

Call for Applications – FUNDRAISING CONSULTANT

Do you have experience in Fundraising?

Are you passionate about taking an organisation to the next level?

Are you able to explore Alternative and Innovative Fundraising Strategies?

Are you keen to make a difference and support an international organisation that works closely with Human Rights Defenders (HRDs) around the world to protect their right to defend human rights?

If yes, this FUNDRAISING CONSULTANCY might be for you!

Please feel free to apply or forward this call to someone you know who may fit the profile.

We'll be pleased to hear from you and explore your fit in the organisation!

Job Title: FUNDRAISING CONSULTANT – ALTERNATIVE STRATEGIES

Location: Global Team - preferably based Brussels/Belgium or Germany, Netherlands, France or the UK.

Duration: 5 Months

Starting date: 1st September

Line manager: Resource Mobilization Coordinator

About PI

Protection International (PI)'s mission is to support human rights defenders (HRDs) and their collectives through preventive and comprehensive collective protection approaches. PI aims to foster resilience among HRDs, mitigate risks they face, and ensure their safety by holding duty bearers accountable and garnering support from key stakeholders.

The organization's vision is a world where fundamental human rights and freedoms are universally respected, and everyone can defend these rights without fear of threats or attacks. PI's history includes a significant decentralization process that began in 2019, evolving from a centralized head office model to a network of Regional Hubs and Country Offices. This shift was aimed at creating more grounded and context-oriented decision-making, aligning with their grassroots approach to support HRDs effectively. Our geographical reach is global, with a focus on East and Central Africa, South East Asia, and Central and Latin America.

Rationale

PI seeks to engage a consultant to explore and propose alternative and innovative fundraising approaches that diversify the organization's funding base globally.

The objective is to identify new opportunities and mechanisms — particularly from the CSR/Private Sector, social enterprises, Major Donors (US, UK, Europe...), Legacies, investment funds and crowdfunding— to enhance the sustainability and independence of PI's operations worldwide.

This role will assess current trends, best practices, and opportunities in non-traditional fundraising, and provide actionable guidance to expand and innovate PI's revenue model beyond institutional donors. The consultant will work closely with PI's global senior management, regional hubs, and the fundraising team.

General Objective

To develop a strategic roadmap for PI to explore and engage with alternative fundraising mechanisms and actors globally, in alignment with PI's 2024–2028 strategic objectives.

Specific Objectives

Map and assess alternative fundraising methods suitable to PI's mission and operational structure

→ *KPI*: Analysis of at least 3 alternative funding approaches relevant to PI (e.g. CSR/Private Sector, social enterprises, Major Donors (US, UK, Europe...), Legacies, investment funds and crowdfunding – Landscape in Europe, Asia and Latin America).

Propose a fundraising roadmap incorporating innovative revenue streams and produce concrete deliverables to support post-consultancy implementation

→ *KPI*: Fundraising roadmap plus 3 specific engagement plans ready for operational use.

Identify strategic private sector and non-traditional actors for potential collaboration

→ *KPI*: List of at least 15 potential private-sector actors, CSR platforms, or high-net-worth individuals aligned with PI's values.

Operationalize the existing ethical framework to be adapted for private sector engagement, and develop practical tools to implement it

→ *KPI*: Toolkit for screening and engagement including as example: checklists, FAQs, and template assessment forms.

KEY RESPONSABILITIES & DELIVERABLES (related to the objectives)

Objective 1:

Conduct a desk review and consultations to analyse successful alternative fundraising models from comparable INGOs and human rights organizations.

Assess relevance and adaptability of models such as: CSR/private sector partnerships, social enterprises, major donors and legacies, individual/community giving, and digital fundraising.

Evaluate fit with PI's mission, structure, and decentralized model.

Deliverable:

Analytical report summarizing at least 3 relevant and actionable alternative fundraising approaches, with recommendations for integration into PI's funding model.

Objective 2:

Design a clear and actionable fundraising roadmap based on the mapping above, aligned with PI's strategic objectives and internal capacities.

Develop at least three engagement plans, tailored for distinct revenue streams (e.g., private sector/CSR, individual giving, major donors or community campaigns).

Collaborate with PI staff to ensure usability and post-consultancy implementation of the tools.

Deliverables:

Fundraising roadmap outlining strategic priorities, pathways, and key activities.

3 tailored engagement plans (e.g., pitch decks, donor journey maps, campaign designs or talking points), ready for operational use.

Objective 3:

Identify and profile at least 15 potential partners including CSR-aligned companies, high-net-worth individuals, philanthropic networks, or social enterprises.

Conduct basic research on alignment with PI's values, past funding behaviour, and entry points for engagement.

Highlight short- and medium-term opportunities for outreach.

Deliverable:

A structured donor mapping database or report containing key details (contact, thematic fit, suggested approach, potential interest) for at least 15 relevant actors.

Objective 4:

Review PI's existing ethical fundraising framework and adapt it for private sector and non-traditional engagement scenarios.

Develop a practical toolkit for use by PI staff when assessing and engaging with potential private partners. Facilitate a short orientation session or provide guidelines to help staff implement the toolkit.

Deliverables:

Ethical engagement toolkit including (as example):

- * Screening matrix/checklist
- * Risk indicators and red flags
- * Engagement FAQ for staff
- * Template forms for preliminary due diligence and internal review

Requirements

EDUCATION	Required	Preferred
5 years of proven experience in fundraising, particularly in the non-profit sector.	X	
EXPERIENCE	Required	Preferred
Demonstrated success in securing funding from private sector, international organizations and digital sector.	X	
Experience in capacity-building and training staff on fundraising skills.	X	
KNOWLEDGE & SKILLS	Required	Preferred
Strong understanding of human rights work	X	
Excellent writing, communication, and presentation skills	X	
Ability to work independently and collaboratively with a team	X	
LANGUAGES	Required	Preferred
Fluently spoken and written English	X	
Fluently spoken French, with reasonable French/Spanish writing skills		X

Venue, Timeframe and Budget

The consultancy is expected to begin on 1 September 2025 and will last for 3 months, with a maximum of 45 working days.

A maximum total budget of EUR 40,000 is available. Financial proposal shall include and cover travel and accommodation costs to Brussels

The consultant should be preferably based Brussels/ Belgium or Germany, Netherlands, France or the UK.

What we offer

- The possibility to gain first-hand experience and knowledge on strategies to support human rights defenders and grassroots movements globally – and to contribute to these strategies.
- An open, friendly and multicultural work environment.
- A people focused and collaborative way of working both within the unit the post sits under and with other teams.
- A consultancy contract running until the 19th December.

Application process

If you meet the above skills and requirements and are interested in applying for this position, please:

- Send your **CV** (without picture) along with a **technical and financial proposal** in English, by 27th July 2025 to recruitment@protectioninternational.org, mentioning “Fundraising Consultant – Alternative” in the subject line.
- Include your name in the file name of your application documents, e.g. Mary_Smith_CV.docx.

Later in the process professional references will be requested. The position is subject to background checks, and the final candidate will be required to acknowledge, understand and sign the Protection International Internal Policies such as Code of Conduct and Conflict of Interest.

Applications will be reviewed on a rolling basis and the position might remain posted until a qualified candidate is selected. We thank all candidates for their interest and we will aim to send feedback as much as we can, however, with the high volume of responses and our internal capacities, we may only be able to contact short-listed candidates.

For further information about the role, please contact recruitment@protectioninternational.org.

Protection International is an equal opportunity employer. The organization shall not discriminate and will proactively apply affirmative action principles against discrimination in advertisements, recruitment and other conditions of our search for candidates, preventing discrimination against any candidate on the basis of race, colour, gender, national origin, age, religion, creed, disability, sexual orientation, gender identity or expression.

Adhering to Protection International means to comply with our Code of Conduct & Ethics, Anti-Corruption Policy, Security Policy, Conflict of Interest Policy, Child Safeguarding Policy, Policy for Protection from Harassment, Abuse, Exploitation & Discrimination.

Protection International's values are:

- **Solidarity / Collaboration:** We are committed to stand with HRDs and their struggle to strive for worldwide solidarity that goes beyond borders and identities.
- **Grassroots ethos:** We are committed to identify the needs of HRDs and their communities, to adapt to their realities (cultural, historical, economic, etc.), to value their work and to support their initiatives.
- **Commitment to human rights:** We believe that the respect of human rights will contribute to a more just global society, where everybody has the right to defend human rights and fundamental freedoms without discrimination based on their identity, nor fear of threats and attacks.
- **Participatory decision-making:** We promote the respect and participation of everyone in the decision-making process, and value collaborative decision-making processes. We are committed to horizontal and active listening - recognising the value in diversity of skills and ideas.
- **Accountability and integrity:** We are committed to share with others (both internally and externally), what we do, as an exercise of transparency that reflects a reliable and credible organisation, fostering trust amongst our partners. We maintain a zero tolerance policy on corruption.
- **Creativity / learning:** We are committed to reflecting on our individual and collective practices; learning from our mistakes; being open to new ideas and ways of working; sharing internally in order to learn; innovating and improving our level of understanding; and putting into practice and sharing externally in order to contribute to the work of others.

Additional Information: Further information about Protection International is available on www.protectioninternational.org.