

IWF
Internet
Watch
Foundation

Working together
to stop child sexual
abuse online

**RECRUITMENT PACK**

# Corporate Income Officer

# Working to stop child sexual abuse online

**Protecting children is at the heart of everything we do. For 30 years, since the early days of the internet, our job has been to help victims of child sexual abuse by hunting down and removing the online record of the abuse.**

It's a tough job. Our image analysts are amongst the best in the world. The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.

The criminals who sexually abuse children, then record their suffering and share the horror online are ruthless. Sometimes they create images with audiences in mind. Victims range from babies to young teens. Abusers are often experienced at online grooming, skilled at manipulating young minds. Sometimes victims don't even realise they are being abused until it's too late.

Sadly, the internet makes it easier to share these images. We use advanced technology and human expertise to help young victims. If we can remove the record of suffering online and stop those images circulating, then we can stop the abuse being perpetuated. This makes the internet a safer place for all children and adults.

## How we do this

- **Our team of human analysts.** Tech companies and law enforcement worldwide trust the assessments, experience and knowledge of our extraordinary team of people.
- **Tech-for-good.** Our in-house tech team build tools designed to make it easier to identify and remove online images and videos of child sexual abuse. In short, tech to protect kids.
- **Working together.** With international partners in government, law enforcement, reporting hotlines, charities and the tech community we work to stop illegal images of children being circulated again and again. We share vital information that could lead to the rescue of a child from terrible abuse.
- **IWF Hotline.** This gives people a safe and anonymous place to report online images and videos suspected to show the sexual abuse of children. Our team of dedicated Hotline Analysts work tirelessly to locate and seek the removal of criminal imagery making the internet safer and protecting survivors from repeated victimisation.

The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.

# Our Chair & CEO



***The IWF sits at the forefront of fighting for victims of child sexual abuse. We're seen as global leaders, standard-setters, and team players. Our strong relationships with companies around the world have enabled us to carve a much-needed place to both protect children and provide the means by which industry partners can ensure that their websites, platforms, games, and online spaces are safer for us all.***

*Since 1996, the IWF's unmatched work and determination has led to the removal of millions of criminal images and videos from the open internet. Our datasets and services are used to protect more than 4bn online users and accounts globally.*

*We're trusted as an extremely safe pair of hands by governments, tech companies, law enforcement and other child protection non-profits.*

*This is possible because of the commitment and fortitude of the incredible IWF team. Every department from our front-line analysts to our People team, plays a critical role in helping us achieve our mission of a global internet free from child sexual abuse material.*

**Catherine Brown, Chair**



***Tracking down and identifying truly harmful child sexual abuse imagery is at the very core of what we do at the IWF.***

*We develop cutting-edge technologies, and work with some of the biggest tech companies on the planet - but without the skills, knowledge, and determination of our amazing staff, there is no way this vital work could be done.*

*Working at the IWF is not for everyone, but for our staff, knowing they have contributed to the removal of thousands of images and videos of child sexual abuse from the internet, helped prevent the future revictimisation of victims, and even helped rescue children from abusive, dangerous situations, makes this the most satisfying place to work in the world.*

*I'm proud to say I lead the team at the IWF. Every person, regardless of which department they are in, works with a sense of tireless determination and passion which is vital to delivering our mission.*

**Kerry Smith, CEO**

# Our vision

## We're creating an internet free from child sexual abuse that is a safe place for children and adults to use around the world.

### Our mission

We detect, disrupt, remove, and prevent online child sexual abuse material using our expertise and resources as effectively as possible.

The Internet Watch Foundation (IWF) is a child protection organisation, utilising ground-breaking tech to make the internet a safer place for children and adults across the world.

We're a not-for-profit organisation, supported by internet, tech and social media industries, private companies and the generosity of ordinary people.

We work closely with police, governments, the technology sector and NGOs globally, who trust our work.

Child sexual abuse images and videos are just as much a weapon as a knife. We actively search for this imagery and for the past 30 years, we've given people a safe place to report it to us, anonymously, now covering 54 countries.

We assess every report we receive. If it shows the sexual abuse of a child, we make sure the image or video is removed from the internet. We provide bespoke services, products and datasets to our industry Members to prevent the imagery from re-appearing and make it harder for offenders to find and share.

**We care.**

Our work relies on compassionate and resilient staff members, across diverse teams, including Analysts and Assessors in our Hotline, Finance, Admin, Communications and Technology, who are all highly trained and carefully looked after.

The children in these pictures and videos are real. The suffering captured in this imagery and the knowledge that it could be shared can haunt a victim for life.

**That's why it's our mission to remove this material for good. And to show every child there is someone out there who cares enough to help.**



# Our values

## It’s a huge responsibility to have the job of searching for, stopping, removing and preventing child sexual abuse imagery online.

We don’t take this lightly. Our values act as our backbone, our core strength, a guide and a reminder of the importance of our work. They are embedded in everything we do.

**Being open and honest**

- We treat every child victim of sexual abuse with the utmost and total respect;
- We always act with integrity and professionalism;
- We make sure our communications and actions are appropriate, true, transparent and accountable.

**Being excellent**

- Every day we strive to be the best in the world at what we do;
- We set the global standard of best practice;
- We build Tech-for-good tools to help defend child victims of sexual abuse. We make the internet a safer place, by:
- Protecting child survivors of sexual abuse from being victimised again and again. By stopping offenders sharing pictures and videos of the abuse online, we’re making it more difficult for these criminals to perpetuate the abuse;
- Preventing internet users from accidentally stumbling on child sexual abuse images and videos;
- We make it harder for criminals to find child sexual abuse imagery online, by disrupting the illegal sharing.

**Being team players**

- Working together is vital. We always acknowledge the importance of partnerships;
- We recognise, reward and celebrate our success and achievements. If we win, so do children.

**Creating a caring and safe internal environment**

- We respect, value and encourage individual contributions to our work and mission as well as those of our wider teams;
- A supportive environment is vital for people who work to protect children. We promote best-practice welfare for our staff who are committed to stopping the spread of child sexual abuse imagery;
- We encourage constant learning and personal development. It helps people thrive. It’s good for us all.

# Building an inclusive culture

## We are building an inclusive culture to make the IWF a place where our people feel valued, have a voice and can be their authentic selves.

We value difference and diversity, not only because we believe it is the right thing to do, but because it will help us to be more innovative and make better decisions.

We always aim to recruit people who are most suited to the job and encourage applications from people of all backgrounds – people of all ages, sexual orientations, gender identities, nationalities, religions and beliefs.

We fully support candidates with a disability or long-term condition who require adjustments during the recruitment process and throughout any subsequent appointment.

### Anti-racism statement

IWF stands in unity with all who experience racism and discrimination. As a team, we are committed to better understanding the systemic racism and inequality that is experienced in the everyday lives of Black and minority ethnic people.

We affirm explicitly our commitment to being an anti-racism organisation. We acknowledge that racism causes significant harm and can be both conscious and unintentional. As an anti-racism organisation, we challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

Addressing racism requires courage, respect and compassion and may not always be or seek to be comfortable.

We have a zero-tolerance approach to racism and condemn all racist and discriminatory behaviour. We are committed to challenging and preventing structural racism within every aspect of our work.

We commit to:

- Affirm our identity, explicitly and publicly, as an anti-racism organisation;
- Employ individual and organisational exploration and examination of bias, advantage, and oppression to continually learn about and dismantle racism and all its impacts;
- Reflect our anti-racism in the culture of our organisation through our policies, procedures, and practices;
- Particularly encourage applications from Black, Asian and Minority Ethnic candidates.



# Job purpose

We are seeking a motivated, organised and professional individual to join our Development department as **Corporate Income Officer**. To be successful, you must be able to quickly understand what motivates businesses to support charities, including their CSR, ESG and employee engagement priorities, and translate IWF's mission and impact into partnerships that generate sustainable income.

You will be a confident, personable relationship builder with excellent written and verbal communication skills, coupled with strong commercial awareness and at least two years' experience in fundraising, corporate partnerships, business development or a related field.

You'll research and identify new corporate prospects, write tailored proposals and presentations, and act as the day-to-day contact for a portfolio of corporate partners. You'll coordinate employee fundraising, volunteering and sponsorship activity, gather impact stories and data, and prepare reports that show partners the difference their support makes. Reporting to the Corporate Income Manager, you'll keep accurate pipeline and income records in Salesforce.

This is a varied, target-focused role and the ability to manage multiple opportunities and deadlines at once is a key requirement. You'll handle confidential and commercially sensitive information, so tact, discretion and professional judgement are essential, and in return you'll see your work directly fund the protection of children online.

You could come from the nonprofit, corporate or CSR sector, or from a business development or account management background. Wherever you've built your experience, what matters most is your passion to do good and your ability to inspire businesses to support our mission.

# Main responsibilities

## Corporate partnership development and income generation

- Identify, research and develop new corporate partnership opportunities across relevant sectors, companies and corporate foundations.
- Support the Corporate Partnerships Manager in delivering corporate income generation targets and developing a strong pipeline of prospective partners.
- Build relationships with corporate decision makers, including CSR, ESG, sustainability, corporate affairs, philanthropy, HR and senior leadership contacts.
- Research prospective companies to understand their CSR, ESG, sustainability and social impact priorities and identify areas of strategic alignment with IWF's mission.
- Develop tailored corporate partnership propositions, presentations, concept notes, funding applications and proposals that demonstrate clear mutual value and measurable social impact.
- Support the development and negotiation of corporate partnerships encompassing charitable giving, sponsorship, employee fundraising, payroll giving, matched giving, volunteering, pro bono support and other forms of corporate engagement.
- Contribute creative ideas for securing new corporate income and developing innovative partnership models.
- Support due diligence and risk assessment of prospective corporate partners, ensuring partnerships align with IWF's values, policies and reputation.




# Main responsibilities *(continued)*

- Maintain an active pipeline of corporate prospects and ensure opportunities, actions and income forecasts are accurately recorded.

## Corporate stewardship and relationship management

- Build and maintain strong, professional relationships with corporate partners, ensuring they feel valued, informed and actively engaged with IWF's work.
- Support the Corporate Income Manager in developing and delivering tailored stewardship plans for key corporate partners.
- Act as a day-to-day point of contact for an agreed portfolio of corporate partners.
- Coordinate regular communications, meetings, briefings and engagement opportunities to strengthen relationships and encourage long-term support.
- Represent IWF confidently at corporate meetings, networking events, conferences and other relevant external events.
- Identify opportunities to deepen existing relationships and increase the value, duration and strategic impact of corporate partnerships.
- Support corporate partners to engage their employees and wider networks with IWF's mission through fundraising, volunteering, campaigns, events and other activities.
- Ensure corporate partners receive timely recognition and appropriate visibility in line with agreed partnership arrangements and IWF policies.

## Partnership launch and delivery

- Support the launch and implementation of new corporate partnerships, ensuring that agreed objectives, deliverables and responsibilities are clearly understood by all parties.
- Coordinate with the in-house Legal team on relevant MOUs, NDAs, partnership agreements and other documentation.
- Work collaboratively with internal teams to ensure corporate partnership commitments can be delivered effectively.
- Coordinate early-stage partnership activity, ensuring strong communication between IWF and corporate partners.
- Track partnership deliverables, deadlines and income commitments and proactively flag any risks or issues to the Corporate Income Manager.

# Main responsibilities *(continued)*

### Impact, monitoring and reporting

- Coordinate the collection of relevant impact information, case studies, stories and data to demonstrate the difference made through corporate support.
- Prepare regular partnership updates, impact reports, presentations and stewardship materials for corporate partners.
- Contribute to funding reports and renewal proposals that demonstrate outcomes, learning and return on investment for corporate partners.
- Support the development of compelling impact narratives that enable corporate partners to communicate their social impact internally and externally.
- Monitor partnership performance against agreed objectives, income targets and engagement measures.
- Provide clear and regular updates to the Corporate Income Manager on pipeline activity, partnership performance, income and risks.

### Corporate engagement and employee partnerships

- Support the development of employee engagement opportunities that deepen corporate relationships and generate additional income.
- Coordinate corporate fundraising initiatives, employee challenges, volunteering opportunities, campaigns and other engagement activities.
- Work with internal colleagues to develop engaging materials and experiences for corporate employees.
- Identify opportunities to connect corporate partners with relevant IWF campaigns, programmes, events and areas of impact.
- Support corporate partners in communicating their involvement with IWF in an accurate and appropriate way.

### Other responsibilities

- Contribute corporate partnership content and success stories to key publications, including the Annual Report, Impact Report and Trustees Report.
- Deliver confident and engaging presentations to prospective and existing corporate partners.
- Support the Corporate Income Manager with corporate prospect research, market intelligence and sector mapping.
- Keep accurate and comprehensive records of corporate relationships, opportunities, activity and income within Salesforce and other relevant systems.
- Work collaboratively across IWF to identify opportunities for corporate engagement and ensure a coordinated approach to partnerships.
- Champion IWF's values, mission and brand in all external corporate relationships.
- Follow all relevant legislation and best-practice guidelines, including Data Protection, fundraising regulations and the Code of Fundraising Practice.
- Ensure corporate partnerships are developed and managed in accordance with IWF's ethical fundraising, due diligence and partnership policies.
- Be willing to travel occasionally across the UK or internationally to support corporate meetings, events and partnership activities.
- Undertake any other reasonable duties requested by the Corporate Income Manager, Development & Income Director.

# Person specification

## Personal qualities

| Requirements | Criteria |
|---|---|
| Highly motivated, self-starting and energetic, with a strong appetite for generating new opportunities and achieving income targets. | Essential |
| Passionate about IWF's vision and mission and able to inspire corporate partners to support that mission. | Essential |
| Confident and credible when engaging with business leaders and corporate stakeholders. | Essential |
| Flexible and adaptable, with the ability to influence and motivate others. | Essential |
| Able to work constructively and collaboratively with IWF employees, partners and members. | Essential |
| Comfortable working independently while also contributing effectively as part of a team. | Essential |
| Enjoys working in a challenging, dynamic and varied environment. | Essential |
| Highly organised, proactive and results-focused. | Essential |
| Demonstrates a high level of tact, diplomacy and professional judgement. | Essential |
| Able to balance income generation with IWF's values, ethical standards and reputational considerations. | Essential |

## Experience

| Requirements | Criteria |
|---|---|
| At least two years' experience in fundraising, corporate partnerships, business development, CSR/ESG, account management or a closely related field. | Desirable |
| Experience of developing and stewarding relationships with corporate partners and/or business stakeholders. | Essential |
| Experience of generating income from companies, corporate foundations or other private-sector sources. | Essential |
| Experience of developing compelling proposals, presentations or partnership propositions for corporate audiences. | Essential |
| Experience of supporting partnership negotiations and developing mutually beneficial relationships. | Essential |
| Experience of managing multiple partnership opportunities, projects and deadlines simultaneously. | Essential |

## Skills, abilities and knowledge

| Requirements | Criteria |
|---|---|
| Strong understanding of the corporate fundraising and CSR/ESG landscape. | Essential |
| Ability to identify and articulate alignment between corporate priorities and charitable or social-impact objectives. | Essential |
| Strong commercial awareness and an understanding of what motivates businesses to enter strategic partnerships. | Essential |
| Strategic thinker with the ability to identify opportunities for income growth and relationship development. | Essential |
| Excellent verbal and written communication skills, with the ability to tailor communications to senior corporate audiences. | Essential |
| Strong proposal writing and presentation skills.<br>Ability to develop imaginative but practical corporate partnership propositions. | Essential |
| Skilled in navigating discussions and negotiations to reach mutually beneficial agreements. | Essential |
| Strong organisational and project management skills, with excellent attention to detail. | Essential |
| Ability to understand and operate sensitively within the environment in which IWF and its corporate partners operate. | Desirable |
| Ability to manage confidential and commercially sensitive information appropriately. | Essential |
| Competent use of CRM systems, ideally Salesforce. | Essential |

## Educational qualifications

| Requirements | Criteria |
|---|---|
| Educated to degree level or equivalent | Desirable |
| Educated to A-Level or equivalent | Essential |

# Details

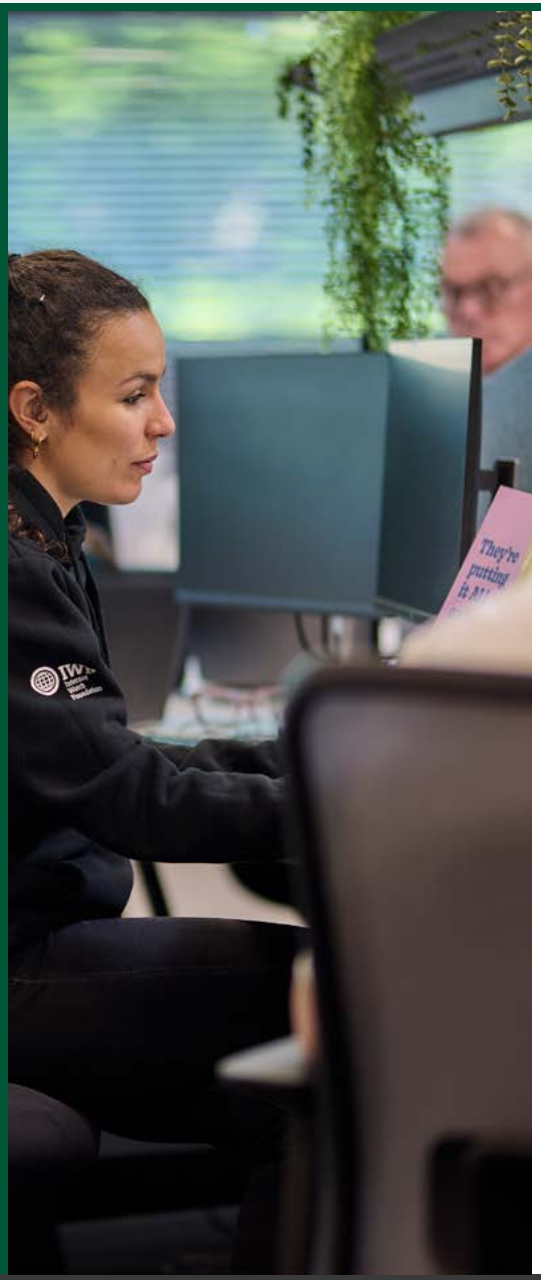
**Reports to:**
Corporate Income Manager

**Starting salary:** £41,883.00 per annum, depending on experience + benefits:

- 25 days annual leave entitlement *(Plus time off for Christmas closure)*
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme
- Employee Assistance Programme

**Hours:** Full time (35 hours per week). We are a family-friendly employer and take a flexible approach around personal commitments when agreeing work patterns.

**Location:** This role can be based in either our London or Cambridge office, with some travel between the two. Our new Cambridge Science Park office has step-free access, a lift, accessible toilets and accessible parking.



# Main contacts

## External

- Corporate partners
- Prospective corporate partners
- Corporate foundations
- CSR/ESG and sustainability teams
- Corporate affairs teams
- HR and employee engagement teams
- Senior business leaders
- Professional networks
- Other relevant stakeholders

## Internal

- Corporate Income Manager
- Development & Income Director
- Stakeholders across the organisation

**Important notes**

This role does not involve viewing child sexual abuse imagery. However, you will be working in an organisation where colleagues do this work, and the subject of child sexual abuse is part of everyday conversation, data and reporting and we encourage you to consider this when applying.

This position is subject to an enhanced DBS check.

We're a dog-friendly organisation and believe in the positive impact dogs can have on workplace happiness and well-being.




# How to apply & more info

## How to apply

Please email your CV and a cover letter to recruitment@iwf.org.uk. The IWF is a mission-driven organisation, so in your cover letter please tell us:

- How you meet the job description and person specification, using examples
- Why you want to work for the IWF
- Why you're applying for this role in particular
- How you would help us achieve our mission of eliminating online child sexual abuse

**Closing date:** Sunday 29 November 2026

As part of our inclusive recruitment process, longlisted candidates will be invited to a short screening call. If you're then invited to an in-person interview, we'll ask you to complete our standard application form at that stage, and we'll send you the competency-based interview questions at least 48 hours beforehand.

If you have any questions about the role, or need any adjustments to the application or interview process, please email **recruitment@iwf.org.uk**

As part of our inclusive recruitment process, longlisted candidates will be invited to a short screening call before interview. We'll then send you the competency-based interview questions at least 48 hours before your interview.

## More info

**Website:** iwf.org.uk

**Annual Report:** iwf.org.uk/annualreport2025

**Social Media:**

- Bluesky: iwf.org.uk
- X: @IWFhotline
- Facebook: InternetWatchFoundation
- LinkedIn: IWF
- Instagram: internet.watch.foundation
- YouTube: IWFHotline

## Listen to our Podcasts

Our podcast tells, for the very first time, the story of online child sexual abuse through the words of victims, the people fighting to eradicate it, law enforcement, internet companies and, even perpetrators: iwf.org.uk/podcast

Our series of short podcasts feature exclusive discussions with IWF staff, leading experts and academics covering a wide variety of topics including our Hotline, tech, encryption, policy and how these impact the criminal circulation of child sexual imagery online: iwf.org.uk/shortcast

## A day in the life

We follow our Hotline Manager Tamsin on a regular workday. Read more: iwf.org.uk/adayinthelife

## Our office

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