



Fundraising and Philanthropy Director Job Announcement

Job Title:	Fundraising and Philanthropy Director
Reporting to:	National Director
Location:	Based in Sydney or Melbourne Action Centre. The role will involve interstate and international travel as required.
Salary:	Competitive Salary

Job Overview:

This is a mission critical role for Amnesty International Australia (AIA).

Reporting directly to the National Director you have the responsibility of ensuring sustainable income growth and integration of fundraising across the organisation including AIA's movement of supporters.

As a key member of AIA's senior team ensure the development and achievement of AIA's vision, goals and key performance indicators (KPIs) including the achievement of the annual fundraising budget and targets.

The role requires high level experience of achieving significant long term and ongoing income growth and involves Board liaison, reporting and presenting as well as engaging and inspiring high net worth individuals.

The role will accelerate the growth of fundraising (current income c\$27m) across a diversified range of income streams and will deliver continuous, sustainable income growth through the development and successful implementation of a holistic fundraising strategy.

You will inspire, develop and lead a results-focused supporter and donor centric culture across the organisation.

The role will ensure we inspire, recruit and retain committed donors and supporters who share Amnesty's vision and determination to protect and defend people's lives and are passionate about ensuring we live in a world of justice, equality and dignity for everyone no matter where they live.

Main Responsibilities:

- Lead the development and implementation of AIA's fundraising strategy that ensures the delivery of our Vision and goals
- Deliver sustainable income growth across a range of income sources

- Working closely with the National Director and senior team ensure the organisations delivers its Vision and annual plans and budgets
- As part of AIA's senior team provide inspiring leadership across the organisation and movement
- Ensures the achievement of the annual income generation income and expenditure budget, targets and KPIs
- Build and develop a high performing, integrated team and supporter centric culture
- Provide inspiring and effective support, mentoring and coaching to direct reports
- Ensure we become leaders at donor engagement and retention, achieving best practice retention and engagement KPI's
- Oversee the implementation of the major gift strategy ensuring we develop long term beneficial relationships with key funders, such as trusts and foundations, business and high net worth individuals/families.
- Ensure the appropriate structure, people, processes and systems are in place to achieve ensure ongoing growth.
- Establish a diversified and sustainable income base
- Ensure we have an excellent supporter engagement and retention program that retains and inspires donor loyalty
- Produce and present fundraising progress and accountability reports for key stakeholders e.g. the Board, the Audit and Risk Committee, the Senior team, international movement, staff and supporters
- Encourage and enable innovation and managed risk taking
- Establish a data informed culture and practice within the organisation
- Create a continuous evaluation, learning and improvement environment
- Work closely with AI's international fundraising team and key section Directors
- Perform role to a high standard within agreed timelines, and in line with AIA's vision and values
- Other tasks within your skills and competence as required.

Essential Qualifications, Skills and Experience:

- Proven experience in developing and delivering successful multiyear income generation and supporter engagement strategies
- Track record of delivering sustainable growth and achieving annual income targets in excess of AUD\$25m pa
- Track record of leading fundraising programs where regular giving is a significant income stream
- Extensive experience in relationship management practices and major gifts strategy development
- Strong capability knowledge of supporter relationship management systems, preferably Blackbaud.
- Extensive leadership and management experience developing and nurturing relationships to drive collaborative change within an organisation
- Ability to analyse and present data to a wide range of audiences
- Successful development and management of million-dollar expenditure budgets
- Building and inspiring high performing teams
- Managing continuous change at a senior level
- Demonstrated extensive experience in a senior executive management team, influencing and contributing to strategic decision making and providing advice to the rest of Senior Management, Boards and other stakeholders
- Demonstrated experience of financial management including delivering complex and high value budgets, financial reporting, planning and forecasting
- Excellent analytical, interpersonal and communication skills
- Passion and commitment to Amnesty's mission and vision
- Excellent written and oral skills, public speaking and presentation capabilities
- Overseeing the implementation of a successful major gifts program



Desirable Qualifications, Skills and Experience:

- Experience of working in a campaigning organisation
- Experience of working in a membership organisation
- Experience of working for an international NGO
- Working knowledge of CRM software, particularly Blackbaud Enterprise

Key Relationships:

- National Director
- Senior team
- Direct reports and Fundraising and Philanthropy team members
- Board and Audit and Risk Committee
- Major donors – Giving council
- Donors

About Amnesty International Australia:

We are an independent, global movement that campaigns courageously for human rights for everyone.

We're ordinary people from all walks of life, using our passion and commitment to bring torturers to justice, change oppressive laws and free people imprisoned just for voicing their opinion.

We're independent of any government, political ideology, economic interest or religion to ensure we can speak out on human rights abuses wherever they occur.

We stand for equality, justice, freedom, and human dignity and uphold these values:

- **Empowerment** – we build people power
- **Persistence** – we are resolute in pursuit of our goals
- **Integrity** – we hold ourselves to the highest standards
- **Courage** – we are fearless in upholding human rights

Every day we move closer to a world where human rights are enjoyed by all.

How to Apply:

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume in English in strict confidence by email only to: karem@darylupsall.com.

Please ensure that they are sent as Word or PDF documents with the titles "*your name cover letter*" and "*your name CV*", please put "**AI Aus-Fundraising and Philanthropy Director**" in the email subject line.

Deadline for applications: Sunday February 10th, 2019

