



Recruitment Pack

Senior Individual Giving Coordinator

May 2026

Dear Candidate,

Thank you for your interest in the Senior Individual Giving Coordinator 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 grows and sets more ambitious goals, we are looking for an experienced **Senior Individual Giving Coordinator to play a key role in strengthening and expanding our individual giving programme.**

You will help deliver engaging campaigns, grow sustainable income, and deepen relationships with our supporters. This is a **hands-on role with real scope to shape and improve how we engage individual donors.**

This role is designed as a progression opportunity, with the intention that the post holder can develop into an Individual Giving Manager role within one to two years, depending on performance.

The deadline for applications is Sunday 17th May 2026, with interviews likely to take place the week commencing 25th May 2026. We are aiming for a mid-June 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

Senior Individual Giving Coordinator

GRADE	C1
SALARY	£42,408
CONTRACT TYPE	Permanent, full-time
HOURS	35 hours per week
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements
DATE	1 st May 2026

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, this is a key delivery role within a growing and ambitious fundraising team.

The Senior Individual Giving Coordinator will play an important role in supporting delivery and optimisation of Anti-Slavery International's individual giving programme, supporting the growth of sustainable income from individual supporters.

You will manage and deliver campaigns across digital and offline channels, supporting donor acquisition, retention, and development, while helping to create

meaningful and engaging supporter journeys.

You will work closely with colleagues across fundraising, communications and senior leadership to ensure campaigns are aligned with organisational priorities and messaging.

While this is not a strategic lead role, you will contribute ideas, insights and improvements based on performance and supporter behaviour.

This is a hands-on role suited to someone who enjoys both delivery and optimisation, using data, creativity and testing to improve results and supporter experience.

The role includes line management of one team member, providing an opportunity to develop management experience.

This position offers a clear progression pathway to an Individual Giving Manager role within one to two years, depending on performance and organisational growth.

KEY RESPONSIBILITIES

Individual Giving and Fundraising Delivery

- Deliver individual giving campaigns across digital and offline channels including email, social, direct mail and appeals
- Responsible for campaign planning and scheduling such as briefing processes, coordinating campaign assets and managing timelines.
- Support donor acquisition, retention and development activity
- Create compelling fundraising content and supporter communications
- Manage supporter journeys and improve engagement across the donor lifecycle
- Lead the planning and delivery of supporter events, including cultivation, stewardship and engagement events, ensuring a high-quality supporter experience
- Support the development of propositions for appeals and regular giving
- Work closely with communications colleagues to align messaging and campaigns
- Monitor campaign performance and use data and insight to optimise results
- Plan and implement A/B testing across campaigns (e.g. subject lines, creative, propositions)

Donor Engagement and Stewardship

- Build and maintain strong relationships with individual supporters where appropriate
- Support personalised stewardship for mid value and engaged donors
- Lead the engagement through events and in person opportunities where appropriate.
- Contribute to improving supporter care and experience and long-term engagement

Data and Systems

- Use the CRM system to segment data, manage supporter records and track engagement
- Support data integrity and compliance with data protection regulations
- Analyse campaign performance and produce reports and insights
- Track and report on campaign income and expenditure against agreed targets.
- Ensure all campaigns comply with fundraising regulations and best practice.

Line Management

- Line manages the Individual Giving Officer, supporting their development and performance
- Provide guidance, feedback and day-to-day support

Collaboration and Development

- Work closely with colleagues across fundraising and communications
- Contribute to identifying new fundraising opportunities and testing new ideas
- Support the management of external agencies and suppliers where required
- Stay informed on individual giving trends and best practice to support continuous improvement

PERSON SPECIFICATION

Essential

- Experience working in individual giving, direct marketing or digital fundraising
- Experience delivering campaigns across digital and or offline channels such as email, social media, or direct mail
- Strong copywriting skills with the ability to create engaging supporter

communications

- Experience using a CRM system to manage supporter data and segmentation
- Ability to analyse performance and use data to improve results
- Experience contributing to supporter journeys including acquisition and retention
- Experience building relationships with supporters or stakeholders
- Strong organisational skills and ability to manage multiple projects
- Good understanding of UK fundraising regulations including data protection and Gift Aid
- Experience supporting or informally managing staff, volunteers or interns
- Excellent communication and interpersonal skills
- Interest in human rights and alignment with Anti-Slavery International's mission

Desirable

- Experience working on regular giving or membership programmes
- Proficiency with legacy or in memory fundraising
- Knowledge working with external agencies or suppliers
- Expertise using email marketing platforms
- Understanding of how fundraising and communications work together
- Awareness of trends in digital and individual giving fundraising
- Interest in climate, and business and human rights

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 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, at the beginning of each financial year, equivalent to around a 2% increase in salary per year. Progression through annual salary increments may be superseded by a more significant salary increase where the post-holder is promoted to an Individual Giving Manager role, subject to performance and organisational need.
- 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 **Senior Individual Giving Coordinator Role in the subject line before 23.59 on Sunday 17th May 2026**. Interviews will likely be held week beginning 25th May 2026.

Please also complete the equal opportunities monitoring form available as a downloadable link on the recruitment page. The form is anonymous, and responses will be handled in strict confidence.

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.

AI tools are becoming more common, and we understand how important these technologies are for the future. When you apply for a job with Anti-Slavery International, however, it is important that your application is your own. What makes an application stand out is authenticity. We want to hear about your real experiences and achievements not what AI thinks we want to hear.

Reasonable adjustments – a number of AI tools are commonly used to support disability needs, and we would be happy to discuss individual needs or for you to declare this in your application.

If you are shortlisted for an interview, you may request 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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UK Registered Charity No.1049160

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