



MISSION44

CHIEF ENGAGEMENT OFFICER APPOINTMENT BRIEF

October 2025 | Project code: RBZMA

Saxton Bampfylde

WELCOME

Dear Candidate

We are thrilled that you are considering joining Mission 44 at this pivotal moment in our journey. What we are building is more than an organisation - it is a movement for equity, opportunity, and transformative change for young people around the world.

We are evolving from a UK-based foundation into a global non-profit, with a growing presence in the US and expanding international partnerships. This next chapter will be defined by bold ambition, deeper impact, and a powerful global voice.

As an organisation, we need leaders who are more than employees — we are looking for partners, changemakers, and storytellers who are driven by our purpose and grounded in our values.



The role of Chief Engagement Officer (CEngO) is one of those leaders. You will bring fundraising, marketing, and communications under one strategic function, playing a vital role in growing our income, elevating our brand, and building the partnerships that fuel our mission.

You will help us tell our story to the world so we can raise more money to reach more young people. Our story is rooted in equity, powered by young people, and driven by the belief that all talent is equally distributed but opportunity is not.

This is a rare opportunity to:

- Amplify our global voice and brand so we can raise more money for our work
- Work closely with our Impact Team to showcase the change we create
- Inspire new allies and advocates

- so we can secure more financial support for our work and deepen our impact.

We are looking for a leader who is values-led, entrepreneurial, and strategic - someone who combines creativity with commercial acumen, who is energised by innovation and undaunted by scale. Most importantly, you will be someone who believes deeply in the power of young people and is inspired to help us unlock their full potential.

We pride ourselves on being collaborative, courageous, and relentlessly focused on impact. We embrace diversity, champion inclusion, and create space for big ideas and bold actions. You will join a supportive, dynamic, and passionate team committed to driving lasting change.

We invite you to join us in shaping the next chapter of Mission 44. Together, we can build a world where every young person has the power and opportunity to thrive.

We look forward to welcoming you.

Jason Arthur
Chief Executive Officer, Mission 44



ABOUT MISSION 44

WHY LEWIS SET-UP MISSION 44

Lewis Hamilton's journey to the top of motorsport required him to overcome barriers linked to race, class, and opportunity.

His experiences inspired the **Hamilton Commission**, which explored how to diversify motorsport.

The findings led Lewis to launch Mission 44 in 2021. **He has invested £20m in our work to create a fairer future for young people around the world.**





OUR MISSION

We're driving change so that every young person can thrive in school and access great careers in STEM.

PROGRESS OVER THE LAST FOUR YEARS

41

Organisations supported in
the UK, US and Brazil

50%

Organisations funded are
led by people of colour

£8M

Invested since our launch
in 2021 to transform young
people's lives

15

Research and evaluation
projects commissioned

550K

Young people reached
through our partnerships

OUR IMPACT GOALS

INCLUSIVE EDUCATION

Building a more inclusive education system

- Educator diversity
- Reduced school exclusions
- School culture and practice

STEM EMPLOYMENT

Opening doors to great careers in STEM

- STEM Scholarships
- Early career opportunities
- Motorsport DEI initiatives

YOUTH EMPOWERMENT

Supporting young people to take action

- Changemaker programmes
- Civic engagement
- Youth voice initiatives

YOUNG PEOPLE AT THE HEART

'Nothing about us without us' is a core mantra at Mission 44. To make transformative change, we believe young people's voices need to directly shape what we do and how we think.

In February 2023, we proudly recruited and welcomed our Youth Advisory Board to the Mission 44 family. This diverse group of fourteen young people, aged between 16-24, support:

- Setting and developing our strategic priorities
- Deciding who and how we fund
- The development of our research and evaluation activity
- Relationship building with our partners
- Our storytelling and campaigns



OUR IMPACT MODEL

MISSION44



INVEST IN INNOVATORS AND SYSTEM CHANGERS

- Invest in bold organisations, leaders and ideas
- Increase the capacity and impact of our partners
- Prioritise support for leaders with lived experience of social injustice

CONNECT OUR PARTNERS TO SHARE LEARNING

- Identify what works, for whom and why
- Share good practice and learning
- Inspire collaboration and collective action

CAMPAIGN FOR CHANGE

- Raise public consciousness and understanding of the issues
- Advocate for policy and practice change
- Mobilise domestic and international funding

EXPANDING INTERNATIONALLY

In setting up Mission 44, Sir Lewis' ambition was always to empower the next generation of diverse, young leaders around the world. In 2023 we made our first grants in the US and Brazil. We will also expand to Italy.

Earlier this year we set up our US Board of Directors who you will work closely with to drive engagement and income generation in a vibrant market for Formula 1.



AUSTIN

LAS VEGAS

MIAMI

UK

ITALY

BRAZIL



CORE ORG INFO

LEGAL STATUS

- Registered charity in England and Wales since 2022; M44 US incorporated 2025, awaiting 501(c)(3) status

HEADQUARTERS

- London, UK

TEAM & GOVERNANCE

- 26 employees, 10 Trustees, 5 US Directors and 13 Youth Advisory Board members (see [here](#))

FINANCIALS

- Income target in 2025/26 of £7.1m

KEY SUPPORTERS

- UBS, Sky, Qualcomm, HP, American Express, Meta, Ferrari



ROLE PURPOSE



As we enter our next phase of growth, the Chief Engagement Officer will bring together fundraising and communications into one powerful, integrated function, ensuring that every story told strengthens relationships, inspires giving and extends our global impact.

This new role will shape and deliver a coherent engagement strategy that amplifies Mission 44's brand, builds deep and lasting partnerships, and secures the resources needed to achieve our ambitious goals.

Working closely with our CEO and the wider team, you will ensure that our voice, visibility, and income generation are aligned behind a single, compelling narrative, positioning Mission 44 as a trusted, high-impact philanthropic partner in the UK and internationally.

Please read on for the skills you need and your responsibilities.





RESPONSIBILITIES

INCOME GENERATION

- Lead the development and delivery of a **global fundraising strategy**, ensuring year-on-year growth beyond the £8m target for 2026.
- Cultivate and secure **seven-figure partnerships**, with a focus on corporates (multi-year, strategic) and major donors (HNWIs, family foundations).
- Build and lead a **US fundraising pipeline**, developing networks and opportunities to establish Mission 44 as a credible philanthropic partner.
- Maximise the fundraising potential of the Founder, CEO, Trustees, and ambassadors by leveraging their networks and involvement.

- Lead them to explore **new revenue sources** including events, pro bono, and international philanthropic collaborations.
- Ensure robust systems for pipeline management, financial forecasting and data-driven decision-making, working closely with the **Finance Team**.
- Work with the team to the design and delivery of **donor engagement programmes** and events to strengthen relationships and networks.





RESPONSIBILITIES

COMMUNICATIONS

- Build on Mission 44's **global communications strategy**, ensuring alignment with fundraising and impact goals.
- Act as **guardian of the Mission 44 brand**, ensuring consistent, authentic, and values-driven messaging across all platforms.
- Oversee **media engagement, campaigns, and digital content** to raise Mission 44's profile globally.
- Ensure the organisation's impact is **clearly evidenced and communicated**, working closely with the **Impact Team**.
- Oversee the production of compelling **narratives and case studies** that showcase Mission 44's work and elevate youth voice.
- Lead crisis communications and **reputational risk management**.

SKILLS & EXPERIENCE

ESSENTIAL

- Evidence of strategic planning and delivery across communications to increase engagement and fundraising.
- Track record in working with others to shape the strategic direction of organisations.
- Experience of providing strategic direction to multiple teams.
- Proven track record of securing six- and seven-figure gifts from corporates and/or major donors.
- Experience of international fundraising.
- Strong network of philanthropic, business, or corporate leaders relevant to Mission 44's mission.
- Excellent communication, negotiation, and influencing skills - comfortable operating at Board/CEO/HNWI level.
- Entrepreneurial, collaborative, and resilient, with the ability to thrive in a fast-paced, growing organisation.
- Excellent interpersonal skills; high levels of emotional intelligence to work collaboratively both internally and externally.

SKILLS & EXPERIENCE

DESIRABLE

- Experience setting up or scaling fundraising operations in new markets (e.g., US).
- Track record of building a brand and profile internationally.
- Experience of fundraising for a grant making non-profit.
- Experience working with high-profile ambassadors or celebrity-led foundations.
- Experience fundraising six and seven figure grants from trusts and foundations.
- Understanding of education, STEM or motorsport sectors.
- Experience leading a communications team.

ASSETS AT YOUR DISPOSAL

To be successful in your role you will have a supportive Board, ready to activate their networks, an engaged CEO and a talented team. In addition, we have;

- **An unparalleled platform:** Leverage the global profile and networks of Lewis Hamilton as Founder to drive income generation and amplify Mission 44's voice worldwide.
- **A powerful brand:** Build on a strong and fast-growing reputation for a young organisation, particularly across education, equity and motorsport sectors in the UK and beyond.
- **Compelling stories:** Draw on rich programme impact and powerful case studies to inspire supporters and partners.





- **Influential networks:** Collaborate with a well-connected global Board of Directors.
- **Youth-led insight:** Shape engagement and strategy informed by the perspectives and lived experience of our Youth Advisory Board.
- **Strategic backing:** Benefit from the resources and networks of Lewis Hamilton Ventures, including access to commercial partners and a world-class PR agency.

TERMS OF APPOINTMENT

LOCATION

Two days a week in the London Office.

SALARY

£90,000 - £100,000.

TRAVEL

Please note this role will require international travel including regular trips to the US (3-5 times a year).

BENEFITS

Mission 44 offers a comprehensive, non-contractual benefits package including:

- **Private Medical Insurance (AXA, opt-in)** – Employer-funded premiums (taxable benefit); option to add family members at own cost.
- **Annual Eye Test & Flu Vaccination** – Reimbursed up to £50 and £20 respectively.
- **Cycle to Work Scheme** – Offered via Cyclescheme with salary sacrifice.
- **Gym Access** – Free access to Manor Fitness through The Office Group membership.
- **Wellbeing Budget** – £250 annually for physical, mental health, or family support (e.g. gym, therapy, childcare, memberships).
- **Learning & Development Budget** – £1,000 annually (pro rata), for professional growth (training, books, coaching, conferences, certifications).
- **Annual Leave** – 28 days, rising to 30 after 2 years (includes 3-day Christmas shutdown) plus:
- **Birthday off** (within the surrounding week)

- **August flexibility** – fully remote, early Friday finishes, last Friday off.
- **Volunteering Leave** – Unlimited, subject to manager approval.
- **Family Leave** – Up to 52 weeks available from day one, with enhanced parental pay depending on tenure (up to 24 weeks full pay plus statutory). Partners entitled to 12 weeks paid leave.
- **Pension Scheme** – Auto-enrolment after 3 months with 3% employee / 5% employer contribution (8% total).

PROCESS

- **Informal Conversations with Jason Arthur (CEO):** w/c 5 January.
- **First Round Panel Interview:** Tuesday 13 January 2025.
- **Second Round Panel Interview:** Tuesday 20 January 2025.

DUE DILIGENCE

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



HOW TO APPLY

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Saxton Bampfylde Ltd is acting as partner and advisor to Mission 44 on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **RBZMA** .

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 20 November 2025**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.





GDPR PERSONAL DATA NOTICE

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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GET IN TOUCH

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