we'd love to hear from you. This is your opportunity to make your mark and help drive meaningful change.

Responsibilities of the Role



As Development Lead - Corporate, you will be part of a small global team, contributing new ideas, networks and results to help us meet our income targets. You will be directly responsible for delivering PEAS corporate fundraising strategy including managing a small portfolio of existing corporate supporters and securing new partnerships. You will also support more generally on new partnerships with Trusts and Foundations.

1. Building new corporate partnerships and funding opportunities (50%)

Create and cultivate a robust corporate (and other) funder pipeline through prospect research, network mapping, networking and cross-collaboration with other teams and PEAS supporters. This will involve:

- Monitoring the fundraising ecosystem, conducting in-depth prospect research and engaging in proactive outreach campaigns through LinkedIn, emailing, networking and events.
- Delivering the Corporate Fundraising Strategy with the Development Officer to grow existing partnerships and secure new ones, particularly in the areas of Private Equity and Finance.
- Working closely with leadership, fundraising colleagues and departments across the charity to align fundraising efforts with organisational priorities.
- Preparing compelling fundraising communications, pitches, proposals and presentations for prospective donors to secure new support especially around edtech and readiness to work.
- Maintaining high discipline and consistency in follow-up with leads and donors and using PEAS CRM to record up to date donor information and actions.
- Working closely with Global Senior Director of Development and Development Lead (Philanthropy) to identify opportunities to leverage support from individual donors and other contacts or vice versa.

2. Growing existing relationships with PEAS corporate partners and other high-value partnerships (40%)

Deepen and grow PEAS relationships with supporters to ensure a 90%+ renewal rate. This will involve:

- Delivering cultivation and growth plans for PEAS' current supporters through a variety of activities such as sharing engaging communications, impact data and monitoring reports, events and holding regular calls and face to face meetings.
- Support the CEO and Global Senior Director of Development with a subset of donors by preparing comms, impact data, reports, meeting briefings and timely reminders for engagement
- Act as the main contact point for a subset of corporate donors and trust and foundations e.g. Costa Foundation, AKO Foundation, APAX Foundation.

3. Line Management (10%)

Inspire and support a Development Officer who will support in the delivery of the corporate strategy and lead on the development and management of PEAS funder engagement events. This will involve:

- Supporting the Development Officer to increase funding from corporates and build a strong pipeline of corporate supporters and engagement events
- Mentor the Development Officer and other team members as required

PEAS has a collaborative and supportive environment with everyone working towards the same goal. At times you will be required to pitch in to help others, and they'll do the same for you.

Who we are looking for



Someone who has ..

- ✓ Min 5 years experience in fundraising with a strong track record of asking for and securing corporate partnerships
- ✓ Proven track record of finding new funders through your own or other's networks
- ✓ Demonstrable experience of running successful corporate stewardship and cultivation programmes and building donor relationships
- ✓ Experience designing and running a successful events programme for corporates including developing engaging content (speeches, marketing materials, videos etc)
- ✓ Experience working with international teams to facilitate gathering content for funder communications and knowledge of ethical communications practices (desirable)
- ✓ Strong writing skills with the ability to take detailed technical documents and turn them into attention grabbing communications suitable for a non-technical and time poor audiences.
- ✓ Demonstrable people skills and a confident, proactive, persuasive approach to fundraising, with the ability to engage and maintain relationships with a variety of stakeholders
- ✓ Proficiency in Microsoft Office 365 (Word, PowerPoint and excel – essential) and Salesforce (preferable) .
- ✓ An understanding of, and ideally relevant experience in, Sub-Saharan Africa (preferable)

And who is...

- ✓ A self-starter – adaptable, shows initiative and is proactive in finding solutions
- ✓ Creative and resourceful – able to find ways to deliver high returns on a small budget
- ✓ Resilient and professional – works well under pressure, deals with challenges professionally and calmly and doesn't let setbacks hold them back
- ✓ Open minded – willing to listen to others and consider new ways of approaching problems
- ✓ Zero ego – prepared to get stuck in, and be a bit scrappy when needed
- ✓ A good storyteller – able to bring our work to life through powerful storytelling
- ✓ A good listener – can quickly understand donor needs and adapt their approach accordingly
- ✓ Thorough – strong attention to detail and can write accurate and compelling documents

Working at PEAS

No matter what the role, team, context or country, we are all guided by our values, intrinsically motivated and energetic.

- Have impact - opportunity to really stretch yourself and contribute to having real impact in improving the life chances of all children through educational opportunity.
- Part of the PEAS Pod - joining a small team who are extremely effective, proactive, supportive and values aligned
- Collaborative cross-organisation working style - enables employees to develop skills and knowledge outside of their core role
- Flexible working – we are open to discuss any possible flexible options with employees.
- Annual leave - 28 days for full-time employees, pro-rata for part-time plus bank holidays
- Pension - Eligible employees are auto-enrolled into PEAS contribution-based pension scheme with up to 6% matched employer contributions
- Wellness and wellbeing – Employees have access to an employee assistance programme for you and your immediate family 24hrs a day, 365 days of the year

Our values



Focus on Lasting Change

Our work should benefit students and communities now and for generations to come. So sustainability is core to everything we do. We consider the wider consequences of what we do, because what matters is maximum long term impact across society.



Be Honest

Trust and integrity are everything. We are transparent about our impact and programmes. We don't support corruption. We don't pay bribes. We don't receive bribes.



Be Collaborative not Competitive

We put true impact before personal or organisational glory. We collaborate within and beyond the organisation to maximise collective impact.



Be Entrepreneurial

PEAS was founded with an entrepreneurial spirit and it is embedded in who we are. We are nimble, ready to respond to new opportunities and challenges. We are not afraid of taking risks and leading the way.



Champion Empowerment

We hold each other to account. We maximise autonomy by providing high quality support to decision-makers throughout the organisation.



Adopt a Growth Mindset

We dare to be better. We continually push ourselves to improve. We appreciate and learn from mistakes which we see as a necessary side effect of striving for ever growing impact.



Look at the Evidence

Evidence can be scarce in our sector. We strive to make use of the available evidence while also contributing our own. Our decisions are based on research and data combined with our practical experience.

How to apply

To apply, please complete this [application form](#). Applications will be reviewed on a rolling basis from 9am Wednesday 7th January.

Due to high volumes of applications, if you have not heard from us within 2 weeks of the closing date, please assume you have been unsuccessful on this occasion.

We are committed to ensuring our opportunities are accessible to all, so if there is any way that we can support you to be the best you can be in the recruitment process, please do get in touch by e-mail on info@peas.org.uk.

We welcome all applicants and will always treat every application fairly based on merit.

PEAS is highly committed to keeping children safe from harm and preventing corruption. We therefore take our responsibility to promote safe recruitment practices very seriously, including conducting appropriate reference and background checks. We also operate a zero-tolerance approach to any PEAS employees who breach our Safeguarding and Anti-Corruption Policies, which all employees are required to sign upon induction.

PEAS is an equal opportunity employer that does not discriminate in its recruitment practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool.