

### Job Description

<b>Office Location:</b>	Home based, with regular travel to Respect's office at Voluntary Action Islington, 200A Pentonville Rd, London N1 9JP or other meeting locations.
<b>Responsible to:</b>	Director of Influence
<b>Responsible for:</b>	N/A
<b>Salary:</b>	Point 42 – 45 £44,637 - £47,667
<b>Contract:</b>	One year fixed term, with possibility of extension subject to funding
<b>Hours:</b>	Ideally 35 hours per week, however we will consider applications from candidates who wish to work 28 hours per week. 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.

Respect is seeking a Fundraising Manager to help us 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.

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 administrative support from the Operations team.

It is an exciting time to be joining us. Respect celebrates our 25<sup>th</sup> 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.

With a general election on 4<sup>th</sup> July we are lined up to influence the incoming government. Respect's manifesto [Stopping Domestic Abuse](#) sets out our asks and we are pleased to note the commitments in the [Labour manifesto](#) which states: "For too long, violence against women and girls has been ignored. Our landmark mission to halve violence against women and girls in a decade will require a national effort. We will use every government tool available to target perpetrators and address the root causes of abuse and violence".

To make sure 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.

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

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

#### **Fundraising:**

- 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
- Manage our trusts and foundations fundraising, including:
  - Research and identify potential trust and foundation partners
  - Develop new funding pitches and bids, taking on board ideas and input from members of the Executive and Practice Leadership Teams
  - Draft high quality cases for support and funding bids which: meet the funder criteria; are well-written, creative and compelling; and are fully costed with achievable targets, budgets and KPIs
- Support the Director of Influence to develop an exciting new programme of corporate fundraising
- Manage relationships with current and potential funders, ensuring reporting is on time and high quality
- Maintain efficient administrative systems
- Monitor funding bid submissions and outcomes, learning from failures and honing our messaging
- Build and maintain the fundraising pipeline with support from the Operations, HR and Governance Manager, ensuring that relevant staff keep it updated
- Ensure all fundraising activity is managed in line with Respect's policy and procedures
- Attend the Sustainability and Influence subgroups of the Board as required, reporting on fundraising activity and progress against targets
- 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

#### **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 personally raised at least £500K 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 trust and foundation sources	X	
4.	Excellent networking and relationship management skills	X	
5.	Ability to work with subject matter experts to co-create innovative fundraising ideas and pitches	X	
6.	Ability to bring together information and input from others to write compelling bids for funds		
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, juggle multiple tasks and shift priorities as needed	X	
9.	Proficient IT skills, including ability to use the full Microsoft Office suite	X	
10.	Ability to manage a database/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 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	