

FUNDRAISING SALARY SURVEY 2016

Year of the job-seeker

Like last year, there are more jobs around and so job-seekers have more choice. As a result, they can be more discerning and so tend to want to know as much background to a vacancy as possible before deciding to commit to applying for a role. That said, we have seen a shortage of candidates in most Officer level categories.

Recruiting managers are still using salary scales but acknowledge that they may need to appoint at the top of their scale in order to secure an applicant. They are also more mindful of interviewing quickly so as not to lose applicants, but there is still a tendency to only select candidates with not-for-profit experience.

Whatever your recruitment needs, we are always delighted to help. In what can sometimes be a tricky climate, we feel our individual approach and wealth of experience are a real asset in assisting both our recruiting and job-seeking clients. As always, the best possible customer service remains our priority and we very much hope you enjoy working with us.

Our team of Liz Grimes, Vladka Wiswall, Jessica Stoddart and Lois Hare look forward to hearing from you in 2016.

Happy New Year!



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For the second year running, a 1% increase in salaries overall



Increases in 7 out of 14 categories (no change in 3)



Average increases were higher in the Manager category



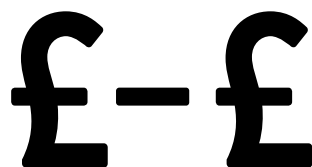
Biggest individual increases for Trust Manager (7%) and Events Officer (5.5%) categories



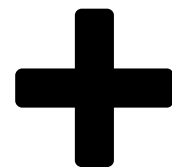
Higher proportion of advertised roles in the areas of Trust Fundraising and Corporate Business Development



More candidates available at Manager level, but not as many across the board at Officer level



Salary scales regularly being used, but with recruiters more willing to appoint at the top of the salary band in order to attract more candidates



Like last year, there are more jobs available and so skilled job-seekers are in demand



Junior

Fundraising Assistant £20–25k (£23k Ave)



Officer/Executive/Senior Executive¹

Corporate Fundraiser £25–34k (£30.5k Ave)

Trust Fundraiser £22.5–34k (£29k Ave)

Major Donor Fundraiser £22.5–34.5k (£29.5k Ave)

Events Fundraiser £24–34k (£28k Ave)

Community/Regional Fundraiser £24–31.5k (£27.5k Ave)

Direct Marketing Executive £25–33k (£28k Ave)



Manager¹

Corporate Fundraising Manager £31.5–70k (£39k Ave)

Trust Fundraising Manager £31–60k (£39k Ave)

Major Donor Fundraising Manager £31–55k (£41k Ave)

Events Fundraising Manager £29–48.5k (£36.5k Ave)

Community/Regional Fundraising Manager £33–47.5k (£38.5k Ave)

Direct Marketing Manager £32–50k (£38.5k Ave)



Senior²

Director/Head of Fundraising £45–77k (£55k Ave)

(Organisations with income <£5 million)

This year's survey has been compiled from data on over 300 fundraising vacancies, with 120 charities registered in the last 12 months (January 2015 to December 2015). As usual, the results are intended as a general guide and are based on advertised rather than actual salaries. Please note that salaries include London weighting.

¹ There is some overlap between officer/executive level posts and manager posts. For the purposes of this survey, jobs listed under the heading of 'Manager' include those with middle management responsibilities, managers of departments and posts that involve staff responsibility.

² Organisations with income <£5m.

We have been recruiting Fundraising, PR and Marketing professionals at all levels within the not-for-profit sector for the last 18 years.

Visit our website

Our website contains lots of useful information about finding the right person and the right job, downloadable fact sheets, newsletters and all of our current vacancies: www.kagep.com

Get in touch

For knowledgeable and friendly advice on any aspect of recruitment, please call us on: 020 7928 3434 or email: Liz at liz@kagep.com, Vladka at vladka@kagep.com or Jessica at jessica@kagep.com