

# Respect

**Fundraising Manager**

**Candidate Brief**

## About Respect

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 24 years in what was then a fledgling sector and recently have seen significant and rapid growth.

Respect has seen rapid growth over the last few years, and we now have 60+ staff running a range of projects and core activities and have ambitious plans for further growth and influence.

## 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.

## About the role

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 Operations team. The post-holder will work closely with Respect's Director of Operations and the 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 will be celebrating 25 years in 2025. We have been through a period of growth over the last five years and are stronger than ever. We work closely with our members and sister organisations in the violence against women and girls sector, and 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, and we also have a role supporting male victims through our Men's Advice Line.

Following the General Election in 2024, we have been working to influence the new government. Respect's manifesto [Stopping Domestic Abuse](#) sets out our asks and we were pleased to note a commitment 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 function 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, 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 to work with us and make a real difference.

We particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics<sup>1</sup>, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Deaf and disabled people

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<sup>1</sup> A list of protected characteristics can be found [here](#)

We would also warmly welcome an informal chat about the role, if you are interested but unsure whether you meet the requirements or would be suitable (see contact details below).

## Job Description

### Fundraising Manager

<b>Location:</b>	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 including staff meetings twice a year
<b>Responsible to:</b>	Director of Operations
<b>Responsible for:</b>	N/A
<b>Salary:</b>	Point 48-51 of the Respect salary scales £50,799- £53,887 <sup>2</sup>
<b>Contract:</b>	<b>One-year fixed term, with possibility of extension subject to funding.</b> A London Allowance (£3,299) will be applied to employees who live in London, plus 6% employers' pension subject to an additional minimum 2% contribution by the employee.
<b>Hours:</b>	35 hours per week, however we will consider applications from candidates who wish to work more flexibly.

### Key duties of the role

#### Strategy and management

- Work with the Executive Leadership Team to build on the work delivered by our fundraising consultants to develop an ambitious fundraising strategy and enhance our overall fundraising approach
- With support and oversight from the Director of Operations, be responsible for delivery of the fundraising strategy and workplan, and manage a forward plan of activity
- Support the Director of Operations with data reporting requirements for trustees

#### 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.

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<sup>2</sup> Respect policy is to appoint at the first point on the salary scale.

- Draft well-written, creative and compelling cases for support and bids which meet the funders' criteria
- Collaborate with internal teams including Finance, Executive Leadership, and Practice Leadership to ensure the proposals are fully costed with achievable budgets and Key Performance Indicators (KPIs)
- Support the Respect Executive Leadership Team (ELT) 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 is of a 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 meets legal requirements and Respect's policy and procedures
- Build positive, mutually beneficial relationships with fundraising peers in other organisations in our sector
- Work collaboratively across the organisation to help embed an "everybody's business" approach to fundraising

#### **Systems and processes**

- Develop and maintain efficient administrative systems in support of fundraising
- Monitor funding submissions and outcomes, learn from unsuccessful bids and hone 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**

- Work in a way that reflects Respect's values
- Act in a professional manner whilst at work including when representing Respect
- Keep up to date with latest developments in fundraising
- Carry out any other reasonable tasks required in the role

## Person Specification

<b>EXPERIENCE / ABILITIES</b>	<b>Essential</b>	<b>Desirable</b>
Demonstrable track record in income generation, with evidence of securing funds from a variety of sources including trusts and foundations.	X	
Track record in fundraising from corporates and high net worth individuals.		X
Delivering a fundraising strategy and managing a programme of fundraising	X	
Working with subject matter experts to co-create fundraising ideas and pitches	X	
Bringing together information and input from others to write compelling bids for funds	X	
Substantial planning, organising and workload management	X	
Developing and implementing processes, including Customer Relationship Management Software	X	
<b>KNOWLEDGE</b>		
Understanding of fundraising best practice systems and processes	X	
Proficient IT skills, including ability to use the full Microsoft Office suite	X	
Knowledge and understanding of the root causes of domestic abuse / experience working in the domestic abuse sector		X
<b>PERSONAL ATTRIBUTES</b>		
Networking and relationship management skills	X	
Commitment to equity, diversity and inclusion, and anti-discriminatory practice	X	
Openness and willingness to learn, challenge and be challenged in a friendly, tolerant working environment	X	
Work under pressure and on your own initiative to ensure deadlines are met	X	
Work flexibly and adaptably, manage multiple tasks and shift priorities as needed	X	

## How to apply

For an informal discussion about the role, please contact our recruitment partner, Carroll Lloyd, NFP Consulting at [carroll.lloyd@nfpconsulting.co.uk](mailto:carroll.lloyd@nfpconsulting.co.uk)

Closing date: Midnight 18<sup>th</sup> May 2025

Interviews:

Week commencing Monday 26 <sup>th</sup> May	First round interviews
Week commencing Monday 2 <sup>nd</sup> June	Final interviews

## Accessibility

Please let us know if you have any special requirements which we might need to consider in relation to the selection process, e.g. attending interview, completing any part of the selection process. Any requests will not be taken into account in the selection process.