

Job Description

Office Location:	Home based/remote working, with occasional travel to Respect's office at Voluntary Action Islington, 200A Pentonville Rd, London N1 9JP or other meeting locations for all staff meetings twice a year.
Responsible to:	Director of Influence
Responsible for:	N/A
Salary:	Point 42 – 45 £44,637 - £47,667 ¹
Contract:	One-year fixed term, with possibility of extension subject to funding. A London Allowance will be applied to employees who live in London, plus 6% employers' pension subject to an additional 2% contribution by the employee.
Hours:	35 hours per week, however we will consider applications from candidates who wish to work more flexibly.

Respect is seeking a Fundraising Manager to help us develop our fundraising programme and raise the funds we need to deliver the aims in our five-year strategy [Stopping the Harm](#) and ensure the ongoing sustainability of our organisation.

Our new Fundraising Manager will be flexible, creative and ambitious. We are looking for someone who is passionate about our cause, has a tried and tested, successful approach to diversifying income streams and can bring our fundraising to life through effective framing and storytelling.

This is a new and vital role which will sit within our Influence team. The post-holder will work closely with Respect's Executive Leadership team (ELT) to develop and deliver our fundraising strategy with some administrative support from the Operations team.

It is an exciting time to be joining us. Respect celebrates our 25th birthday in 2025. We have been through a period of growth over the last 5 years and are stronger than ever. We work closely with our members and sister organisations in the violence against women and girls sector. We are proud of the practice expertise we have built over the last two and a half decades and of our pioneering projects and partnerships. Our key priority is to stop perpetrators of domestic abuse from causing harm. We also have an important project supporting male victims.

Following the General Election on 4 July, we are lined up to influence the new government. Respect's manifesto [Stopping Domestic Abuse](#) sets out our asks and we were pleased to note a commitments in the [Labour manifesto](#) "to halve violence against women and girls in a decade" and to "use every government tool available to target perpetrators and address the root causes of abuse and violence".

To ensure that we have the capacity to maximise the opportunities a new government brings and push for systemic change, we need funding to expand our Influence team and develop our Centre for Excellence – and of course we have an ongoing need for core and project funding too.

Alongside traditional trusts and foundations, we are looking to expand our funding portfolio and are keen to explore new corporate partnerships and identify high net worth individuals. We recognise that success is not only achieving a fundraising target, but also about building new,

¹ Respect policy is to appoint at the first point on the salary scale.

strategic relationships. In this role, we will provide the space for the post holder to cultivate, prospect and steward new and existing funders.

We hope that you will be interested in joining us at this exciting time and making a real difference.

Our vision

We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change.

Our mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Our Values

Pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour.

Collaborative

We work in partnership with our members, partners, and allies to bring about individual, societal and systems change.

Accountable

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

Respectful

We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

Key duties of the role

Strategy and management

- Work with the ELT to develop an ambitious fundraising strategy, and refine and enhance our overall fundraising approach
- With support and oversight from the Director of Influence, be responsible for delivery of the fundraising strategy and workplan, and manage a forward plan of activity
- Attend the Sustainability and Influence subgroups of the Board as required, reporting on fundraising activity and progress against targets.

Fundraising:

- Manage our trusts and foundations fundraising, including:
 - Research, identify and approach potential trust and foundation partners
 - Develop new funding pitches and bids, being driven by the detailed requirements stated in the strategic plans and gaining sector insight about the need and impact of project delivery plans from members of the Executive and Practice Leadership Teams, to inform proposal development.
 - Draft high-quality cases for support and bids which: meet the funder criteria; are well-written, creative and compelling; and work with internal teams including finance, executive leadership, and practice leadership to ensure the proposals are fully costed with achievable targets, budgets and KPIs
- Support the Director of Influence to develop an exciting new programme of corporate partnerships and fundraising from high-net-worth individuals
- Manage relationships with current and potential funders, ensuring reporting is on time and high quality
- Steward current individual donors and take steps to develop a programme to attract and manage larger gifts as part of the wider strategy.
- Ensure all fundraising activity is managed in line with Respect's policy and procedures
- Build positive, mutually beneficial relationships with people in equivalent roles in other organisations in our sector
- Work collaboratively across the organisation to help embed an "everybody's business" approach to fundraising in-line with the Respect strategy

Systems and processes

- Develop and maintain efficient administrative systems in support of fundraising
- Monitor funding bid submissions and outcomes, learning from unsuccessful bid and honing our messaging
- Build and maintain the fundraising pipeline, ensuring that relevant staff keep it updated
- Work to Respect's GDPR policies and keep up to date with GDPR legislation for fundraising

Other

- Act in a professional manner whilst at work including when representing Respect
- Maximise your own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings, and undertaking organisational and role-specific training

- Conduct all work in a way that reflects the values of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Securely store all data in line with GDPR requirements, prioritising the safety and security of Respect service users, donors, funders, staff, volunteers, trustees and others
- Carry out any other reasonable tasks required in the role.

Person Specification

This Person Specification states the essential experience, knowledge, skills and attitudes that the selection panel will use to draw up a short list of applicants to be interviewed. When completing the supporting statement, please think carefully about how you can demonstrate that you meet each point in the person specification and give examples wherever you can. It is insufficient simply to repeat what it says in the person specification.

EXPERIENCE/ABILITIES		Essential	Desirable
1.	A successful fundraising track record with evidence of having raised gifts and partnerships worth at least £300K over 2 years in relevant fundraising roles	X	
2.	Experience of delivering a fundraising strategy and managing a programme of fundraising	X	
3.	Exceptional skills in, and experience of, fundraising from corporate and high net worth individuals, as well as trust and foundation sources	X	
4.	Excellent networking and relationship management skills	X	
5.	Ability to work with subject matter experts to co-create fundraising ideas and pitches	X	
6.	Ability to bring together information and input from others to write compelling bids for funds	X	
7.	Excellent planning, organising and workload management skills, including the ability to work under pressure and on your own initiative to ensure deadlines are met	X	
8.	Ability to work flexibly and adaptably, manage multiple tasks and shift priorities as needed	X	
9.	Proficient IT skills, including ability to use the full Microsoft Office suite	X	
10.	Understanding of fundraising best practice systems and processes and experience developing and implementing processes, including a CRM	X	
KNOWLEDGE			
11.	Knowledge and understanding of the root causes of domestic abuse / experience working in the domestic abuse sector		X
APPROACH			
12.	Commitment to and ability to demonstrate passion for the vision, mission and values of Respect	X	
13.	Commitment to equity, diversity and inclusion, and anti-discriminatory practice	X	
14.	Openness and willingness to learn, challenge and be challenged in a friendly, tolerant working environment	X	