



Moorfields
Eye Charity



Applicant
information pack

Working for Moorfields Eye Charity

Moorfields Eye Charity, 162 City Road London EC1V 2PD

Tel: 0207 566 2565

Email: moorfields.eyecharity@nhs.net

moorfieldseyecharity.org.uk

Registered Charity No 1140679



[moorfieldseyecharitylondon](https://www.facebook.com/moorfieldseyecharitylondon)



[@eyecharity](https://twitter.com/eyecharity)



[moorfields_eye_charity](https://www.instagram.com/moorfields_eye_charity)

About us

At Moorfields Eye Charity, we support pioneering eye health work at Moorfields Eye Hospital NHS Foundation Trust (Moorfields) and its academic partner UCL (primarily through the UCL Institute of Ophthalmology) – bringing early diagnoses and new treatments to people with sight loss. We support this unique partnership as the main fundraising and grant-making charity.

The number of people in the UK with sight loss is estimated to rise to 2.7 million by 2030. By 2050, the current figure will double to over 4 million. That's why we invest in research and innovation and world class training. And it's why we're working in partnership with Moorfields and UCL to create Oriel, a new world class integrated centre for advancing clinical care, teaching and research.

Our governance

Moorfields Eye Charity comprises a team of dedicated and passionate staff, while our board of trustees play a key role in making sure everything we do has our supporters and those we support at its core. It is governed by a board of trustees, chaired by Mervyn Walker and led by a chief executive, Robert Dufton. The trustees also have an established committee structure to support in the governance of the charity [audit and risk, fundraising, grants, investment, Oriel and the remuneration and people committees].

Day to day management of the charity is delegated to the senior management group, comprised of the chief executive and the directors of development, finance and resources and grants and research.



Mission

Our mission is to improve eye health by funding innovation in research, education and patient care to benefit Moorfields' patients.



Vision

Moorfields Eye Charity's support enables Moorfields and UCL to provide world-leading eye care, research and education from the Oriel centre benefiting patients across the UK and globally.



Oriel
Creating the centre for
advancing eye health



Oriel, our once-in-a-century opportunity to create the centre for advancing eye health to the global benefit of people in the UK and worldwide.

Our team

The charity is composed of four teams with our office being within the Moorfields City Road site, near Old Street tube station at the edge of the City.

Our **communications team** maintain dynamic and growing communication channels and co-ordinate and create impactful written stories, films and other content. They also deliver e-newsletters and support with the planning and implementation of engaging fundraising campaigns. These activities ensure we are able to share widely the breadth of our work and how it benefits Moorfields patients and beyond.

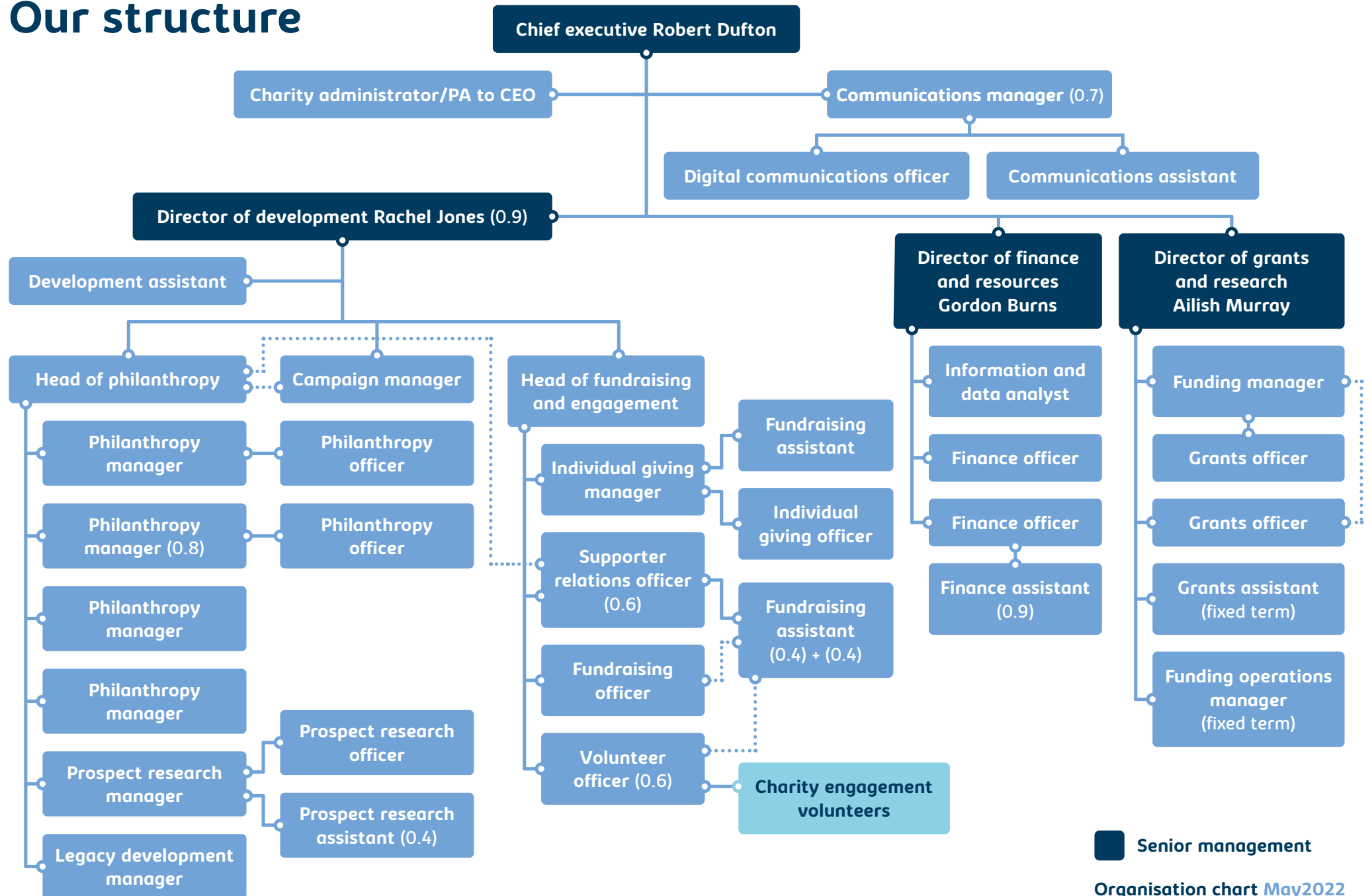
The **finance and resources team** manage our investments and process, analyse and report on all of our income and expenditure. They monitor the services we receive from Moorfields such as human resources, facilities management and IT support. The team are also responsible for our legacy administration working closely with our legacy development manager.

The **fundraising teams** are responsible for the breadth of the charity's fundraising programmes (community and events, individual giving, legacies, major gifts and raffle and lotteries). They work together to ensure that the donor, and donor experience, is at the centre of all that they do creating strong and multi-faceted relationships between our supporters and the charity to the ultimate benefit of eye health.

Our **grants and research team** manage the grant-making activities across our diverse and growing portfolio of funding programmes. They develop close working relationships with the researchers, clinicians and administrative support staff in Moorfields and UCL, supporting them with grant application queries and management of awarded grants. The team also focus on the monitoring and reporting of the outcomes and impact of our funding support.



Our structure



Senior management

Organisation chart May2022

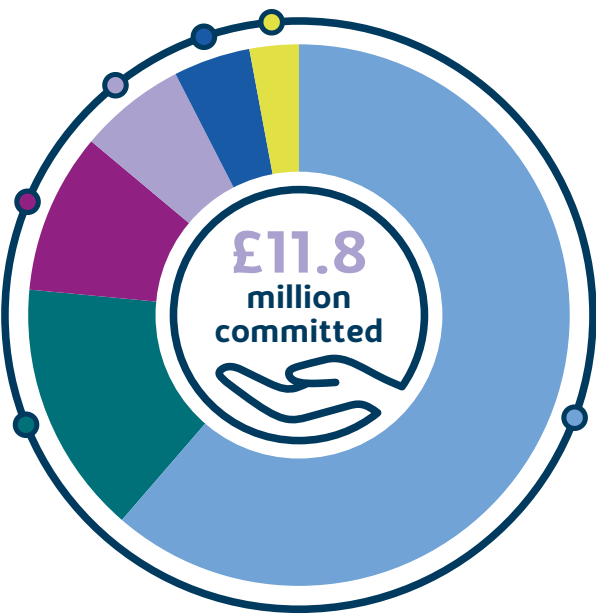
Our work

Moorfields and its academic partner UCL have a national and international reputation for research into eye conditions, leading one of the strongest and most extensive ophthalmic research programmes in the world.

This translates into the best treatment and care for patients at Moorfields and training for eye specialists including clinicians from around the world.

Moorfields Eye Charity supports this unique partnership as the main fundraising and grant-making charity, and is a partner with Moorfields and UCL in realising Oriel – a new home for eye care, research and education, bringing together Moorfields and the UCL Institute of Ophthalmology. This new centre is expected to open in 2026-27 and will be located near St Pancras in London.

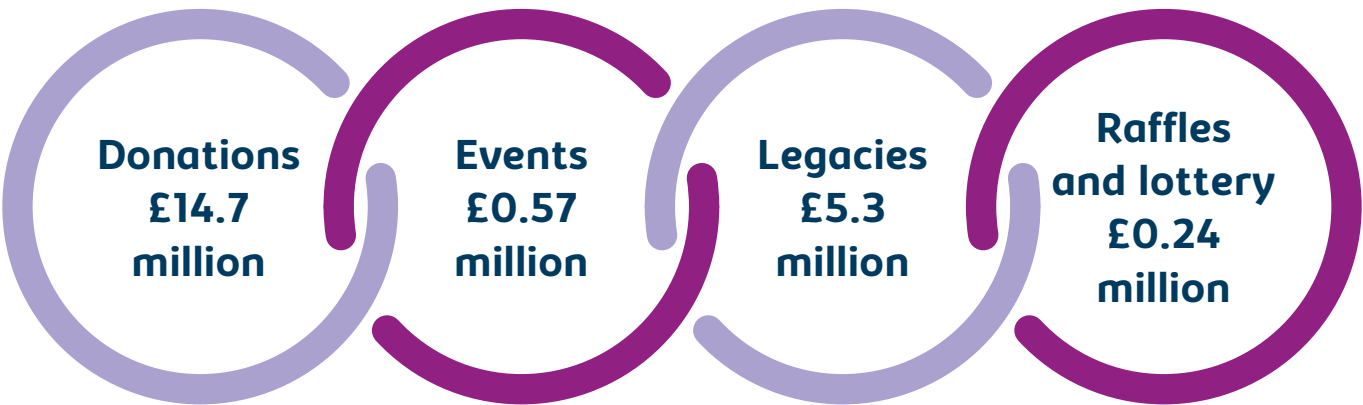
Over the last three years we have



Grant-making programmes

pre-clinical research	£7,261,658
Translational research	£1,795,125
Multi-user equipment	£1,134,998
Innovation, technology and education	£755,481
Patient experience	£543,956
Staff	£346,666

Income raised



Creating a wellbeing space

We support staff of Moorfields to deliver outstanding patient care and patient experience. Moorfields is recognised for excellence in clinical practices globally. We've funded a new wellbeing space at Moorfields in City Road and improvements to staff welfare areas at several sites across the Moorfields network. The wellbeing space is for all staff, including the charity, to step away from work, take a break and relax.



Understanding how children's eyes develop

Since their inception in 2018, we have invested over £1m in our career development award programme. This programme helps catapult our future leaders in eye health to the next stage of their career. Over the past five years we've provided funding for Dr Tessa Dekker and her research in the Child Vision Lab. She is investigating how children's sight develops and designing child friendly visual tests which make it possible to assess the effectiveness of treatments.



10 years old - the age that children can integrate sensory information



nine publications and one book - produced from this research



additional funding secured for future research



My Moorfields Eye Charity grant is probably one of the most important awards of my entire career.

Dr Tessa Dekker, Associate professor

Our culture and people

We are delighted that you're interested in joining our team. In pursuing the next steps of your career with Moorfields Eye Charity, you will play an important role to help us achieve our ambitious goals. Working alongside our stakeholders, this offers to be an exciting opportunity, to be part of a shared vision to bring real benefit to patients at Moorfields, across the UK and globally.

The Charity is an incredible place to work. We're a friendly, diverse and inclusive team and are committed to having employees who represent all communities. We apply our core values to everything we do, from our individual and collaborative team working and across our engagement with our supporters and grant holders.

We're looking for the best people who share our passion for our charity's cause.

Inclusion

Moorfields Eye Charity believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our staff is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. And we also know that diverse and inclusive teams have a positive impact on our work.

We welcome applications from everyone irrespective of their background.



Caring

so everyone feels listened to and valued



Organised

so we don't waste anyone's time



Excellent

so we always deliver a first-class, professional service



Inclusive

so everyone feels informed, involved and part of a team

Our people

■ ■ My job is very diverse and no two days are ever the same. I have the opportunity to work with many different teams across the charity, as well as clinicians, researchers and external stakeholders. We're quite a unique charity because we're on site, meaning that we get to see, first hand, the impact our work is having; whether that is funding research, equipment, innovation in patient care or staff wellbeing.

The charity is an excellent employer and hugely focused on our wellbeing and personal development. This makes a massive difference to morale. We have a really supportive and encouraging group of colleagues who are a pleasure to work alongside. ■ ■

John, Individual giving manager



■ ■ My role as finance assistant sits within the finance and resources team. My responsibilities include processing the income that the charity receives. It is quite humbling to read the letters that patients send in with their donations as they explain how grateful and appreciative they are to Moorfields for the care they received. I feel proud to say that I work for an organisation that makes such a life-changing difference and has such a positive impact on people's lives. ■ ■

■ ■ Working within the grants and research team as a grants officer means have the opportunity to enable and support brilliant and often ground-breaking research into eye health. It is a wonderful and empowering feeling to be a part of a charity that helps to maintain and improve clinical and scientific excellence of Moorfields. ■ ■

■ ■ I joined MEC in 2021 and was immediately made welcome by everyone. The charity promotes a culture of mutual respect and compassion for others. We are encouraged to always seek opportunities for collaboration across the charity. We learn from each other and there is a commitment from the top down to be the best we can and to always put our supporters first. It's very rewarding to be part of such a supportive team and to know that we're all listened to.

Working for a charity that achieves results is motivating in itself but to be able to do it as part of such a great group of people is just the icing on the cake. ■ ■

Jackie, Legacy manager



Staff survey

We are committed to hearing from our staff and carry out a staff survey on an annual basis. This anonymous survey is conducted by Birdsong, an external organisation who provide breakdown and comparison data for the charity to review. Birdsong present our survey results against their Top Performer's and standard benchmarks which currently involve responses from around 200 staff surveys from large and small charities.

Moorfields Eye Charity 2022 survey results are on a par overall with the Top Performers benchmark and a considerable 14% higher than the standard Charity Pulse benchmark.

Birdsong uses seven key engagement indicators for an 'at a glance' picture of engagement. These are survey questions that, through close examination of our benchmarks over the years, we deem as some of the most significant indicators of overall engagement:

Birdsong Key Engagement Indicators	Your charity's Total Agree Score	Standard Benchmark	Top Performer Benchmark
The Chief Executive and Leadership Team are committed to making this charity a great place to work	79%	77%	90%
I feel like I am making a difference	92%	85%	91%
I am comfortable being myself at work	96%	86%	90%
My morale at work is high	79%	56%	74%
I feel appreciated here	83%	70%	84%
I am proud to work for this charity	96%	90%	95%
I would recommend this charity as an employer	87%	75%	89%
Overall Engagement Index Score: Moorfields Eye Charity	87%	77%	88%

Using the outputs from the staff survey, we work together as a charity on areas identified for development. We dedicate time to explore the findings and agree actions and activities to take forward, listening to feedback and always endeavoring to improve.

Benefits

We value our staff and offer a range of benefits. These include:

Annual leave

We believe in the importance of taking time off, away from work and provide, upon starting, 27 days pro rata. Following continuous service of five and ten years, annual leave allows increases, respectively, to 29 and 33 days. Staff can buy additional holidays of up to 6 or 4 days, taking them up to the maximum of 33 days, under salary sacrifice.

Flexible working, caring responsibilities and sick leave

We support our staff through a range of leave and working arrangements to support their changing needs including a flexible working policy, maternity, parental and adoption leave pay and occupational sick pay. Our flexible working policy includes working from home. Nearly all staff now work part of the week from home. This is agreed for each post individually, depending on the nature of the role.

Pension

All new starters can avail of a defined contribution master trust pension scheme run by The People's Pension. Moorfields Eye Charity will make a contribution of 4% of salary to be matched by an employee contribution of 4% (3.2% after tax relief). In addition, if the employee chooses to contribute a further 4% (3.2% after tax relief), the charity will make a further contribution of 4%.

Additional benefits within or via Moorfields Eye Hospital

- › On site staff restaurant (within Moorfields Eye Hospital)
- › Multi-faith prayer room (within Moorfields Eye Hospital)
- › Free eye tests for all staff (via Moorfields Eye Hospital)
- › Occupational Health service (via Moorfields Eye Hospital)
- › Confidential Employee Assistance Programme & External Counselling service - Validium (via Moorfields Eye Hospital)
- › Interest-free annual travel season ticket loan (after three months)
- › Ride-2-Work cycle scheme
- › Discounted gym membership



How to apply

To apply, please follow the instructions included in the job pack provided for the role you are interested in.

You can find the job packs for all our current job opportunities on our website moorfieldseyecharity.org.uk/about-us/jobs

Be sure to follow us on [Twitter](#) or [LinkedIn](#) for the latest news and current job vacancies.

Please note:

All job offers with Moorfields Eye Charity are subject to satisfactory pre-employment checks and references. A standard DBS check may be required for some roles.

All job offers are subject to you providing acceptable evidence of your eligibility to work in the UK.

Please ensure that one of the referees you provide is your most recent employer. Professional contact details should be provided for referees where possible (i.e. company/organisation emails and or HR departments).

Moorfields Eye Charity reserves the right to close job adverts prior to the advertised closing date.

We're really excited that you're thinking about joining our team. Working together, we can change the lives of more people with sight loss, in the UK and around the world faster than ever before.

Accessibility

Should you require access to these documents in alternative formats, please contact us at moorfields.eyecharity@nhs.net

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via moorfields.eyecharity.resources@nhs.net

Data protection

Moorfields Eye Charity is committed to complying with privacy and data protection laws. Our policy sets out what we do to protect individuals' personal data