



Job Description and Person Specification

Job Title:	Major Gift & Partnership Lead
Date call released:	April 1 2026
Deadline for applications:	May 4 2026
Location:	The consultancy will be conducted primarily on a remote basis. The Consultant must be based in New York or surrounding areas in order to support in person meetings and fundraising events as required.
Start Date:	ASAP

About Reprieve US

Reprieve US is a registered 501(c)(3) assisting victims of extreme human rights abuses carried out by governments. We are made up of lawyers, investigators, and advocates helping people facing detention without trial, execution, and extrajudicial execution. We are a small team, but we are fearless in our fight for justice.

Reprieve US has worked against the death penalty since our founding. For more than a decade, we have built a particular specialization in issues related to lethal injection, the most common execution method in the US. Lethal injection has been touted as more humane than other methods. This couldn't be further from the truth. Lethal injection executions often result in prolonged and torturous executions, commonly known as "botched" executions. Through our work, we aim to dispel the myth of the humane execution, working with allies across healthcare, business, and other sectors to end the misuse of medicines and medical technology in executions.

Reprieve US was one of the first organisations allowed inside Guantánamo, and over the last two decades worked to secure release for more than 80 men illegally detained without charge or trial. Reprieve US has also investigated and sought accountability for extrajudicial executions carried out by the US in lethal strikes, and advocates for the release and repatriation of foreign nationals detained in camps and prisons in North-East Syria. Through our work, we aim to challenge and change flawed "counterterrorism" or "national security" narratives and legal and policy frameworks that give rise to extreme human rights violations and undermine the rule of law.

We work closely with our sibling organization, Reprieve, a UK charity founded in 1999. Reprieve US uses strategic interventions to end the use of the death penalty globally and to end extreme human rights violations carried out in the name of "counterterrorism" or "national security".

About the Role

Reprieve US is seeking an experienced, relationship-driven and networked development professional to join our ambitious fundraising team and power Reprieve's fight for justice and human rights.



This person will play a central role in building and driving a robust fundraising program to support the organization's long-term sustainability and effectiveness. The consultant will manage and grow a portfolio across major gifts from individuals, corporations, and foundations, by cultivating, soliciting, and stewarding relationships that result in significant five and six figure commitments and multi-year support.

Working closely with colleagues across Reprieve US and Reprieve UK, the consultant will be part of a collaborative international development team that shares strategy, insight, and expertise. Within this environment, the person will take the lead on donor engagement in the US, driving and managing relationships and advancing opportunities while working in close partnership with senior colleagues and the Reprieve US Board.

About You

The successful candidate will bring a strong mix of strategy and execution. You will be able to shape fundraising plans and also do the day-to-day work of moving relationships forward and securing income.

This is a role for a highly effective relationship builder who is comfortable engaging senior leaders, Board members, and high-net-worth individuals, and who can translate mission-driven work into clear, compelling funding opportunities.

You will be proactive in identifying and developing new prospects, and effective at partnering with senior colleagues to secure and facilitate introductions, prepare for donor conversations, and advance relationships thoughtfully. You will enjoy building these connections and expanding circles of support and be confident guiding cultivation and solicitation from early engagement through to significant, multi-year commitments.

You will be a compelling writer, with experience drafting grant proposals, reports, and renewals, and producing high-quality donor communications. You will be comfortable working with organizational budgets and support funder budget development, forecast needs, and compliance and reporting requirements. Organization and follow-through are essential, alongside the ability to manage multiple priorities in a collaborative, consultative culture.

A clear commitment to Reprieve's mission and to advancing justice and human rights is required.

Scope of service

The Consultant will provide ongoing fundraising services in coordination with the Director of Fundraising, based on agreed priorities and work plan.

Strategy

- Work with senior management, the Head of Development and the wider fundraising team to develop and implement a fundraising strategy to drive growth.



- Partner with senior leadership and the Board to expand the organization's funding base and deepen engagement with supporters.
- Build systems, strategies, and pipelines that strengthen Reprieve US's long-term fundraising capacity.
- Contribute to organizational planning and ensure fundraising priorities align with programmatic impact and growth.

Board Partnership & Network Development

- Build and steward a strong external network of donors, advisors, connectors, and allies aligned with Reprieve's mission.
- Manage and coordinate relationships with major donors and prospects, working in close partnership with the CEO, Deputy Director of Reprieve US, and other senior colleagues to support cultivation, stewardship, and solicitation efforts.
- Develop and manage a Board engagement plan to accelerate a major gift pipeline through introductions, meetings, and cultivation opportunities.
- Prepare Board members and senior leaders for donor interactions through tailored briefings, talking points, and strategic guidance.

Major Gifts

- Manage a portfolio of major donors and prospects, developing clear engagement strategies to increase giving and secure multi-year commitments.
- Lead the full major gifts cycle – from research and cultivation through to solicitation and stewardship – resulting in five- and six-figure support.
- Maintain a strong, current pipeline through prospect research, tracking next steps and moving opportunities forward in coordination with senior colleagues.
- Partner with the Board and senior leadership to identify and engage new prospects, leverage networks, and facilitate strategic introductions.
- Build our corporate partnership strategy, including outreach, donor engagement and gift solicitation.
- Prepare high-quality donor materials at strategic moments that support successful asks, including proposals, briefings, communications, and targeted cultivation opportunities.
- Organize and deliver high-quality events for major donors, creating opportunities to deepen relationships, demonstrate impact, and inspire significant philanthropic support.
- Stay informed on emerging fundraising trends, philanthropic behaviors, and sector best practices to help shape effective major donor strategies.

Grant Fundraising

- Write compelling grant proposals, reports, and renewal applications for trusts and foundations.
- Manage the organization's grants calendar and ensure all deadlines are met.
- Research and identify new funding opportunities aligned with Reprieve's mission and priorities.
- Collaborate with finance and casework colleagues to develop grant budgets, forecast funding needs, and ensure compliance with funder requirements.

Individual Giving & Campaigns

- Support annual fundraising campaigns, including Giving Tuesday and year-end appeals.
- Coordinate donor acknowledgments and stewardship communications.



- Contribute to strategies that strengthen and grow the organization’s base of individual supporters.

Development Operations

- Maintain accurate donor and grant data in DonorPerfect.
- Track fundraising progress and support the development of revenue projections and reforecasts.
- Work closely with the RUK fundraising team, casework, and finance teams to ensure alignment across fundraising and organizational priorities.

Duration and time commitment

- Expected duration: 12 months with possibility to extend subject to mutual agreement and availability of funding
- Approximately three days per week, but may be adjusted by mutual agreement

Fees and payment

The Consultant will invoice monthly and payments will be made subject to a receipt of a valid invoice and confirmation of delivery of agreed services. A 1099-NEC will be issued to the Consultant at the end of the calendar year.

Fees are all inclusive and cover professional fees, IT equipment, overhead and any costs associated with delivery of the services, unless otherwise agreed in writing.

Person Specification

CRITERIA	Essential	Desirable
Current right to live and work in the US	✓	
At least 5+ years of fundraising experience, with a strong focus on major gifts and foundation fundraising	✓	
Experience working effectively with board members, key stakeholders and organizational leadership to design and deliver fundraising strategies	✓	
Demonstrated success securing five- and six-figure gifts from individual donors, foundations, and/or institutional funders	✓	
Exceptional relationship-building skills grounded in authenticity and active listening, with a track record of earning trust and sustaining long-term donor relationships.	✓	
Expert written and oral communication skills with the ability to communicate Reprieve’s mission and impact to a broad audience	✓	
Demonstrated ability to craft compelling proposals, reports, and other fundraising materials	✓	



Self-motivated with the ability to work both independently and as a collaborative team player	✓	
Experience managing donor pipelines and maintaining fundraising data systems	✓	
Experience building or managing corporate partnerships	✓	
Possess a positive attitude and show good judgment, common sense, and excellent listening skills; committed to transparency, accountability, and direct communication.	✓	
Outstanding attention to detail in donor communications.	✓	
Excellent organizational skills with the ability to see multiple projects through to completion simultaneously, while meeting tight deadlines.	✓	
Commitment to advancing Reprieve's mission	✓	
Event organization, management, and/or producing experience.		✓
Ability to attend in-person meetings in New York, with an openness to travel to support donor engagement as needed.		✓

Submission & financial offer

- Interested consultants are requested to submit the following in **one document**:
- A financial proposal indicating:
 - the proposed fee structure (e.g. monthly retainer or daily rate), and
 - the estimated total cost for the twelve-month consultancy period, based on the consultant's proposed level of time commitment; and
- A current Curriculum Vitae (CV) outlining relevant professional experience and qualifications.

[Please upload your application via the form on our website](#) by **23:59 EDT on May 4**.
For any queries please contact applications@reprieve.org.uk.