



Recruitment Pack

Philanthropy Manager

August 2025

Dear Candidate,

Thank you for your interest in the Philanthropy Manager role.

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world.

As our Fundraising team continues to grow and set even bolder goals, we're now looking for a talented Philanthropy Manager to play a key role in driving our income and impact. You'll lead on building and managing relationships with major donors, trusts and foundations, and corporate partners – helping to shape the future of Anti-Slavery International's philanthropic partnerships.

This is a fantastic opportunity for someone with experience in high-value fundraising who's excited by the chance to grow a programme with huge potential. You'll have the autonomy to develop your own portfolio, while also being part of a collaborative and ambitious team where your work directly contributes to ending modern slavery.

The deadline for applications is Friday 24th October 2025, with interviews likely to take place the week of 27th October 2025. We're aiming for a mid-November start date, though we can be flexible for the right candidate.

If you think this fits with your expertise and ambition, we would love to hear from you.

Best wishes

Ram Lamba
Head of Fundraising

Job Description

Philanthropy Manager

GRADE	C2-C4
SALARY	£41,791 - £44,011
CONTRACT TYPE	Permanent, full-time
HOURS	This role is offered as a fulltime position
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements
DATE	26 th August 2025

ANTI-SLAVERY INTERNATIONAL

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world. Our strategy commits us to working on four focus themes to drive systemic change and help end slavery for everyone everywhere:

- Child Slavery
- Responsible business
- Trafficking
- Climate Change and Slavery

You can read more about us and how we work in the 'About Us' document [on our recruiting webpage](#).

THE ROLE OVERVIEW

Reporting to the Head of Fundraising and working closely with passionate colleagues across fundraising and advocacy, this is a pivotal new role within our team.

This role plays a key part in helping Anti-Slavery International achieve its ambitious fundraising goals and will be crucial to securing increased income from new supporters who share our mission in tackling modern slavery.

You'll work collaboratively with key colleagues across the organisation from senior leadership and Trustees. In this role, you'll shape and deliver a strategic approach

to philanthropy, creating and nurturing long-term relationships with donors who share our vision of a world free from slavery. By building a strong and sustainable pipeline of support, you'll help secure significant gifts that will drive our mission forward. From major individual donors and family foundations to corporate partners and trusts, you'll lead on engaging and inspiring supporters, ensuring they feel part of the change they're making possible.

KEY RESPONSIBILITIES

Role purpose

- Grow sustainable income through relationship-based fundraising from grant-making trusts, major donors, corporations/companies and mid-level donors.
- Design and implement a robust prospect research approach that ensures a proactive and robust pipeline. Manage the movement of prospects from research, through the donor journey, ensuring cultivation and stewardship plans provide ample opportunities to engage and solicit gifts of significant value.
- Ensure Anti-Savery International's networks have been researched, mapped and kept up to date to encourage lead generation through relationships.
- Directly manage a small personal portfolio of donors and prospects, in addition to acting as the relationship manager and facilitator for other key relationships across the organisation where necessary.
- Work with colleagues to identify new avenues of possible cross-cultivation and lead generation. (e.g. Business Advisory Services, Legators, Mid-Level donors, Community).
- Ensure all relevant regulations are met, and the highest quality standards are achieved.

Specific tasks

- Drive continual improvement on case for support, project narrative and costs presentation work to refresh how we are communicating priorities and needs to funders.
- Build excellent relationships with the Senior Management Team, Board, Patrons and other key colleagues to support the team vision and their contribution to achieving it.
- Work closely with colleagues to develop high-quality proposals and reports for donors and prospects in line with organisational standards.

- Lead the development of donor (HNW) engagement and cultivation events on Anti-Slavery International's priorities, including technical areas of operations, that support the development of new and existing funding prospects.

Other

- Design and deliver the annual activity plan, meet income targets, and continuously improve the quality of the programme to ensure an exceptional donor experience and high retention rates.
- Create and maintain accurate income and expenditure budgets, reforecasts, and variance reports.
- Coach team members to achieve the best of their abilities in relationship building and management, foster a team culture of creative and proactive approaches to funding opportunities, new ideas and aiming for growth and improvement.
- Embed KPIs for grants and major donor activities to ensure we remain focused on strategic objectives and grow in reach and ambition. Monitor and report on programme performance, long-term income modelling and contribute insight to organisation-wide planning.

PERSON SPECIFICATION

Essential

- A track record of success in six-figure (and more) multi-year restricted and unrestricted funding from high-net-worth individuals, trusts, and foundations.
- Strong commitment to excellence in supporter relationship management.
- Excellent bid-writing skills that have generated considerable income from trusts and foundations and high-net-worth individuals, ideally in an international organisation.
- Proven ability to develop, manage and deliver against accurate budgets and forecasts.
- Ability to prioritise, work to deadlines and focus on concurrent projects.
- Ability to think strategically, identify opportunities, make decisions and prioritise effectively and, as a manager within Anti-Slavery International, demonstrate leadership, initiative and a strong desire to achieve agreed objectives.

- Experience building strong internal relationships and comfortable working alongside and directing senior stakeholders.
- Understanding of charity legislation, best practice guidelines and regulatory requirements in relation to major gifts.

Desirable

- Experience in developing new products and giving programmes for high-net-worth individuals and funders.
- Experience in income generation in a campaigning and advocacy organisation.
- Experience in developing, testing, and evaluating new income generation products.
- Knowledge and experience of working within an international development organisation is preferable.

Benefits

- **Annual leave entitlement of 30 days** (on a pro rata basis) plus bank holidays.
- We pay **6% into our recognised contribution pension with TPT Retirement Solutions**, with a mandatory minimum employee contribution of 2%.
- We offer a range of employee benefits, including an employee assistance programme, cycle to work scheme, annual flu jabs and annual season ticket loan. We also pay for eye tests and a contribution of £105 towards glasses for every 2 years of working with Anti-Slavery International.

Terms and Conditions

- The position is based in Anti-Slavery International's office in Vauxhall, London, with hybrid-working arrangements in line with our policy.
- There may be a requirement for some out-of-hours work, for which time off in lieu is given.
- The role is subject to a probationary period of 6 months.
- Unison is the recognised trade union.

How to apply

This pack includes a job description, person specification and other background information. If you would like more information, please visit our website: www.antislavery.org

If you wish to apply for this position, please email a CV along with a supporting statement of no more than two pages, setting out why you want this role and explain how your skills and experience support your application.

Employers are required to ensure that any prospective employee has the right to work in the UK. Please confirm in your covering letter if you have the right to work in the UK. Please also include your earliest possible start date in your application.

Please submit your application to **jobs@antislavery.org** using the reference **Philanthropy Manager Role** in the subject line **before midnight on 24th October 2025**.

Please also complete the equal opportunities monitoring form [at this link](#). The form is anonymous, and responses will be handled in strict confidence.

Interviews will likely be held week beginning 27th October 2025.

We appreciate the time and effort that applicants invest in applying for opportunities with Anti-Slavery International. Unfortunately, due to the high number of applications we receive, we regret that it will not be possible for us to reply to candidates who have not been shortlisted for interview.

If you are shortlisted for interview, you may request for reasonable adjustments. This is to ensure that the interview process is accessible and inclusive.

Candidates must have the right to work in the UK.

We are committed in promoting equality, diversity and inclusion across the charity and our workforce. We particularly welcome and encourage applications from survivors of modern slavery, Black and Asian candidates and those from a diverse ethnic background, and disabled, LGBT+ and non-binary candidates.

We have a zero-tolerance policy on bribery and corruption, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability and undermines organisational effectiveness.

We are committed to safeguarding the children and adults that our staff and representatives encounter, virtually and in-person. As such, candidates are required to commit to and uphold our organisational safeguarding principles, practice and procedures. These organisational policies include, but are not limited to, the Code of Conduct policy and Safeguarding policy. We maintain a strict zero-tolerance policy towards bullying, harassment, sexual exploitation or abuse, of any form, perpetrated by any representative of the organisation.

The purpose of this Code of Conduct is:

- To guarantee high standards of staff behaviour and integrity
- To safeguard our staff's, interns' and volunteers' welfare and that of external stakeholders with whom we work or come into contact
- To protect our reputation and interests

This role may require a DBS check for traveling to projects where there is access to vulnerable groups.

In accepting appointment, you undertake to regulate your conduct in line with the requirements of this code and to undergo any background checks that may be required.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), we comply fully with the Code of Practice and undertake to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.



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