

JOB SPECIFICATION

Head of Strategic Partnerships and Funding

Building the partnerships that enable world-leading marine science to deliver Ocean Action.

This is a high-profile growth and partnership leadership role within one of the world's leading marine science institutes. Working as a visible external ambassador for PML, you will build strategic relationships, develop new sources of income and create long-term partnerships that support world-class science and deliver societal impact.

Working closely with scientific leaders and the executive team, you will help translate PML's scientific excellence into compelling opportunities for commercial partners, foundations, government and other strategic investors. You will help bring PML's mission of *Science for Ocean Action* to life by connecting organisations, ideas and opportunities that generate both income and impact.

This is not a traditional fundraising role. Success will come through proactive relationship-building, strategic networking and the development of financially viable and sustainable partnerships across industry, government, philanthropy and other strategic stakeholders.

Responsible To

Business Growth & Reputation Coordinator who provides strategic leadership for PML's growth, partnerships, fundraising and reputation-building activities, ensuring that external engagement and income generation are aligned with organisational priorities and long-term sustainability.

Works Closely With

The postholder will work closely with the Executive Team, senior scientific leaders and Board-level stakeholders to shape and deliver PML's income diversification strategy.

Background & Context

Plymouth Marine Laboratory (PML) is an international leader in marine research and impact. We are committed to making a difference, addressing the most pressing challenges faced by the marine environment. We do this by generating impartial and trusted knowledge through high-quality innovative science which underpins evidence-based solutions.

PML is expanding and diversifying its income generation with the establishment of a dedicated Business Development function, which will incorporate the existing fundraising department while expanding the remit to include industry partnerships and non-philanthropic and non-traditional sources (commercial, other governmental).

We are seeking an exceptional relationship-builder, communicator, and commercial strategist who can act as a visible external ambassador for PML and help bring our scientific ambitions to life. You will have a proven track record of securing significant funding, commercial partnerships, strategic collaborations or other income-generating relationships through proactive engagement. You will bring

experience within the marine, environmental, climate, scientific or related sectors, or experience developing partnerships and income streams relevant to these sectors together with confidence engaging senior stakeholders, industry leaders, funders and strategic partners and an ability to represent PML credibly in external forums and networking environments.

The new Head of Partnerships and Strategic Funding will assume line management of the fundraising function which currently comprises a Fundraising Manager and a Development Officer. Together, the team manages relationships with trusts, foundations, and high-value donors, as well as responding to competitive funding calls in partnership with the scientific teams. A business development manager will be recruited to support the more commercial research partnership development.

This new role is designed to build on, and harness, existing capacity by focusing on proactive relationship-building, network development, and the creation of a diversified funding profile that will position PML for sustained long-term success.

Why this role matters

- A world-class asset to sell: PML's science is internationally respected and trusted by governments, industry and NGOs worldwide.
- A unique opportunity to diversify income beyond traditional funding sources through commercial partnerships, industry collaboration and strategic investment.
- Direct engagement with senior scientific leaders to help bring PML's strategy to life through funded partnerships and long-term relationships.
- The chance to play a leading role in securing the resources needed to address some of the world's most pressing ocean and environmental challenges.

Purpose of the Role

To deliver PML's income diversification objectives through proactive, relationship-led engagement with commercial, governmental and strategic partners. The postholder will build long term relationships, generate new sources of revenue and act as a visible external ambassador for PML, translating scientific excellence into compelling opportunities that support PML's mission of Science for Ocean Action.



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Patron: James Cameron
Registered charity number 1091222
PML is a company limited by guarantee,
registered in England & Wales,
company number 4168503

Key Responsibilities

1. Strategic Partnership Development

- Develop and manage a portfolio of high-value relationships across industry, government, foundations, philanthropy and other strategic stakeholders.
- Identify, shape and secure partnership opportunities aligned to PML's scientific priorities and growth ambitions.
- Build a sustainable pipeline of opportunities that diversify and grow organisational income.
- Broker lasting relationships between external partners and PML's scientific leaders.

2. Income Growth & Opportunity Development

- Lead proactive approaches to commercial, governmental, philanthropic and other non-traditional income opportunities.
- Work with scientific teams to develop compelling value propositions and partnership opportunities.
- Support the development of multi-year collaborations that deliver both scientific impact and sustainable income.
- Contribute to achieving PML's income diversification and growth objectives.

3. External Representation & Influence

- Act as a visible ambassador for PML, representing the organisation at conferences, strategic forums and networking events.
- Develop and maintain a strong network across the marine, environmental, science, government and industry sectors.
- Enhance awareness of PML's science, expertise and societal impact amongst key stakeholders and decision makers.

4. Leadership & Organisational Development

- Provide leadership for income generation and partnership development activities across the organisation.
- Line manage and develop a high-performing, collaborative team.
- Work closely with the Executive, scientific leaders and colleagues across PML to ensure partnership activity supports organisational priorities.
- Help develop effective systems, reporting and relationship-management processes to support long-term growth.

5. Success Metrics

- £7m active business development pipeline within 18 months
- £2m+ new annual income secured within 24 months
- £1m+ annual overhead recovery generated within 24 months
- 5+ strategic multi-year partnerships established within 24 months
- CRM, pipeline and partnership management framework embedded
- Demonstrable contribution to delivery of PML's Science for Ocean Action strategy

Targets will be reviewed annually in line with organisational priorities and market conditions.



Person Specification

E = Essential · D = Desirable

Knowledge & Experience

Criterion	E / D
Demonstrable experience of developing and managing relationships with funders and industry partners	Essential
Proven track record of securing significant funding through proactive relationship-based approaches.	Essential
Experience of business development and/or fundraising for, organisations operating in the marine, environmental, or natural science sectors.	Desirable
Understanding of the funding landscape in the UK and/or internationally, particularly within the marine or environmental space.	Essential
Experience of developing strategic fundraising frameworks, pipelines, or relationship management systems.	Desirable
Experience of collaborating with scientific or technical teams to develop fundraising narratives or proposals.	Desirable

Skills & Abilities

Criterion	E / D
Excellent networking and relationship-building skills, with the ability to engage confidently with senior stakeholders and high-value funders.	Essential
Strong written communication skills, including the ability to craft compelling cases for support and donor-facing materials.	Essential
Ability to translate complex scientific or technical information into accessible, persuasive narratives for non-specialist audiences.	Essential
Strategic thinker with the ability to identify opportunities and develop plans for proactive engagement.	Essential
Strong organisational skills and attention to detail, with the ability to manage multiple relationships and priorities simultaneously.	Essential
Proficiency in CRM systems or equivalent databases for pipeline and relationship management.	Desirable

Strong commercial and financial acumen, including the ability to assess partnership opportunities, develop financially viable funding models, understand cost recovery requirements, and negotiate agreements that deliver sustainable income and impact.

Essential

Personal Attributes

Criterion	E / D
Self-motivated and able to work proactively and independently within a small team.	Essential
Credible and able to engage with diverse stakeholders	Essential
Collaborative and able to integrate effectively with existing staff, consultants, and scientific colleagues.	Essential
Commitment to PML's mission and a genuine interest in marine science or environmental conservation.	Essential
Entrepreneurial spirit and genuine curiosity	Essential
Passion for developing networks, 'opening doors' and creating lasting partnerships.	Essential

Key Relationships

The postholder will report to the Business Growth & Reputation Coordinator, who provides strategic leadership for PML's growth, partnerships, fundraising and reputation-building activities, ensuring that external engagement and income generation are aligned with organisational priorities and long-term sustainability. You will work within the Business Development & Fundraising function and will have the following key working relationships:

- Line manager / SMT – for strategic direction and sign-off on major funder relationships.
- Development Officer – Fundraising – for day-to-day coordination and to ensure complementary activity across the fundraising portfolio.
- Marine Sector Consultant – to draw on specialist sector knowledge and align relationship development with sector intelligence.
- Scientific Teams – to identify fundable research priorities and develop credible, science-led cases for support.
- Finance – to ensure potential funding is appropriate and sustainable.

Organisational structure

Business Growth & Reputation (led by BGR Coordinator)	
Growth	Reputation
Head of Strategic Partnerships and Funding With the following reports Fundraising Manager Business Development Manager Fundraising Development Officer Administrative support	Marketing & Communications team Office of International Affairs Impact team