



Head of Funding Innovation

JOB DESCRIPTION

Employed by:	Welsh Centre for International Affairs (WCIA)
Responsible to:	Head of Climate Cymru
Salary and pension:	<p>£41,232 per annum, pro rata</p> <p>Automatic enrolment into our pension scheme and the WCIA will match your contribution up to a maximum of 5% of your gross salary (minimum 4%)</p>
Employment terms:	<p>1-year fixed-term contract</p> <p>NB Funding for a second year is provisionally secured pending a year one report to the funder.</p>
Base:	Remote working (with the option for office or hybrid work at WCIA, Temple of Peace, Cardiff).
Hours:	<p>3 days per week (22.2 hours per week).</p> <p>Actual weekly hours may vary, which will be managed through our TOIL and flexible working policies.</p>
Leave allowance:	36 days, including bank holidays, pro rata.
Travel:	If required to travel for work, expenses will be provided.

About Climate Cymru

Climate Cymru (<https://climate.cymru/>) is a movement of thousands of individuals and a network of over 380 organisations from all sectors in Wales, brought together by shared values and a recognition that the climate and nature emergencies require urgent, fair action. We believe that action should be guided by science and the voices of people across Wales.

Climate Cymru is hosted by the Welsh Centre for International Affairs (WCIA). WCIA is a charity that inspires people in Wales to learn about and take action on global issues. WCIA's vision is that everyone in Wales contributes to creating a fairer and more peaceful world.

Climate Cymru is impact-focused and a powerful vehicle for change in Welsh society. We do this by:

- Putting pressure on those with power to take concrete action
- Engaging productively with the Welsh Government
- Making sure voices from across Wales are heard and represented
- Inspiring and connecting our network
- Amplifying and accelerating our partners' work
- Sharing important information and opportunities with our network and the wider public
- Learning from society in Wales, and beyond
- Building broad public support for action
- Representing Welsh voices and organisations nationally and internationally

Summary of the Role

Wales receives [less than half the UK's per-person civil society funding](#), a situation worsened by COVID-19, EU funding loss, public cuts, and the cost-of-living crisis. This is having a crippling impact on community groups and charities' ability to do their critical work. Climate Cymru is action-focused, has a large reach across Welsh society and is on a mission to do something about this issue. This role leads this potentially transformative work.

The post-holder will engage directly with trusts, foundations, philanthropic funders and collaborative networks to unlock more funding for groups in Wales. They will also lead the development of innovative, practical solutions to improve how funding is distributed, particularly to grassroots, under-resourced and historically excluded communities. This includes rolling out pioneering models of shared capacity, developing a Wales-specific environmental funding database, and providing strategic guidance to groups seeking funding.

The Head of Funding Innovation will work to influence funders, reshape funding infrastructure, and build the capacity of the Climate Cymru movement to access the resources it needs. Working closely with the Head of Renewable Energy and the wider Climate Cymru team, this role will be central to ensuring that funding systems in Wales are fairer, more inclusive, and better able to meet the scale of the climate and nature crisis.

Additionally, the role involves communicating the compelling cases for investment in Wales, and working with Climate Cymru's communication team to gather and share powerful stories to help shift narratives around Wales as a place for ambitious, high-impact funding.

Specific responsibilities for the role

Funding strategy & funder engagement

- Develop and implement a strategy to increase the volume and accessibility of trust, foundation and philanthropic funding for climate, nature and social justice work in Wales.
- Build and maintain strong relationships with UK-wide and Wales-based funders, including trusts, foundations, philanthropic networks and collaborative funding bodies.
- Actively engage with the Environmental Funders Network and other relevant groups to amplify Welsh perspectives and influence funder priorities.
- Represent Climate Cymru and Wales in national funder conversations, advocating for funding approaches that meet the needs of community groups and organisations across Wales.

Capacity building, effective & fairer distribution

- Refine and facilitate the roll-out of innovative distributive models piloted by Climate Cymru, which offer access to skills and supportive capacity for grassroots groups, helping to reduce duplicated effort and increase sector-wide efficiency.
- Familiarise with available funding support, tools, templates, training providers and best-practice resources and signpost groups to the support they need.
- Coordinate and deliver personalised funding consultations, offering strategic advice to community groups and organisations in the Climate Cymru movement.
- Produce and maintain a Wales-relevant environmental funding database and ensure it is accessible, intuitively easy to use, regularly updated, and widely used across the sector.

Strengthening Wales' funding infrastructure

- Identify systemic barriers to equitable funding in Wales, and co-develop practical, creative solutions with funders, civil society partners, and policy experts.
- Support trusts and foundations to design more accessible, inclusive grant programmes—especially those aimed at grassroots and marginalised groups.
- Convene collaborative learning spaces to share insights, pilot new models, and promote a culture of innovation within the Welsh funding ecosystem.

Strategic funding events & communications

- Work closely with the Climate Cymru communications team to produce inspiring written and visual content that supports a compelling case for funders to support Welsh grassroots action and organisations.

Additional Responsibilities

- Track and evaluate the project's impact on funder engagement and access to funding in Wales, providing regular insights and recommendations to improve effectiveness.
- Undertake other duties as the line manager requires, to support the overall success of Climate Cymru's initiatives.

Person Specification

Applicants must demonstrate the following attributes by linking them with relevant experiences and achievements in the job application statement.

Essential requirements

1. Demonstrated understanding of, and commitment to, Climate Cymru's mission and WCIA's vision for a fairer, more peaceful world.
2. Excellent written and verbal communication skills, with the ability to craft complex ideas into clear, compelling narratives for different audiences.
3. An understanding of the funding landscape, including the current challenges and opportunities for civil society, environmental and grassroots groups.
4. Strong organisational and project management skills, including the ability to manage databases, track engagement, and deliver high-quality work to deadlines.
5. Ability to work collaboratively with a wide range of stakeholders, including funders, charities, and community groups.
6. Excellent networking and relationship-building capabilities.
7. A strong appetite for change and a proven ability to inspire change and drive strategic outcomes.

Desirable attributes

1. Established professional relationships with relevant funders, philanthropic networks, or membership bodies within and outside of Wales.
2. Understanding of the funding landscape in Wales, including established structural funding inequalities.

3. Proven varied experience of securing funding from trusts, foundations and/or philanthropy.
4. Varied professional experience working within trusts, foundations and philanthropy.
5. Experience in environmental, climate and social justice work.
6. Fluency in Welsh, with the ability to write and deliver communications in Welsh and bilingually.
7. A strong commitment to diversity, equity, and inclusion, with experience supporting people from diverse backgrounds to access funding.
8. Familiarity with database creation or management, especially for monitoring funding trends and improving resource access.
9. Experience designing or delivering support services or resources (e.g. funding consultations, toolkits, or databases) to build capacity across a network and sector.

Application Process

- All applicants must complete the official WCIA Application for Employment form, available at <https://www.wcia.org.uk/get-involved/vacancies/>
- **Please provide all relevant information on the application form. We will not consider CVs or cover letters as part of the application.**
- All applicants should complete the Equal Opportunities form. Please note that these are separated from your application form upon receipt and not shared with the shortlisting or interview panel.
- Please submit your application by email to centre@wcia.org.uk. Please get in touch if you have any access requirements in order to apply.
- The deadline for receipt of applications is **5 pm, 5th June 2025**.
- We will send an email acknowledgement to all applicants. If you do not receive an acknowledgement before the deadline, please contact us. We cannot be held responsible for applications that do not reach us or that arrive after the deadline.
- If you are shortlisted for an interview, we will contact you directly. Interviews will take place as soon as possible after the deadline. We will communicate with shortlisted candidates at an agreeable time for all involved.
- No references will be taken up until a provisional offer of employment has been made.
- Unsuccessful applicants will be informed by email.