

# SENIOR STRATEGIC PARTNERSHIPS MANAGER – INDIVIDUAL PHILANTHROPY

## Job description

Location	New York City with at least two days a week in the office
Hours	40 hours a week
Reports to	Head of Strategic Partnerships
Start date	ASAP
Application deadline	23rd July 2025, 9AM New York time

## About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently in or at risk of slavery, strengthen anti-slavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

## About the position

The Senior Strategic Partnerships Manager - Individual Philanthropy (SSPM) is a key member of the Freedom Fund's partnerships team, responsible for leading and implementing the organisation's individual fundraising strategy. Based in New York and reporting to the Head of Strategic Partnerships, the postholder will work collaboratively with colleagues across the U.S. and U.K. to grow and steward a portfolio of high-net-worth individuals and help shape the broader strategic partnerships strategy.

This is a strategic, high-autonomy role with responsibility for developing and managing a global portfolio of individual donors and prospects, guiding them through all stages of the donor lifecycle - from identification and cultivation to solicitation and stewardship. The SSPM will lead the design and execution of a donor experience strategy to enhance engagement, deepen relationships, and increase long-term support. They will also manage and coordinate the strategic involvement of senior leadership - including the CEO, Managing Director of External Relations, and Head of Strategic Partnerships - in high-level donor engagement.

The SSPM will directly supervise at least one team member supporting both individual and foundation fundraising, and may manage additional staff as the individual giving function grows. They will collaborate closely with colleagues across the organisation - including the Events Manager, Communications team, and Programs teams - to develop compelling donor materials, shape engagement opportunities, and ensure alignment of messaging and strategy.

This role offers an exciting opportunity for a dynamic and values-driven fundraiser to build and lead a critical function within a fast-paced, global organisation working to end modern slavery.

## Responsibilities

### Strategy Development and Leadership

- Lead the development and implementation of the Freedom Fund's global individual philanthropy strategy, in collaboration with the Head of Strategic Partnerships and Senior Leadership Team members.
- Contribute to the broader Strategic Partnerships strategy to ensure alignment across fundraising functions and donor segments.
- Shape and guide the organisation's prospecting approach, identifying high-potential donor segments and collaborating with colleagues to build a qualified pipeline of individual prospects.
- Lead strategies to grow and diversify individual philanthropy, including expansion into new donor levels, geographies, and philanthropic communities.
- Design and implement a donor experience strategy focused on high-impact events, donor trips, and other tailored engagement that deepen relationships and foster long-term giving.

- Stay current on trends and best practices in individual philanthropy to inform strategic direction and continuous improvement.

### **Donor Cultivation, Solicitation, and Stewardship**

- Personally manage a global portfolio of principal and major donors, cultivating mission-aligned relationships across all stages of the donor lifecycle.
- Guide the development and execution of customised cultivation, solicitation, and stewardship plans in partnership with colleagues across teams.
- Collaborate with senior leadership - including the CEO, MD of External Relations, and Head of Strategic Partnerships - to coordinate their strategic involvement in donor engagement.
- Work closely with colleagues to develop compelling donor materials, including proposals, briefings, and stewardship communications.
- Plan and participate in donor engagement experiences such as Freedom Fund events, donor trips, and multi-day site visits to program hotspots.
- Represent the Freedom Fund externally at donor meetings, conferences, and philanthropic forums to build visibility and grow networks.

### **Team Management and Collaboration**

- Directly supervise at least one team member supporting philanthropic fundraising, with responsibility for additional team members as the function grows.
- Foster collaboration across the Strategic Partnerships team, contributing to shared goals, integrated planning, and a strong team culture.
- Promote and embed fundraising best practices by improving and standardizing internal tools, templates, and processes to enhance effectiveness and efficiency.
- Partner with Communications, Events, Programs, Finance, and Operations colleagues to ensure coordinated, donor-centered engagement.
- Contribute to building a culture of philanthropy across the organisation by supporting internal capacity-building and aligning fundraising with organisational priorities.
- Engage with program staff and content to stay informed about impact, strategy, and context.
- Maintain accurate donor and prospect records in Salesforce to support strategic decision-making, stewardship, and reporting.

### **Executive Support and External Positioning**

- Prepare research, briefings, and talking points to support executive and board members in individual donor engagement.
- Collaborate with senior leadership and Communications on donor positioning and messaging to high-net-worth audiences.
- Represent the Freedom Fund externally as needed, cultivating relationships with peer funders, networks, and influencers.

## Qualifications and experience

### Essential

- Outstanding English writing and editing skills, with demonstrated ability to produce compelling proposals, donor materials, and communications.
- Minimum of eight years of experience in major gifts fundraising or philanthropic partnerships, with increasing levels of responsibility and leadership.
- Proven track record of securing six- and seven-figure gifts from high-net-worth individuals and managing complex donor relationships over time.
- Demonstrated success managing a portfolio of individual donors through all stages of the donor lifecycle, from identification to solicitation and stewardship.
- Experience designing and implementing donor engagement strategies, including events.
- Proven ability to build and sustain long-term donor relationships, with experience engaging senior leadership in donor cultivation.
- Strong strategic thinking and planning skills, with the ability to shape prospecting approaches and diversify donor pipelines.
- Experience managing or supervising staff and contributing to a collaborative, high-performing team culture.
- Solid understanding of nonprofit fundraising systems and practices, including use of CRMs (Salesforce preferred) and tools to drive efficiency and accountability.
- Familiarity with the human rights, social justice, or international development sectors; a commitment to the Freedom Fund's mission and values.

### Desirable

- Experience working in or alongside a global organisation.
- Familiarity with donor trends in the U.S. and international philanthropic landscape.
- Experience with mid-level donor program design or execution.
- Knowledge of donor communications, donor experience strategy, or philanthropic positioning.
- Experience of leading high-quality donor trips.
- Experience working in a small or growing development team.
- Experience supporting or collaborating with board members in fundraising efforts.

## Personal Attributes

### Essential

- A deep commitment to the Freedom Fund's mission, values, and goals, with a passion for advancing human rights globally.

- Strong interpersonal skills and the ability to build trust-based relationships with donors, colleagues, and stakeholders from diverse backgrounds.
- A collaborative, team-oriented approach with a willingness to support and learn from others across departments and geographies.
- High level of professionalism and discretion, especially in engaging with high-net-worth individuals and senior leaders.
- Strategic mindset with the ability to see the big picture while delivering excellent day-to-day execution.
- Self-starter with strong initiative, sound judgment, and the ability to work independently and manage competing priorities.
- Exceptional attention to detail and commitment to quality in all aspects of work.
- Comfort working in a fast-paced, entrepreneurial environment with evolving priorities.
- Commitment to diversity, equity, and inclusion in donor engagement and workplace culture.
- Willingness and ability to travel domestically and internationally (up to 30-40%), including for donor trips, site visits, and events.
- Strong cross-cultural communication skills and a global mindset.
- Ability to translate complex programmatic content into compelling, mission-driven stories for donor audiences.

## Compensation

- Salary: \$106,035 to \$108,826 annually.
- 5% employer sponsored 401k contribution (non-matched).
- 25 days vacation per annum, plus 8 national holidays; positive work culture that supports good work life balance.
- Access to mental wellbeing platform.
- Annual learning and development budget.
- Generous health benefits package with full coverage of monthly premiums for medical, dental and vision.
- Additional cover is provided for spouses and dependents.
- Generous parental leave allowance and pay.

## Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to [jobs@freedomfund.org](mailto:jobs@freedomfund.org), including 'SSPM-Individual Philanthropy' in the subject line before **9 AM on 23rd July 2025**.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in New York, USA. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

**The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.**

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at [jobs@freedomfund.org](mailto:jobs@freedomfund.org)

## Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.