

Job announcement



Development and Donor Relations Officers (3 positions)

- Location:** Flexible location
- Annual salary:** Gross Salary will be defined based on skills, experience, location, and time commitment. Range will vary between €40,000 – €60,000 euros.
- Reporting to:** CEO
- Contract type:** Open to full time or part time consultancy candidatures.

Background

[Eurogroup for Animals](#) is the pan-European animal protection organisation which unites the voices of leading national and international organisations. We work to improve the welfare of as many animals as possible by leading and delivering coordinated advocacy and campaigns at European level. Only by legislating at EU level can we be sure that animals will be respected as sentient beings across the Member States. Eurogroup uses its knowledge and expertise to challenge EU decision makers and bring about positive change. By uniting our members and working together we magnify the national activities to get our message across at European level.

The European Commission is revising all the Animal Welfare laws and the opportunity for a systemic change to our entire relationship with animals has never been greater, not only in direct relation to animal welfare but also in relation to how we in Europe eat, farm and manage our land and seas.

It is an exciting time to join our team in supporting this change being part of the revolution as we are at the verge of amazing changes that will happen.

Purpose of Roles

The Development and Donor Relations positions support the organisation's efforts to secure increased funds for its work by managing the relationships with existing donors, prospecting for new income streams, building the organisation's reputation amongst donor communities and guiding the team to optimally deliver on the organisation and funders' needs.

We are looking to attract three new team members to reinforce our donor engagement team and deliver on our ambitious development strategy. This is an exciting moment to join our team as we are in the process of taking the organisation to the next level and [seizing the current opportunities for EU regulatory change](#).

We're looking to fill three distinct development and donor relations roles:

- (1) a development role (to attract new supporters and conceive new projects),
- (2) a donor relations role (for the account management of existing supporters and grant writing), and
- (3) a donor community builder (focus on communications and events).

Primary responsibilities

Manage relationships with existing donors:

- Deliver on donor reporting obligations (including financial)
- Build donor intelligence - monitor their development and priorities
- Help the team to better understand the funder and its decisions
- Ensure consistency in approach across different funding lines
- Provide the communications team with direction and content to ensure donor visibility across channels
- Continuously explore new funding opportunities and guide internal project development processes to optimally respond to the donor and Eurogroup's needs
- Ensure project submissions optimally respond to the donor's needs in terms of format and style
- Manage funding logistics
- Ensure consistency and coherence across our fundraising and maintain CRM up to date.

Prospect for new relationships:

- Regularly conduct market research to identify and explore new funding relationship - maintain a healthy prospect pipeline for the organisation
- Work with the team to identify projects and thematic issues for which there may be heightened donor interest - develop theme specific cases for support
- Build donor intelligence on the warmest prospective funders' priorities and develop relationship strategies
- Guide the team during funding meetings with prospective donors
- Draft project submissions
- Manage funding logistics
- Ensure consistency and coherence across our fundraising and maintain CRM up to date.

Donor community development

- Work with colleagues to position Eurogroup for Animals prominently among relevant donor community stakeholders.
- Represent the organisation in high-level public events.
- Build bridges and cultivate relationships with Effective Altruism community stakeholders.

- Cultivate a cohesive network of like-minded peers, philanthropy advisors and other relevant animal philanthropy stakeholders.
- Develop projects for animal philanthropy stakeholder engagement.
- Invest in capacity development on donor relations amongst our member organisations (skill shares).

Strategy, governance, finance, and other organisational tasks

- Work with the CEO and the Leadership Team to evaluate and refine the organisation's resource mobilisation strategy and fitness for growth;
- Work with the Operations Manager & Finance Manager to ensure optimal recording of gifts and accountability towards Eurogroup for Animals' donors.

Essential Skills and Qualifications

- 5 years min. professional experience, having the maturity to work and challenge senior stakeholders.
- Demonstrated ability to raise funds from foundations and philanthropists, in a cause-led environment.
- Demonstrated experience in complex proposal development with senior stakeholders.
- Familiarity with political processes at EU/ international level.
- Understanding of and affinity with animal welfare issues - commitment towards Eurogroup for Animals' goals, mission, and role.
- Excellent people and stakeholder management skills.
- Excellent writing skills, including storytelling and a capacity to make conceptual and complex issues accessible to a non-initiated audience.
- Strong diplomatic, tactical, and interpersonal skills.
- Dynamic individual, comfortable in meeting deadlines and handling multiple issues simultaneously.
- Results- and customer oriented, with a pro-active, structured, and accountable working style.
- Strong sense of detail with the ability to think strategically and creatively.
- Comfortable using a CRM (preferably Salesforce);
- University Degree in a relevant functional field such as management/communication/marketing, business administration/economics and/or political science.
- Fluency in English (spoken and written).
- Proficiency in other European languages is a plus.

Terms and conditions:

- The positions are open to full time (38h/week) and part time candidatures. Part time remote base consultancy contracts could be possible.
- Open to candidatures from USA, UK, Europe – ideally in time zone that is comfortable to work with the Brussels office.



- Competitive remuneration and benefits package offered.
- Candidates need to have the right to work in their country of hiring.

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 (no photos) in strict confidence by email only to Karem Armstrong at karem@darylupsall.com.

Please ensure that they are sent as pdf documents with the titles “your name cover letter” and “your name CV” Please put “Eurogroup – Development Officers” in the email subject line. Also please let us know where you saw the post advertised.

The deadline for applications is Sunday 5th of February 2023

Daryl Upsall International actively promotes equality, diversity and inclusion. In recruiting candidates, we seek candidates with the proven skills required; irrespective of race, gender, religion or belief, age, disability or sexual orientation.