

KEY FACTS

Application closing date:	Sunday 16 February 2020
Start date:	April 2020
Reports to:	Chief Executive
Hours:	Two days per week (15 hours per week, 40% FTE)
Salary:	£52,000/€58,928/\$66,165 pro rata (£20,800/€23,571/\$26,466), plus 12% pension
Location:	Home-based in the UK, US, France, Germany, Malawi, Netherlands, Spain or Uruguay

ORGANISATION

The Tax Justice Network carries out research, analysis and advocacy on global tax policy and financial regulation. We pursue systemic changes and long-term narrative shifts that address global and national inequalities arising from poorly designed tax policies and that promote progressive tax policies and effective financial regulation.

Our mission: To build a more just and democratic global economy

The last four decades have seen the incomes of the top one per cent soar, while those of the bottom half have stagnated. This rampant inequality is now undermining democracy across the world, while driving us towards climate catastrophe. This didn't happen by itself. Vested interests successfully lobbied for low tax rates, less regulation and fewer social protections. These delivered an economy where the false rewards of unsustainable growth go to those at the top.

We aim to reverse this trend by:

- Eliminating cross-border tax evasion and reducing tax avoidance
- Restoring control of tax policies from capital to citizens
- Reversing the shifting of the tax burden onto citizens
- Removing incentives that undermine productive investment
- Promoting the role of tax in building more equal societies

We promote the four Rs of tax:

- REVENUE / Providing funding for governments to deliver the vital public services that citizens need
- REDISTRIBUTION / Addressing poverty and inequality by sharing wealth with the poorest in society
- REPRESENTATION / Building a 'social contract' so governments are accountable to their citizens
- REPRICING / Discouraging public 'bads' including climate damage, encouraging public goods

Our achievements: A return on investment of 1,000 to 1

In the last 15 years we have:

- Put transparency policies that reduce tax avoidance and evasion (automatic exchange of tax information, public registers of beneficial owners, and public country-by-country reporting) firmly onto the global agenda
- Changed narratives around corruption, by publishing the biennial Financial Secrecy Index to show the links between secrecy, tax havens and illicit financial flows
- Created the idea of the 'finance curse' caused by oversized finance sectors and countries competing in a race to the bottom on tax and regulation
- Focused global media attention on tax justice, leading to regular front-page coverage of tax stories across the world
- Incubated new organisations like the Global Alliance for Tax Justice, Tax Justice Network Africa, ICRICT, the Fair Tax Mark and Finance Uncovered

The IMF estimates that profit-shifting (tax avoidance) by multinational companies costs \$600 billion per year. If we estimate conservatively that the introduction of OECD country-by-country reporting reduces this by just 1%, this means that governments are raising an extra \$6 billion of revenues every year. If we claim just 10% of the credit for this, this equates to \$6 billion over ten years – a period in which our total costs were around \$6 million. Ignoring all of our other achievements, this equates to a return on investment of 1,000 to 1.

ROLE DESCRIPTION

In the last three years, the Tax Justice Network has doubled in size (from 10 people and £900k income to 22 people and £1.8m income) and greatly increased in complexity. This period of growth has been accompanied by a substantial investment in developing systems, policies and processes, including the building of new functions such as finance, events and network co-ordination. However, the development of an effective fundraising function has not received as much attention, and fundraising activities have tended to take second place to operational priorities.

TJN is constituted as a non-profit company limited by guarantee in the UK. It does not have charitable status, so cannot accept tax-deductible donations, although most charitable foundations in the UK, Europe, the US and elsewhere are able to make grants to it. It has a 501(c)(3) equivalency determination. It is currently funded by a mixture of private foundations, mostly in the US (Ford, Open Society, Wallace Global Fund), and bilateral donors, mostly in Europe (Norway, Germany). For more details see our [funding and financials webpage](#). TJN has a very small funding gap for 2020, although there is an aspiration to raise more this year to fund more activities and a contribution to existing reserves. Funding gaps for subsequent years are larger, with a particular challenge after our Ford grant expires at the end of 2021.

Because of the technical nature of TJN's work, and the high level of engagement of many existing funders with it, many of the relationships with existing funders are led in practice by the workstream leads. To date, other fundraising activity (donor prospecting and relationship building, co-ordination of fundraising bids, production of fundraising materials and so on) has been carried out by the operations team. However, we now want to hire a dedicated Head of Fundraising who will have specific responsibility for funder identification, building networks, approaching funders and securing funding, and for helping to design new fundraising materials and concept notes. He or she will also work closely with the Head of Operations in co-ordinating fundraising proposals and activities across the organisation. We believe that the largest body of potential donors are private foundations in the US, so we are particularly interested in candidates with experience and networks among US foundations, although we are also looking at private and public organisations in other parts of the world, especially (but not only) in Europe. Depending on the location of the postholder and the location of identified priority funders, there may be a need for regular travel (e.g. to the US east and west coasts). In the event that the preferred candidate was located in the US, we would need to identify a US organisation to act as a 'host employer', as we have no presence there. We would also consider structuring this role as a consulting assignment.

KEY RESPONSIBILITIES

Fundraising

- Research potential new funders (building on our existing database), with a focus on those that can provide flexible (core) and multi-year funding, and including private funders (foundations and high net worth individuals, probably not companies) and public funders (bilateral and multilateral aid agencies), from all over the world but especially the US and Europe, and including those directly focused on tax, finance and economic justice issues but also those focused on related issues such as human rights, gender equality, democracy, climate justice and so on
- Build networks with priority funders, working through our existing networks of funders, partners and grantees, and attending events (funder roundtables, conferences and so on) where necessary to develop personal relationships
- Build on existing generic TJN fundraising materials (one-pagers etc) and develop new materials as needed, and work with colleagues to harness other materials (videos, blogs, indices, reports etc) to support fundraising
- Monitor opportunities to respond to calls for proposals and to develop joint funding proposals with partner organisations, working closely with TJN's Network and Partner Relations Coordinator and other colleagues
- Approach potential funders and secure meetings or calls with appropriate TJN colleagues with a view to receiving invitations from funders to submit concept notes and then full funding proposals
- Work closely with the Head of Operations on the drafting and submission of funding proposals, co-ordinating contributions from across TJN as needed, and playing an active role in co-ordination wider fundraising activities
- Consider opportunities to diversify income streams, including the potential to generate more earned income
- Develop our recently launched 'supporters' scheme for regular individual donors, with a view to raising at least £1,250 per month from this group by the end of 2020 and delivering steady growth from 2021 onwards

Team contribution

- Participate in the wider TJN team through active contributions to team meetings and strategic planning
- Engage with professional development opportunities as they arise
- Work within the TJN code of conduct and in line with TJN's organisational policies

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PERSON SPECIFICATION

Experience

- **Fundraising** / Experience of researching, building relationships with and securing funding from donors, preferably including both private foundations and public agencies across a range of geographies, and ideally including some experience of raising funds from individuals (whether small regular donors or high net worth individuals, or both)
- **Non-profits** / Familiarity with the workings of charities or other non-profit organisations preferred
- **Understanding** / Some knowledge and understanding of economic justice (ideally tax justice) issues preferred

Skills

- **Team-working** / Working with an autonomous team supportively and sensitively, balancing the need for co-ordination and clear decision-making with a consensual and collaborative management style
- **Relationships** / Building and maintaining successful interpersonal relationships, with strong diplomatic skills and high levels of emotional intelligence, as well as highly developed cross-cultural sensitivity and awareness
- **Presentation** / Communicating effectively, persuasively, accurately and succinctly, both in person and in writing
- **Technology** / Proficiency in standard office software and cloud-based collaboration and communication software

Attributes

- **Commitment** / Being focused on achieving high standards in pursuit of TJN's objectives
- **Adaptability** / Finding ways of dealing with unexpected opportunities and challenges
- **Resourcefulness** / Achieving results with limited financial and human resources
- **Judgement** / Managing relationships with partners sensitively but robustly as needed
- **Collaboration** / Working supportively and effectively as part of an internal team and with external partners
- **Integrity** / Choosing the right course of action when the alternative might be easier
- **Flexibility** / Willingness to do what is needed to get the job done (including some irregular hours and travel)

HOW TO APPLY

Please upload a CV (resume) and answer a series of questions, addressing the experience and skills listed in the person specification as well as your motivation, at https://airtable.com/shrNOVDyJGnxp6t13?prefill_Role=HOF by Sunday 16 February at 23.59 GMT.