

Philanthropy Manager

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| Role Title: Philanthropy Manager | Reports to: Head of Fundraising, with a matrix link to the CEO | Date: March 2026 |
| Department: Fundraising | Direct Reports: 0 Indirect Reports: External Fundraising agencies | Budget Holder: Yes |
| Location: ActionAid's office is in Dublin 2. Hybrid working policy and set office days. | Contract: 2-year fixed term contract | Salary: €50,000 - €55,000 depending on experience |

Context: ActionAid Ireland's [strategy 2022-2027](#) is to create a just and caring world where women's human rights are respected through addressing the structural causes of gender-based violence (GBV), promoting women's leadership in humanitarian contexts and amplifying feminist alternatives on economic and climate justice. ActionAid Ireland's strategy is underpinned by an Income Generation strategy to grow our income and make the organisation sustainable.

ActionAid Ireland is at a pivotal point in our income diversification strategy. While there are some mid, high-value and trust and foundation sources of income, this is largely a new area of work that needs relationship building and stewardship and a dedicated strategy. This is an exciting opportunity to develop a new philanthropy programme and grow mid-level, major donor, legacy, trust, and corporate income streams.

The Philanthropy Manager is a new role and is an exciting opportunity to develop a programme of high value giving for ActionAid Ireland. It is perfect for someone with a passion for women's rights and a track record in philanthropy and developing new relationship with mid and major value donors, Trusts and Foundations and corporates. You must be a people person, entrepreneurial and with the drive and passion for impact and results.

The role will be part of the fundraising team and will be responsible for developing new areas of mid-level, major level, Trusts and Foundations and corporate giving and diversifying ActionAid Ireland's income. This role will cultivate and develop existing ActionAid Ireland donors as well identifying new high-value opportunities (including Major Donors, Trust and Foundations, and corporate donors).

The postholder will map and assess the current donor portfolio, lead internal insights analysis, develop a clear and compelling Case for Support, and identify growth opportunities in the current supporter base, as well as externally. The role will move quickly from analysis and design into relationship building, creating a proactive and sustainable approach to high-value fundraising at ActionAid Ireland.

About you: You are an entrepreneur with a strong sense of social justice. You are a self-starter with ability to work autonomously and drive an area of work. You are driven by results and impact. You have excellent project planning skills. You know that relationships and connection are at the heart of good fundraising. You have excellent written and visual communication skills. You are strategic. You understand data and audience segmentation. You have excellent management skills. You show a clear commitment to ActionAid's mission and values.

| Areas of Activity | Key Accountabilities and Deliverables |
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| Management, leadership and Strategy | <ul style="list-style-type: none"> • Work with Head of Fundraising and CEO to develop and implement a clear strategy with targets and KPIs for growing philanthropy • Identify strategic opportunities for networking, events and engagement that will build new relationships for philanthropy • Lead cultivation meetings with philanthropy donors, working closely with the CEO to secure meetings • Lead annual income budgeting process for all philanthropy channels • Tell the story of our impact and work in a compelling way to potential donors • Lead internal insight analysis to inform segmentation, targeting and prioritisation • Advise senior leadership on growth opportunities, risks and long-term diversification strategy |
| Mid and High Value Fundraising | <ul style="list-style-type: none"> • Map existing mid and high value supporters to assess engagement levels, priority segments, capacity and growth potential within the current supporter base • Develop a compelling mid/high value Case for Support, working in partnership with an external agency, Head of Fundraising, CEO, and Retention Manager to shape positioning and messaging • Design and implement a structured mid/high-value pipeline from identification to stewardship • Support the development of legacy potential within the mid and high-value base through relationship-led engagement in partnership with the Acquisition Manager |
| Trusts and Foundations | <ul style="list-style-type: none"> • Map existing trust and foundation portfolio, identifying uplift potential and new funding opportunities within current portfolio, aligned to our programme strategy • Proactively cultivate and steward existing funders through structured engagement and tailored |

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| | <p>reporting, working closely with the programmes team</p> <ul style="list-style-type: none"> • Strengthen the quality, consistency and impact reporting of funder reporting • Identify and secure new trust and foundation partnerships that build on programme strengths through targeted prospecting and relationship building • Develop compelling, tailored proposals aligned to the overarching Case for Support |
| Corporate Partnerships | <ul style="list-style-type: none"> • Map existing corporate relationships, identifying growth and new funding opportunities • Working with an external agency, develop a Corporate Engagement Strategy that will identify and prioritise prospective corporate partners for approach • Develop a corporate proposition aligned to the Case for Support • Build and manage a structured corporate pipeline from prospecting through to partnership development • Establish clear stewardship plans to retain and grow corporate relationships • Lead cultivation meetings and negotiations with prospective corporate partners |
| Your Value | <p>You share our passion to work towards a just, fair and sustainable world, where everybody enjoys the right to a life of dignity, freedom from poverty and oppression. You are driven by results and impact. You want to make a difference. You thrive when given autonomy, you know how to shape something for success. You care deeply about women's rights, social justice and equality</p> |
| Person Specification | <ul style="list-style-type: none"> • Strategic understanding of philanthropy in Ireland and globally • Strong understanding of women's rights, international development and the NGO sector in Ireland • Five to seven years' experience and proven track record of major donor fundraising, corporate partnerships and Trusts and Foundations • Exceptional relationship building skills and outstanding written and verbal communication skills with strong presentation and networking skills • Passion and commitment to global justice and women's rights • A positive, inspiring and outcomes focused approach. • A high degree of initiative and self-drive. |
| Key Relationships | |
| Internal | <p>CEO and members of the Fundraising team, especially the Head of Fundraising, Retention Manager, Acquisition Manager and Data Insights Specialist.</p> |

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| External | Fundraising agencies, including creative agencies. Federation colleagues. Colleagues in the Irish INGO Sector. |
| What makes ActionAid different? ActionAid's approach is about empowering women to claim their rights. Our working relationships, in Ireland and across the world are based on mutual trust, respect and democracy. As part of our commitment to women's rights we recognise, embody and champion feminist principles not only in the work we do, but the way we work, and how we do things. This is a committed attempt at reflection, continuous learning, and being mindful of the power we have as individuals in any situation (irrespective of where we are in the organisational structure) and how we exercise it. | |
| This profile sets out the current duties of the post that may vary from time to time without changing the character of the job or the level of responsibility entailed. However, all role profiles are regularly reviewed and updated in line with organisational needs. | |