

Call for Fundraising Consultants

April/May 2025

CONCORD is seeking an experienced and well-connected fundraising consultant to support the Confederation in developing a strategic, value-aligned and forward-looking approach to resource mobilisation. The consultant will help reinforce CONCORD's financial sustainability and strengthen the fundraising skills of its wider network.

CONCORD is an equal opportunity employer and considers applicants for all positions without regard to race, colour, religion and belief, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status. Employment decisions are made entirely on merit.

1. Background

We are currently witnessing fewer funding opportunities, more conditions being attached to those which exist and a higher degree of competition between CSOs for these resources. Furthermore, the political climate is becoming less and less favourable to the work of NGOs.

In this context, CONCORD sees fundraising as a critical strategic investment. CONCORD's funding base has long relied on an operational grant from the European Commission, an EC DEAR grant and membership fees. Project-based funding has also been secured from partners such as the Bill and Melinda Gates Foundation and the Robert Bosch Stiftung. While these have contributed significantly to our strategy, an internal analysis indicates that our long-term ambitions will not be feasible without a more diversified, unrestricted, and strategic approach to fundraising.

2. Objectives

The objective of this consultancy is not to replicate existing internal analyses and fundraising efforts, but to bring added value through insight, innovation, and expert knowledge of the funding landscape. This investment must translate into concrete, viable opportunities that extend beyond what CONCORD could generate in-house.

3. Deliverables

The main deliverables of the work would include:

- A concise and insightful assessment of current and emerging funding trends, including a mapping of unconventional or under-utilised donors relevant for CONCORD.
- Development of an institutional donor marketing leaflet, crafting an appealing narrative.
- Advice and tips for elaborating successful funding proposals (and potential accompaniment of an actual submission).
- Recommendations on internal systems and structures.
- A capacity development training for CONCORD Secretariat and members (including provision of a summary document or slide deck).

- A debriefing session with Secretariat staff and Members as appropriate.

4. Specific Responsibilities

In addition to the above deliverables,, the tasks of the work would include:

- Assess CONCORD's existing fundraising activities and institutional funding base.
- Identify potential new, non-obvious and innovative funding sources that are well-aligned with CONCORD's purpose and values.
- Leverage their own network to explore concrete leads or potential entry points with donors and funders.
- Deliver a targeted, practical fundraising roadmap focused on impact and feasibility, thereby contributing to a dynamic funding pipeline of calls and opportunities.
- Propose internal processes or structures needed to successfully implement the roadmap.
- Suggest strategies and tools to reinforce the fundraising ability of the broader CONCORD network (eg. toolkits, donor mapping exercises).
- Organise a dedicated training (for Secretariat staff /members as appropriate).

5. Candidate profile

Successful candidates for this offer will respond as much as possible to the following profile:

The ideal candidate will bring added strategic value to CONCORD's fundraising thinking and respond to the following criteria:

- Proven expertise in developing and delivering fundraising strategies in European NGO contexts.
- Up-to-date knowledge of donor trends, funding ecosystems, and emerging opportunities relevant to international cooperation, equality, and civil society.
- Demonstrated ability to identify and assess innovative, objectives-aligned funding sources (beyond traditional institutional donors).
- A strong network of contacts within donor organisations, foundations, philanthropists, and other relevant actors.
- Excellent analytical and communication skills; ability to translate complex realities into clear, usable recommendations.
- Familiarity with the external relations-civil society landscape.

6. Timeline

- Contract start: **As soon as possible**
- Key deliverables: **by end of October 2025**, but a longer term contract is preferable.

7. Budget

Please note that project proposals should not exceed 15 000 EUR, including VAT.

8. How to apply

To apply for this post, please upload to our website, and in one single PDF, the following documents by **7th May at midnight CEST**:

- Your CV(s), outlining relevant expertise to meet the requirements of this assignment, including at least 5 years of proven and relevant experience, clearly demonstrating success as a fundraiser.
- Your proposal on how you will undertake this assignment, including a suggested number of days and their distribution between the different tasks and phases of the work, and your daily rate (2 pages max).
- An example of a previous marketing pamphlet for an NGO.

If you are submitting a group application, please provide the CV for each of the candidates and one single proposal.

After reviewing the applications, a round of interviews will be organised between **15th and 23rd May 2025**.

In case of any difficulties or questions, do not hesitate to contact Carla Miranda (carla.miranda@concordeurope.org) before the deadline.

