



Job Announcement



**Humane
World for
Animals™**

Managing Director, Fundraising

Location:	Germany, Poland, the Netherlands, Belgium, or the United Kingdom
Location type:	Remote
Reporting to:	Europe Executive Director
Manages:	Fundraising employees in locations listed above
Contract type:	Permanent
Salary:	Circa EUR 112,000 (or equivalent GBP if based in the UK).
Candidate level:	Director
Closing date:	Monday 20 th April 2026, 9:00 am CET

Background

We are [Humane World for Animals](#), formerly called the Humane Society of the United States and Humane Society International. Since 1954, we have worked to create a more humane society for animals. Working side by side as the Humane Society of the United States and Humane Society International, we have helped to pass thousands of landmark laws, rescue hundreds of thousands of animals, and cared for and protected millions more.

In 2025, to convey our mission and make sure that everyone understands who we are and the bold work that we do, our organisations are standing together under a new shared name: Humane World for Animals.

We are dedicated to changing the world for animals. We drive change with human action. We help people, communities, governments, and corporations shift behaviour, providing the right support and advocating for policy change to stem the root causes of suffering and cruelty.

Purpose of role

As the Managing Director for the UK and Europe, you will develop and deliver the European fundraising strategy and plans and oversee the execution of all fundraising activities in Europe. These activities include, but are not limited to individual giving, major gifts, bequests, corporate giving, and community fundraising.

Primary responsibilities

The job holder will have the following key responsibilities:

- Oversees fundraising activities and performance in Humane World for Animals' EU and UK offices. Works closely with the Country Directors and the VP of International Fundraising on the execution of the fundraising programmes. Identifies opportunities to improve efficiency and facilitates collaboration efforts across European offices. (30%)
- Manages all fundraisers in the region and ensures they achieve their goals by providing guidance and advice, training, performance management and career development. Coordinates priorities and tasks and monitors progress. (25%)
- Monitors and reports on performance progress towards agreed revenue targets; efficiency and cost-effectiveness (including external fundraising contractors); and challenges or opportunities in the external fundraising environment. (20%)
- Creates and manages the budget for fundraising expenses and income targets. Sets and reviews multi-year and yearly investment and revenue targets. (10%)
- Leads research, planning, and implementation of new marketing initiatives and acquisition programmes, including but not limited to DRTV, face-to-face, telemarketing and PSMS Mobile channels. Establishes effective donor retention strategies and oversees their execution. (10%)
- Works closely with the VP of International Fundraising to develop and execute a strategic vision to grow fundraising income in the Europe region, translating the vision into an action plan, and ensuring the successful implementation and execution of the vision. (5%)

Profile

This job description reflects the current requirements of the role and may be subject to reasonable changes in accordance with applicable laws. It does not constitute a binding contract. Humane World for Animals is an equal opportunity employer. We welcome applications regardless of race, ethnic origin, gender, religion, philosophical beliefs, disability, age, sexual orientation, or other protected characteristics. Personal data will be handled in compliance with GDPR.

To succeed in this role, candidates must be able to perform the essential duties effectively. The requirements outlined below represent the knowledge, skills, and abilities needed. Humane World for Animals is committed to providing reasonable accommodations to support qualified individuals with disabilities in fulfilling these responsibilities.

Education and experience

- An academic degree or equivalent work experience is required.
- A minimum of eight or more years of fundraising experience with a proven track record in driving significant, multi-channel revenue growth across multiple markets.
- A minimum of five years of senior management experience leading fundraising or marketing teams, including leadership responsibilities for staff, strategy development and execution, and budget accountability, preferably in the animal welfare arena, required.
- Demonstrated experience scaling high-performing international fundraising programs. International NGO experience strongly preferred.
- Proven ability to deliver multi-million income portfolios, optimize ROI, and drive continuous improvement in donor acquisition and retention.
- Experience accurately forecasting and reporting on revenue, expenditures and delivering against agreed KPIs.
- At least five years' experience in at least one of the following income streams: individual giving, major gifts, bequests, corporate giving, and/or community fundraising. Additionally, a strong preference for marketing experience.

Skills and qualifications

- Excellent people managerial skills: ability to coach, motivate, and manage high-performing fundraisers across dispersed locations.
- Excellent organizational skills and ability to plan workload in order to manage fundraising program priorities and meet agreed targets.
- Ability to demonstrate initiative, entrepreneurial spirit, and drive to achieve desired outcomes.
- Ability to thrive in a matrixed, fast-paced, mission-driven environment and drive collaboration across countries and functions.
- Knowledge and understanding of GDPR and other data protection regulations.
- Excellent English verbal and written skills.
- Ability to work in a self-directed manner.
- Willing and able to travel extensively in Europe.

Terms and conditions

You need to already have the right to work and live in the country where you are applying from.

To apply for the post

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking [here](#).

If you have any questions about the role or Humane World for Animals and would like an informal chat ahead of submitting a formal application, please reach out to Shoshana Grammer at shoshana@upsallinternational.com. To note: in order to keep your application safe and ensure your data is GDPR compliant, applications will not be accepted via email.

- **The deadline for applications is Monday 20th April 2026, 9:00 am CET** •

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