



Recruitment Pack
Head of Fundraising

July 2025

Dear Candidate,

Thank you for your interest in the role of Head of Fundraising.

Anti-Slavery International (ASI) 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.

We are nearly at the end of a significant restructuring of the organisation and seeking to rebuild the charity after a period of instability and uncertainty. I was appointed as the permanent CEO a few months ago and we have big ambitions for ASI to grow its reach, income and impact.

This is a very exciting time to join us as Head of Fundraising, to support these ambitions and develop your own expertise and team in a changing fundraising landscape.

The deadline for applications is 23:59 on 3 August 2025. Interviews will likely be held in the week beginning 11 August 2025. The start date for this role is to be agreed.

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

Best wishes

Helen Moulinos
Chief Executive Officer

Job Description

Head of Fundraising

GRADE	D1-D4
SALARY	£57,650 – £62,410 p.a.
CONTRACT TYPE	Permanent, full time
HOURS	This role is offered as a full-time position at 35 hours per week
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements (minimum of one day a week or four days a month in the office)
DATE	9 July 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

The Head of Fundraising will report directly to the CEO and be part of the Senior Management Team.

You will have a demonstrable strategic and leadership background, with a proactive and energetic approach to developing a fundraising pipeline, nurturing existing

donors and developing new leads. You will be highly motivated and a strong team player with drive and passion for the charity's goals and future.

MAIN TASKS

The key responsibilities for the role include:

Income and Strategy Leadership

- Working with CEO, Management and fundraising team, develop and implement a comprehensive income generation strategy that aligns with the charity's goals and mission to secure income across multiple income streams within annual targets.
- Lead, inspire, and manage the income generation team, fostering a collaborative and results-driven culture by providing training, support, and regular feedback.
- Foster a culture of innovation and continuous improvement within the team to meet fundraising and environmental challenges.
- Set and monitor income targets, ensuring the charity meets its financial goals through diverse income channels.
- Work with the rest of the Senior Management Team to determine organisational priorities and strategy.
- Be an effective and solutions focussed member of the Senior Management Team, contributing fully to discussions and decisions.

Fundraising & Donor Relations

- Oversee all fundraising initiatives including major donors, trusts & foundations, corporate partnerships, events, individual giving and digital fundraising.
- Build and maintain relationships with key donors, stakeholders, and partners to ensure long-term, sustainable support.
- Develop strategies for donor engagement, stewardship, and retention.
- Work closely with CEO to utilise their networks to deliver income, partnerships and opportunities for ASI.

Income Management & Reporting

- Lead the development of annual fundraising budgets, tracking income performance against targets.
- Work with the CEO and board to design and produce effective KPI's,

matrices and dashboards to monitor, evaluate and learn from fundraising outputs and performance.

- Provide accurate reports to CEO and the board, ensuring transparency and effective use of resources.
- Analyse income trends, identifying opportunities for new revenue streams and ensuring the charity is maximising its fundraising potential.

Brand Ambassadorship & External Relations

- Act as a senior ambassador for the charity, representing it at key external events and meetings.
- As the Case for Support lead for fundraising, you will be instrumental in developing impactful narratives that resonate with our supporters and drive our mission forward. Your work will provide essential, up-to-date information to all fundraising teams, helping them build accurate and inspiring fundraising campaigns. You will support in identifying restricted funding opportunities and creating tailored cases for support, you'll ensure that our campaigns continue to achieve transformational impact.
- Work closely with the communications team to ensure fundraising activities are well promoted and integrated with the charity's messaging and brand.

PERSON SPECIFICATION

Essential

- Proven experience (minimum 3 years) in a senior fundraising or income generation role within the charity or nonprofit sector.
- A track record of success in securing income through diverse channels (major gifts, corporate partnerships, trusts & foundations, individual giving, digital fundraising).
- Strong understanding of fundraising regulations, compliance, and best practices.
- Experience in leading and managing teams to achieve ambitious targets.
- Experience thinking strategically and with financial management.
- Excellent relationship-building skills with donors, partners, and stakeholders (external and internal).
- Strong communication, presentation, and negotiation skills.
- Ability to inspire and motivate staff, and lead with a collaborative, inclusive approach.
- Knowledge of fundraising software and CRM systems.

Desirable

- Passionate about the charity sector and committed to the mission of the Anti-Slavery International.
- Strong leadership qualities with a hands-on approach to problem-solving.
- Creative, innovative, and adaptable in response to changing fundraising landscape.

Benefits

- **Annual leave entitlement of 30 days** plus bank holidays.
- We pay **6% into our recognised contribution pension with TPT Retirement Solutions**, with a mandatory employee contribution of 2%.
- We offer a range of employee benefits including 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.
- Employees who start by 1 November will progress to next incremental point, up to point 6, at the beginning of each financial year, equivalent to around a 2% increase in salary per year.
- 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 **Head of Fundraising** in the subject line **by 23:59 on 3 August 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 11 August 2025.

We appreciate the time and effort that applicants invest in applying for opportunities with Anti-Slavery International. Unfortunately, due to high numbers 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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