

Summary:**2014 International Compensation and Benefits Survey for Fundraising Professionals**

Daryl Upsall Consulting International in association with the **Association of Fundraising Professionals** and **Global Charity Jobs** have led the largest international survey on compensation and benefits for fundraising professionals.

With the participation of nearly 700 individuals from 70 different countries, we have created the largest knowledge share ever on everything from salaries to job motivation and career progression in the hopes that both organisations and fundraisers are well informed on the expectations and potential in the sector.

Highlights of results**Salary and Benefits Comparison**

- 64% of fundraisers are either satisfied or very satisfied with their overall compensation.
- Fundraisers in **Switzerland, USA, UK and Canada** were overall the highest paid, with those in Switzerland earning up to 50 – 80% more than their counterparts in these other three countries.
- Senior fundraisers in **Canada earn slightly more than the US**, with the average CDO salary at US\$130,000 as compared to US\$101,370 in the US.
- Fundraisers in Spain earned between 27% - 55% less than their American counterparts for similar roles. Italian fundraisers earned between 18-27% less.
- Internationally 57% of respondents had salary increases in the last year, 38% of which saw an increase of 4% or more!
- 31% of respondents in South Africa, 15% in Spain and 12% in Sweden saw salary decreases from 2012-2013; the majority of which were salary decreases of over 10%!
- The **most desired and under-provided benefits are at no additional direct cost** to the organisation: **flexible work schedule and location, professional development leave**. The most common benefits provided were retirement plans and medical insurance, provided to over 50% of respondents. Still, an additional 11-14% of fundraisers think these would be important benefits to have and are not offered them.
- 80% of respondents said that working remotely a desirable benefit with 13% unsure of the value. However, **84% of respondents work remotely at least occasionally**.

Career satisfaction and motivations:

- Fundraisers are overall very satisfied with their career: Over **77% are either somewhat or very satisfied!** Only 5% are either very or somewhat dissatisfied.

- Internationally **40%** of respondents have been with employers for **over 5 years** and **16% for over 10 years**. Norwegians showed the greatest longevity, while only 4% of Canadian respondents had been with their current organisation for more than 10 years!
- **Insufficient understanding or appreciation of fundraising by leadership and insufficient staff** are the two most important factors that prevent fundraisers from doing better.
- 50% of fundraisers chose their current position to gain more responsibility and 42% to do more meaningful work. Only 22% chose their role for greater pay and 16% for a better work-life balance.
- To find their current job, personal connections are still the most relevant: 10% were told about the role by a professional contact, 12% were promoted internally and 20% were directly asked to apply by the CEO/CDO, a board member or another employee.
- For those fundraisers who thought in the last year about leaving their current position, **over half thought about leaving in order to advance their career by seeking a position with more responsibility and/or authority**. 45% listed a higher salary as a reason and 40% wanted to engage in more interesting or challenging work. 30% are frustrated by their current work environment and 25% see greater opportunities for career advancement elsewhere.
 - Only 14% thought about changing roles in order to spend more time on personal or family activities, which indicated that most fundraisers have an acceptable work-life balance.
 - Only 20% of respondents did not answer the question, indicating that most respondents had in fact thought about changing jobs in the last year!

A profile of fundraisers across the globe

- Fundraisers are a relatively well educated group: 56% have an advanced degree including: MBA (9%), Master Nonprofit Administration (2.9%). Only 9% of respondents do not have a bachelor's degree. 4% hold a doctoral degree.
- Advanced training in fundraising is quite common: 47% have further studied or trained in fundraising and an additional 10.5% plan to study fundraising in the near future.
- It is an international and mobile group:
 - 60% would relocate to a different country or an entirely different region for the right role. Only 21% would not consider moving from their current geographic location.
 - 21% of respondents are currently working as expatriates for their current job.
- 56% of respondents were female and 44% male.
- Only 20% of respondents were under 35 years old and only 13% were 55 or over. The largest group, 395 of respondents, was between 35- 44 years old.