

Leah Selinger

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Key Skills

- Experienced consultant and senior manager with proven success in organisational development and income generation.
- Strategic thinker, practised at developing and implementing innovative and creative solutions.
- Strong analytical skills and ability to see the big picture alongside individual details.
- Development of efficient and robust financial and operational systems.
- Excellent oral and written communication, IT and presentation skills.

Employment

Switchback, Interim CEO (One year fixed term contract) 05/2017 – 04/2018

One year fixed term contract to cover the co-founder's maternity leave. Managing team of 10 staff (six direct reports) and £420k annual income and expenditure budget to deliver against the organisation's strategic plan.

- Implemented new CRM system to accommodate organisational growth as well as better adherence to data protection regulations.
- Coaching and development of the staff team to develop income generation to increase total funds raised in line with growth plans.
- Developed external communications work to increase the charities profile and reputation within the criminal justice sector.
- Reporting to the board of Trustees, and working with individual members to develop new approaches in support of the strategic objectives of the charity.

Selinger Consultants Ltd, Director

04/2012 – present

Strategic support, business planning, fundraising, training and interim management for voluntary sector organisations.

Examples of projects to date include:

- *Senior Associate Consultant at NCVO*: Approved consultant for this national infrastructure support organisation. Includes delivery of short term support projects for charities across the UK focusing on sustainable income generation and strategic development.
- *Switchback*: Provision of operational, fundraising and financial management support and additional resourcing to this small charity for young adult offenders including interim contracts and project work. Activities included research, strategic planning, management of service delivery, fundraising, overseeing database upgrade and implementation, and evaluation scoping and preparation.
- *Greater London Authority – Culture Team*: Development and implementation of a sustainable funding strategy for this local authority, exploring and pursuing opportunities for raising funds from grant making bodies and creating new partnerships.
- *Cubitt Education*: Support to Director of arts charity to develop financial and fundraising models to increase sustainability of operations.
- *A New Direction*: Support for this strategic body for young people's participation in the arts. Roles have included facilitation, project development and application writing.
- *Training delivery*: Delivery of a range of training in fundraising and finance subjects including 'Writing Successful Bids' and 'NCVO's Certificate in Sustainable Fundraising Strategies'.

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Youth Music, Director of Fundraising and New Business**03/2011 – 04/2012**

Youth Music was historically funded by one donor (Arts Council England), for whom it strategically distributed circa £9 million per annum through grants. The Director of Fundraising and New Business role was created to facilitate the organisation to change strategic direction, and for the first time in its 12 year history, reduce reliance on one donor and create sustainable partnerships for the future.

- Initiated and led a process of change management to enable the organisation to successfully fundraise for additional income.
- Played central role in strategic planning process including organisational restructure and development of long-term vision and goals
- Created a range of 'products' which would enable the organisation to secure both philanthropic donations, and secure long-term financial sustainability via commercial income generation.
- Increased annual income by over 100% to over £250k in one year, including diversification of income to ensure sustainability of growth.

**Fairbridge, Director of Fundraising
Head of Fundraising****10/2008 – 03/2011****06/2007 – 10/2008**

- Management of the 18 strong national fundraising team achieving targets of c. £4m per annum to meet operational needs.
- Management of £700,000 departmental budget.
- Development and implementation of three-year Fundraising Strategy in line with new organisational plan and other departmental priorities.
- Developed and implemented systems and processes to maximise growth opportunities, improve quality and efficiency of fundraising across the organisation. Actions included;
 - Successfully securing £3.8m grant from the Department of Children, Schools and Families for organisational development.
 - Research and development of funding for 'U16' (schools support) programme including increasing per-head funding, from £0 – to £500,000 in 18 months across England.
 - Development of strategic targets to maximise income raised across multiple locations and ensure effective coordination between Fairbridge teams and national functions.
- Growth and development of private sector funding including;
 - Increase of individual donations from 1% to 4% of total income over two years.
 - Development of strategic and funding partnerships with significant corporate partners (News International, Working Links).
- Engagement with key policy areas, including working with policy makers, to shape a favourable funding environment for Fairbridge at local and national levels.
- Ensured that locally based staff were appropriately supported and trained, including involvement in recruitment and induction.

Fairbridge, Head of National Partnership Development**11/2006 – 06/2007**

Leading specialist on the development of statutory (including European) and Lottery fundraising within Fairbridge, maintaining an in-depth knowledge of relevant government policies and agendas and taking a pro-active approach to engagement to ensure long-term stability of the organisation.

Fairbridge, Partnership Development Manager**01/2005 – 11/2006**

Overall responsibility for statutory fundraising to a target of £700,000 per annum, including research and development of potential funding opportunities; high quality proposal/bid writing to access funding; and contract negotiation and management.

Training For Life, Executive Assistant/Development Officer**09/2003 – 12/2004**

Trustee and Voluntary Roles

Foundation for Social Improvement's [Advice Hub](#), Charity Advisor **09/2017 – present**
Ad hoc telephone support for small charities around strategic planning and income generation.

[The Society Foundation](#), Trustee (Chair, 2014-16) **11/2014 – present**
Small grant-making charitable trust supporting organisations helping individuals towards employment.

[The Henderson Hub](#), Director/Trustee **10/2014 - present**
Volunteer director of local community arts project in Abbots Langley. Trustee since charity registration completed in March 2017. Lead on fundraising and finance on the Board, managing both capital and revenue appeals.

Development in Action, Trustee **07/2008 – 02/2010**

Vocational Training and Development

Institute of Fundraising Mentor (*IoF London*) – 2014/15

Media Relations (*ACM Training*) – one day training course on engaging and dealing with the media – February 2010.

Windsor Leadership Programme (*Windsor Leadership Trust*) – seven day programme focusing on the challenges and opportunities faced by leaders from public, private and voluntary sectors (sponsored by the Private Equity Foundation) – March and September 2009.

Qualifications

University of Leeds - M.A. Religious Studies and Development Studies (Distinction)

University of Manchester - B.A. Hons Comparative Religion and Social Anthropology (1st Class)