



**In the words of Nobel Laureate Abhijit Banerjee, *"Pratham's impact on the lives of millions of kids has been tremendous; it is quite simply an exceptional, best-in-class organisation that has managed to scale across India."***



**Senior Grants Manager**

**Job Pack**

January 2025

Dear Applicant,

This can be a career-defining grants fundraising role. Our overall income has grown from £350k to £1.8m in four years. Grants have grown from £0 to £800k; almost all come from six and seven-figure partnerships. Our programmes are world-class and evidence-based. We have a steady trickle of grant funders coming to us. I was a grants fundraiser but lack the time to take our grants programme to the next level, but this is a wonderful opportunity for someone entrepreneurial and dedicated to grants to do so.

Our principal implementation partner is **Pratham Education Foundation**, a globally recognised organisation that empowers underprivileged children and women in India through education. We are now also supporting **Pratham International**, which is taking programmes developed in India across the developing world. There may also be opportunities to work with **TaRL Africa**, a joint venture between Pratham and J-PAL, who have been long-term collaborators with Pratham. We are increasingly working as One Pratham with our grants function, working closely with Pratham USA. The standard of proposals and reports you will receive from our partners are excellent.

Our programmes change lives—teaching basic literacy and numeracy in as little as 30 days for £14 per child or helping women return to education and underprivileged youth find employment. With a strong evidence base, ambitious plans for expansion, and increasing interest from institutional donors, we expect to continue growing.

Five years ago, we were a diaspora events-focused charity; whilst our annual gala remains a key part of our fundraising mix, we are beginning to learn what it means to manage downstream partners and are putting in place quality assurance more than programme management, including programme outcomes, financial reporting, safeguarding reporting, and risk management. If you have experience in these areas, we would be delighted to include this in the role, but this is secondary to fundraising.

We are currently a fully remote organisation, although primarily based in London, where we hold occasional meetings and events. Four of our six staff have been promoted in the last two years, and all who have been here for a year have visited our programmes in India. We aim to offer an annual pay rise and have for the last three years.

We want this role to be full-time, but we are open to discussing a four-day contract—or three days in exceptional cases. We need to find the right person for this role, and I'd be very happy to speak with serious candidates before they apply. Please email me at **[nick@pratham.org.uk](mailto:nick@pratham.org.uk)** with your CV or LinkedIn profile to arrange a call.

This is an incredibly exciting opportunity, and I look forward to hearing from you.

Warm regards,

**Nick Sankey**

Executive Director

## About Pratham UK

Pratham UK is the European fundraising and advocacy arm of the Pratham Education Foundation, one of the world's leading education-focused NGOs. Founded in the Mumbai slums 30 years ago, Pratham's mission is to ensure every child has access to quality education. Through innovative programs such as Teaching at the Right Level (TaRL) and vocational training initiatives, Pratham has positively impacted millions of children and young adults across India and increasingly supports educational initiatives globally through partnerships.

Pratham UK plays a critical role in securing grants, forging partnerships, and supporting the delivery of measurable impact.

### Our Key Programmes:

- **Teaching at the Right Level (TaRL):** Helping children catch up on lost learning.  
<https://www.youtube.com/watch?v=LEOavri3e0w> This has been recommended by the What Works Hub for Global Education as one of just three [smart buys](#) for education in developing countries and has been subject to [multiple RCTs by JPAL](#).
- **Second Chance Programme:** Supporting women to complete secondary education.  
<https://www.youtube.com/watch?v=Z9On8kB-DJg&t=1s>
- **Vocational Training:** Preparing young people for skilled employment.  
[https://youtu.be/j7bamnK\\_vc?si=PnWgCaWJTKaPYKWI](https://youtu.be/j7bamnK_vc?si=PnWgCaWJTKaPYKWI)
- **Early Childhood Development:** Focusing on school readiness.  
[https://youtu.be/S-FJFaScedI?si=a5Gf76Bwsl1\\_0bxT](https://youtu.be/S-FJFaScedI?si=a5Gf76Bwsl1_0bxT)
- **The ASER Report:** Estimates the learning levels of children in every district of India.  
<https://youtu.be/RrocqIrEXwk?si=a6MCSPhhe5Jmw2mE>

Pratham's work has been recognised globally, winning awards such as the Skoll Award, Kravis Prize and the Yidan Prize for Education.

## Key job information

- **Job title:** Senior Grants Manager
  - **Responsible to:** Executive Director
  - **Hours:** 35 hours
  - **Salary:** £40-45K
  - **Work from-home allowance:** £26 per month, not taxed.
  - **Contract length:** Permanent with six months probation
  - **Pension:** Employer 4.5% if Employee contributes 5% after three months.
  - **Holidays:** 25 days + 8 Bank Holidays (can carry over up to 5 days)
  - **Location:** Currently fully remote, but easy access to London is preferable.
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## Key Responsibilities

### Grants Development and Partnerships

- Proactively research, identify and pursue high-value (six- and seven-figure) funding opportunities with Trusts and Foundation across the UK and European markets to grow Pratham UK's grants programme.
- Cultivate and steward relationships with institutional donors, trusts, and foundations across the UK and Europe.
- Liaise with program teams in India and Pratham International to align donor-funded projects with organisational priorities.
- Act as the lead on grant proposals, ensuring alignment with Pratham's programs and donor priorities.

### Programme Monitoring, Quality Assurance, and Compliance

- Collaborate with Pratham Education Foundation's teams in India to strengthen quality assurance systems, safeguarding (including SEAH), risk management, and budget tracking for grants programs.
- Coordinate donor reporting requirements with partners, ensuring that reports are timely, accurate, and meet donor expectations.
- Support the implementation of International Aid Transparency Initiative (IATI) standards and ensure compliance with donor requirements.

- Develop systems to showcase outcomes and impact to donors and partners, leveraging Pratham's robust monitoring and evaluation (M&E) framework.

### **Data Management**

- Ensure that Salesforce is updated with accurate records of grants, donor interactions, and reports.

### **International Travel**

- Represent Pratham UK in meetings and events, including donor visits to India and other international travel as needed to strengthen relationships and partnerships. *This is unlikely to be more than 2-3 trips a year, if at all.*

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## **Skills and Experience Required**

### **Essential**

- A proven track record of securing six-figure grants from institutional donors, trusts, or foundations.
- Strong relationship management skills, with the ability to influence and inspire donors and stakeholders.
- Experience in grants management, including compliance, budgeting, and reporting.
- Ability to coordinate donor reporting across international partners, ensuring high standards and deadlines are met.
- Knowledge of safeguarding and risk management processes, including SEAH.
- Excellent written and verbal communication skills, with the ability to present complex information clearly and compellingly.
- Experience in international development or a related field.

### **Desirable**

- Willingness to travel internationally.
- Familiarity with IATI standards and implementation.
- fundraising markets.

### **Additional Requirements**

- If you have worked in international development previously, additional references will be taken in line with the **Misconduct Disclosure Scheme**.

## How to Apply

To apply for this role, please submit your CV and cover letter to [jobs@pratham.org.uk](mailto:jobs@pratham.org.uk)

If you would like a call to discuss the role before applying, please send an email with a link to your LinkedIn profile or a CV to [nick@pratham.org.uk](mailto:nick@pratham.org.uk) to arrange a call.

**Deadline:** 9am Wednesday 19<sup>th</sup> February

**First interviews:** Monday 24<sup>th</sup> February

**Second interviews:** 27<sup>th</sup> February (late afternoon)

- Pratham UK is an equal opportunities employer and encourages applications from under-represented groups.
- Non-grads are welcome.
- All our jobs show the salary.
- We provide interview questions 24 hours before the first interview; the second interview is likely to be a two-way discussion, so they may not be shared.
- Pratham Education Foundation and Pratham International staff may be part of the interview process and if so your application will be shared with them.

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