

Application Criteria and the Pilotlight model

Pilotlight is a charity that helps other charities grow. Specifically, we help small to medium-sized innovative charities and social enterprises (CSEs) reach more people, more effectively. Pilotlight achieves this through a unique process of matching teams of senior business people (Pilotlighters) with CSEs to help them build measurably more sustainable and efficient organisations. We call this process Pilotlighting.

Our priority is to increase the effectiveness of CSEs that are tackling disadvantage. We seek to:

- Encourage innovative work
- Nurture leadership
- Develop organisational infrastructure and improve systems
- Increase organisational effectiveness and the efficient use of resources

We welcome applications from

We view all applications on a case-by-case basis and can be flexible about the type of organisations with which we work. However, our partner organisations will normally:

- Work with disadvantaged people in the UK
- Have delivered service(s) for a minimum of two years
- Have a turnover of less than £3m
- Be willing to evaluate their work and measure results (or already doing so)
- Be open to change and challenge
- Be able to commit sufficient resource to Pilotlight's model of partnership working
- Be pursuing best-practice in their field
- Be ambitious to grow
- Have at least one full-time paid staff member
- Have secured core funding for the next six months

b) We will **not normally accept applications from:**

- × Organisations still in the first year of operations
- × Organisations that do not have a full-time member of staff with whom to build the relationship
- × Organisations solely seeking sponsorship, fundraising or financial support

What we offer

Our investment is the time, skills and expertise of our Pilotlighters; Pilotlight recruits its members, all at senior director level, from business and industry. The members contribute their time and share their experience, talent and knowledge to help charities/social enterprises build their organisational infrastructure and meet their goals more effectively through the development/revision of a business/strategic plan.

Each CSE is assigned a dedicated Project Manager that manages the relationship throughout and acts as a constant point of contact for the CSE director. The Project Manager plans, facilitates and minutes all meetings and follows up on actions, thereby ensuring that progress is being made.

How we work in partnership

Pilotlight's relationship with partner organisations is built around openness and shared commitment to Pilotlight's model of working. Teams of Pilotlighters are matched with a CSE and they work together to develop a strategic plan which allows the CSE to take their vision forward in a sustainable way. We coach/mentor leaders of CSEs through a strategic planning process lasting typically 12-18 months. Each team meets once a month for around 2.5 hours in central London.

Pilotlighters make an annual donation towards the cost of managing the Pilotlight process, and the CSEs receive their support for free. We continuously evaluate our work to ensure that we are really making a difference.

Successful applicants will sign a standard contract with us at the beginning of the relationship. We then work collaboratively with the CSE to develop a strategic plan outlining mission, objectives and strategies for achieving them.

How to apply

We have a two-stage application process: an application form and a meeting with short-listed candidates for a more thorough assessment. Please contact Crystal Waldman, Pete Smith or Helen Lang on 0207 283 7010 for advice or guidance on filling in the application form, if needed.

- We will be able to give you a decision on your initial application within two weeks of receiving it.