



**SENIOR OFFICER OF LEADERSHIP GIVING**

**ANIMAL EQUALITY**

**Location – Remote**

[Animal Equality](#)

# animaleQUALITY

The Aspen Leadership Group is proud to partner with Animal Equality in the search for a Senior Officer of Leadership Giving.

The Senior Officer of Leadership Giving will play a critical role in meeting Animal Equality's ambitious fundraising goals. The Senior Officer of Leadership Giving will work collaboratively and strategically with the International Director of Philanthropy to help ensure the organization fulfills its mission of ending cruelty to farm animals by identifying, cultivating, soliciting, and stewarding generous individuals and foundations.

Animal Equality is an international organization working with society, governments, and companies to end cruelty to farmed animals. As an animal protection organization, Animal Equality is guided by compassion, determination, and effectiveness. Using these values to launch innovative projects and strategic campaigns, it works to expose and abolish the cruel practices of the animal agriculture industry. Its teams in the United States, Germany, Italy, Spain, the United Kingdom, Mexico, Brazil, and India consist of highly qualified professionals with years of experience in undercover investigations, corporate campaigns, legal advocacy, and the development of large-scale education programs. It is committed to saving as many animals as possible and to reducing the enormous suffering animals endure on factory farms. Animal Equality's commitment to continually assessing the impact of its campaigns and programs makes it increasingly efficient at saving lives.

Animal Equality works strategically in four distinct areas to ensure progress for animals.

**Investigations.** Investigations are the most powerful tool Animal Equality has to expose the cruel and abusive treatment of animals inside the secretive world of industrial animal agriculture. Its undercover investigators document and help end horrific animal abuse. Their work is frequently featured in the media, encouraging consumers to make more informed decisions each time they choose what to eat. It also persuades policymakers and companies to make meaningful changes for animals.

**Education.** Individuals have the power to choose kindness over cruelty every time they sit down to eat. Online or on the ground, Animal Equality's outreach team is encouraging people all around the world to reduce or eliminate their meat consumption and replace it with delicious plant-based foods.

**Corporate Outreach.** Corporations large and small have the power to improve the lives of millions of farmed animals with just one policy reform. Animal Equality's corporate outreach department encourages businesses to implement meaningful animal protections that will significantly reduce the suffering of animals by ending some of the cruelest standard practices on factory farms and at the slaughterhouse.

**Legal Advocacy.** Animal Equality works to advance animal protection by ensuring that existing laws and regulations are strictly enforced.

## **REPORTING RELATIONSHIPS**

The Senior Officer of Leadership Giving will report to the International Director of Philanthropy, William Rivas-Rivas.

### **FROM THE PRESIDENT AND CO-FOUNDER**

*More than 74 billion farmed animals are raised and slaughtered worldwide each year. This staggering figure does not include the suffering of fish and other sea creatures whose deaths are so great they can only be measured in tons. These animals endure tremendous cruelties, spending their entire lives crammed in filthy, dark, confined spaces, suffering from body mutilations, and deprivation of natural behaviors.*

*Every day, Animal Equality is fighting on behalf of animals to change this reality and we are seeking a Senior Officer of Leadership Giving to join our team that will play a key role in growing this impact for animals.*

*The Senior Officer of Leadership Giving will work closely with the International Director of Philanthropy and play a critical role in the organization, meeting ambitious fundraising targets through prospecting, cultivating, and stewarding a portfolio of some of the most generous philanthropists in the animal protection movement along with a dedicated and energetic development team.*

*This position is an excellent opportunity for a senior-level fundraiser excited to take the next step in their career and is passionate about making impactful change for farmed animals*

*Animal Equality is entering its most aggressive period of growth in its 15-year history, and the Senior Officer of Leadership Giving will be a major internal stakeholder in making that happen. If you are a detail-oriented, well-organized, and highly energetic professional who thrives under pressure, seeks positive challenge, and above all else, wants to help create a world where all animals are respected and protected, then we hope you consider applying.*

– Sharon Núñez, President and Co-founder

### **ANIMAL EQUALITY'S COMMITMENT TO DIVERSITY AND INCLUSION**

Diversity and inclusion have been embedded in Animal Equality's values since it was founded in 2006. It seeks to build a diverse organization of people regardless of their race, sexual orientation, religion, age, gender, disability status, or any other dimension of individuality. Its staff comes from across the globe, including 13 different countries and four continents.

More than half of Animal Equality's staff (60%) are female and more than 70% of the organization's leadership positions are held by women.

### **PRIMARY RESPONSIBILITIES**

The Senior Officer of Leadership Giving will

- meet ambitious fundraising targets by developing and executing successful customized major donor acquisition, cultivation, and solicitation strategies;
- identify, qualify, cultivate, and solicit current high-capacity prospective donors through face-to-face meetings, events, emails, phone calls, and other strategic communications;

- prepare successful funding proposals and customized donor impact reports;
- work across departments to gain a thorough knowledge of programs and communicate that information to funders through proposals, reports, meetings, and in-person visits;
- develop annual goals with work plans, timelines, and budgets for meeting revenue goals and manage and monitor monthly progress toward achieving goals;
- maintain donor and prospect records in Salesforce database, including ongoing updates to donor and prospect constituent records; and
- work with the International Director of Philanthropy and United States development team to help plan and execute logistics for donor cultivation and recognition events, maintaining up-to-date knowledge of trends in the philanthropy field.

## LEADERSHIP AND KEY COLLEAGUES

### **Sharon Núñez**

#### **President and Co-founder**

Sharon is the Co-founder and President of Animal Equality. She is also the Founder and Co-editor of *LiberAnima*, a book series promoting equality and justice for animals. She has served on the boards of several animal protection organizations in England and Spain and has expertise in strategy, factory farming, and effective advocacy. Sharon studied Sociology at the Complutense University of Madrid in Spain.

### **Jose Valle**

#### **Executive Vice President and Co-founder**

Jose is the Co-founder and Executive Vice President of Animal Equality. He is also Co-editor of *LiberAnima*, and a certified Animal Cruelty Investigator by the University of Missouri. Under his leadership, Animal Equality has become known worldwide for its groundbreaking undercover investigations. Jose has filmed in over 20 slaughterhouses and 100 farms in countries including Mexico, Spain, China, Vietnam, India, Finland, and Norway. He is also the director of the award-winning virtual reality film series iAnimal and his work has been featured in The New York Times, CNN, BBC, The Times, and The Guardian.

### **William Rivas-Rivas**

#### **International Director of Philanthropy**

William has been working in the non-profit sector for the last 20 years. He is a fundraising professional who has helped raise philanthropic support for a diverse array of progressive causes and also serves as a fundraising advisor to a number of nonprofits including Peace Advocacy Network and Heartland Farm Sanctuary. Prior to his non-profit work, William served as an officer in the U.S. Navy. He was born and raised in Texas, but has lived on both coasts as well as overseas twice. He now lives in Austin, and his favorite pastimes include reading, running, cooking, and spoiling his two cats.

### **Ollie Davidson**

#### **Major Gift Officer**

Ollie has over 20 years of experience working for animal welfare nonprofits in fundraising, volunteer management, program development, organizational operations, communications, and digital marketing. Ollie has also spoken at animal welfare conferences on topics like building volunteer programs and crowdfunding. In 2016, Ollie was nominated for three Blog Paws awards, winning two for best video and best use of social media. Ollie loves gardening, yoga, vegan cooking, and touring with his indie folk duo, Almond&Olive, who recently appeared on NBC's The Voice.

**Michael Trabert M.Ed.****Manager of Philanthropy**

With over a decade of nonprofit experience, Michael currently works as part of the Animal Equality philanthropy team managing a portfolio of major donors as well as leading on operations and special projects. Before joining the team, Mike spent much of his career working in education reform teaching, coordinating volunteers, and fundraising. A Massachusetts native, (go Sox!) as well as being a UMass and Lesley University graduate, he has lived in several states across the country. He currently resides in Portland, Oregon where he lives with his two favorite animals, his human wife Julia, and cat, Sox. He enjoys vegan cooking, watching sports, and camping.

**Emily Kolakowski****Individual & Foundation Giving Officer**

Emily holds a B.A. in Interdisciplinary Studies from Appalachian State University where she self-designed a degree in Animal Studies, supporting the creation of the University's Animal Studies minor. Emily has dedicated her career to creating impactful change for all animals and is passionate about solutions that empower people and the planet. Emily serves as a steering committee member for Gender Equity in Animal Rights (GEAR). She lives in Los Angeles, California with her partner Joey and her rescue dog, Tucker.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

Animal Equality seeks a Senior Officer of Leadership Giving with

- a commitment to end cruelty to farmed animals;
- an understanding of factory farming and how the system exploits and causes extreme suffering for animals;
- experience identifying, cultivating, soliciting, and stewarding donors with the capacity to have significant organizational impact;
- an ability to maintain donor files and securely handle confidential donor information;
- an ability to think strategically, problem solve, manage multiple tasks concurrently, and develop new ways to improve organizational effectiveness in a fast-paced environment;
- an ability to communicate effectively in a manner that will attract new supporters to invest in Animal Equality's mission;
- an ability to work collaboratively with others in a team-oriented work environment and manage conflict with excellent interpersonal skills;
- a high degree of ethics and an ability to align behavior with the values of the organization;
- excellent organizational skills and attention to detail;
- a high degree of computer literacy and experience with a fundraising CRM, preferably Salesforce;
- a desire to grow, learn, and improve the organization and oneself.

A least six years of major gifts fundraising experience at a non-profit advocacy organization is required for this position as is an adherence to a vegan lifestyle.

**SALARY AND BENEFITS**

Animal Equality offers a [competitive salary and benefits package](#) including health insurance, dental, vision, 401(k), generous paid time off, paid sick time, and holidays.

## LOCATION

The Senior Officer of Leadership Giving may work remotely from anywhere within the continental United States. This position requires the ability to travel frequently.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Animal Equality as well as the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*Animal Equality is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.*

To apply for this position, visit:

[Senior Officer of Leadership Giving, Animal Equality.](#)

To nominate a candidate, please contact Anne Johnson:

[annejohnson@aspenleadershipgroup.com.](mailto:annejohnson@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*