



# Replacing Animal Research

## Individual Giving Executive

### Background

We're a charity working tirelessly to build a world where no animal suffers for science. We've been around for 50 years, contributing significantly to eliminating the use of animals in a range of areas including cosmetics testing.

We know that real, lasting change takes time and although it might take another 50 years to achieve our mission – every day, week, month, and year brings us closer to our goal. You could help us move forward by supporting our individual giving fundraising activities including managing our new London Marathon places for 2026-2029.

“I cannot see any better possible use for the money! Advancing medicine without the use of animals is beneficial to all; medical science advances; animals do not suffer. If vivisection is reduced because of my legacy, then I will feel that my life has been worthwhile. Many charities make a temporary (albeit important) difference to their chosen cause; advancing medical science makes a permanent change. Everyone who gives to charity likely gives according to their heart; mine lies here.”

- Replacing Animal Research Supporter

### Job description

**Reports to:** Head of Fundraising & Communications

**Salary:** £26-30k per annum depending on experience

**Hours:** Full-time (35 hours). Hours and start date can be arranged flexibly by discussion

**Location:** Homeworking with occasional travel within the UK

**Closing date:** 11:59pm 2 Sunday March 2025

**Interviews:** Week commencing 10 March 2025

We're looking for a thoughtful and proactive individual to join our small but passionate team to help support our vision of a world where no animal suffers for science. We welcome applicants from a range of backgrounds and experience levels with an interest in fundraising for a better future, for animals and humans.

This role will work closely with the Head of Fundraising and Communications, Digital Engagement Manager, and wider Team to support on fundraising activities in particular our regular giving programme, Facebook fundraising and our new London Marathon bond places. The role will work to embed regular giving, challenge, and community fundraising, as well as communicate with our donors via our twice-yearly mailing. They'll also be establishing our challenge fundraising starting with the recruitment and support of London Marathon runners. There's an opportunity to support on Corporate, Trust, Legacy, and Major Giving fundraising if of interest to the successful candidate and their development goals.

We currently have a modest base of current donors who collectively donate around £15,000 annually across several channels including online, social media, and cheques. We were also successful in the recent London Marathon bond application and have guaranteed places for the coming 4 years.

We're a small, dynamic team and all staff members are required to take on some core administrative tasks needed to keep our flat structure organisation running.

If you'd like to discuss any aspect of the role and whether it's the right fit for you, please contact Catriona Sinclair at [catriona@replacinganimalresearch.org.uk](mailto:catriona@replacinganimalresearch.org.uk)



# Replacing Animal Research

## Key objectives

- Grow Individual Giving at Replacing Animal Research focusing on regular giving, community, and challenge fundraising
- Coordinate the recruitment, support and management of London Marathon Fundraisers
- Oversee stewardship plans for our donors and fundraisers to ensure they feel appreciated, supported, and informed
- Grow community giving through creative fundraising ideas and managing thoughtful, inclusive online communities
- Manage physical communications with donors including thank you letters and a twice-yearly mailing
- Maintain accurate donor information in our database, Beacon
- Use data and evidence to improve and refine activity
- Deliver activity in a compliant way, adhering to GDPR and fundraising regulations and Code of Conduct
- Be a collaborative, supportive member of the Fundraising & Communications Team and feed into wider team activities as needed
- Be an ambassador for Replacing Animal Research promoting the vision, aims, and objectives of the charity

This is an indicator of the main objectives of the role, it's not an exhaustive list of responsibilities.

## About us

We offer great support, guidance, and supervision both from your direct supervisor and the wider team. This is an opportunity to develop fundraising and relationship management skills whilst working as part of a dispersed team and deliver results in a real-world setting that'll help create a better future, for animals and humans. **We're a fully remote charity and as such all team members are homeworkers.**

We offer flexible, home-based working in an extremely supportive environment with a flat hierarchy. We're happy to discuss reasonable accommodations to help you succeed in your role, we're not able to provide office space.

We're committed to Diversity and Inclusion and welcome applications from people of all backgrounds. We've tried to make this recruitment process as accessible as possible but know that there may be more that we can do. We'd be happy to provide further support that you may require. Please get in touch with us at [hr@replacinganimalresearch.org.uk](mailto:hr@replacinganimalresearch.org.uk) if you'd like to discuss this with us.

## Person specification

Qualifications	Essential	Desirable
Evidence of literacy skills relevant to the role e.g. thank you letter writing	X	
Training in a relevant area such as fundraising, challenge events management, direct marketing, or relationship management		X
Experience or Knowledge of	Essential	Desirable
Experience soliciting donations from individuals, trusts, foundations, or companies	X	
Experience of working with both print and digital channels	X	
Ability to think creatively about how to engage different audiences with fundraising	X	
Strong verbal and written communication – compelling, clear, and grammatically correct	X	
Ability to work with others in a horizontal structure and to assist in achieving goals and outputs	X	
Ability to create engaging stewardship plans	X	
Keen eye for detail and thoughtful approach to relationship management	X	
Ability to gather and interpret data to improve fundraising activity	X	
Experience working with regular donors, fundraisers, and online giving communities in particular Facebook fundraising and challenge events fundraisers (e.g. runners, trekkers)		X
Ability to manage multiple projects well, planning delivery and tracking progress	X	
Suggested 4 years' experience in a demonstrably relevant role showing experience with fundraising, challenge events, online giving or marketing. Voluntary experience included		X

Personal characteristics that we are looking for in this role
Strong affinity with Replacing Animal Research's mission and values
Ability to think creatively about how to engage donors and volunteers with Replacing Animal Research
Interest in science communication and scientific research, in particular biology and life sciences
Confident, thoughtful communicator
Organised with excellent time management skills
Ability to accept constructive feedback
Highly IT literate
Friendly, engaging, and professional manner
Self-motivated and able to work collaboratively in a small team

## How to apply

Please visit <https://replacinganimalresearch.livevacancies.co.uk/#/job/details/3> and upload a copy of your CV and complete the application form and answer the following three questions:

- What skills, experience or qualifications do you have that would help you succeed in this role?  
Please ensure you tailor your answer to the person specifications shown above (800-word limit)
- Tell us about a fundraising activity you have worked on. What was the activity, the result, and what did you learn from the experience? (400-word limit)
- Why do you think it is important to have an open dialogue regarding animal testing? (400-word limit)

Before you apply, please thoroughly read the job description and person specification. When answering the questions on the application form, please give as much detail as possible and refer to the person specification when required. If you have any issues with the application please contact [hr@replacinganimalresearch.org.uk](mailto:hr@replacinganimalresearch.org.uk).

Thank you for your interest in working for Replacing Animal Research. Together we will build a future where no animal suffers for science!