

## Head of Fundraising and Partnerships

**Location:** Brussels, Belgium (FEBA Office)

**Contract Type:** Full-time (40h/week), CDI under Belgian Labour Law

**Reports to:** Chief Executive Officer

**Direct Reports:** Fundraising Manager and Grants Officer

**Salary Range:** €6,000–€7,000 gross/month (depending on experience)

**Start Date:** As soon as possible

## About FEBA

The **European Food Banks Federation (FEBA)** unites 350+ Food Banks across 30 countries to fight food waste and reduce food insecurity. Every day, FEBA helps recover and redistribute millions of meals to people in need — bridging the gap between surplus and solidarity.

We work with companies, institutions, and civil society to make sustainable food systems a reality. Our Brussels Secretariat leads on strategy, partnerships, and innovation to empower our members and scale their impact.

## The Role

FEBA is **looking for** an experienced and visionary **Head of Fundraising and Partnerships** to drive our next phase of growth and sustainability.

This is a **high-impact leadership role** at the heart of FEBA's mission — combining **strategic fundraising, partnership building, and resource mobilisation** to strengthen our network and programmes across Europe.

Reporting directly to the CEO, you'll shape and implement FEBA's fundraising vision, cultivating relationships with corporate, institutional, and philanthropic partners to secure the resources that make change possible.

If you're a **purpose-driven leader** who thrives on strategy, collaboration, and measurable impact — we'd love to meet you.

## Key Responsibilities

### 1. Strategic Leadership & Planning

- Lead FEBA's annual fundraising strategy, setting clear objectives and driving income growth across diversified funding streams (corporate, EU, foundations, individual giving).

- Work closely with the CEO and senior management to align resource mobilisation with FEBA's long-term strategic goals.
- Identify and pursue new funding opportunities across Europe and internationally to ensure a sustainable and balanced portfolio.
- Develop and monitor cost-effective budgets aligned with FEBA's action plans and programme priorities.

## **2. Fundraising & Donor Relations**

- Lead and inspire the fundraising team to achieve and exceed targets through excellence in donor engagement and stewardship.
- Oversee the management of EU and foundation grants, ensuring compliance, delivery, and high-quality reporting.
- Strengthen donor retention and engagement, building long-term relationships grounded in trust, transparency, and shared impact.
- Maintain robust tracking systems in Salesforce and Amp Impact to monitor income, impact, and donor relationships.

## **3. Partnerships & Network Development**

- Forge and nurture strategic partnerships with companies, foundations, and institutions aligned with FEBA's mission.
- Promote collaboration and co-funded initiatives between FEBA members and external partners.
- Represent FEBA in high-level meetings, events, and European fora — positioning the organisation as a key actor in the food waste and social impact ecosystem.
- Foster internal synergy and coordination among national Food Banks to amplify collective impact.

## **4. Team Leadership & Capacity Building**

- Set clear objectives and KPIs for the fundraising team, providing regular feedback, coaching, and support.
- Promote a culture of collaboration, accountability, and professional growth.
- Conduct annual reviews and ensure ongoing learning and development for staff members.

## **Profile**

### **Experience & Knowledge**

- Minimum 10 years of relevant experience, including at least 5 years in a leadership role in fundraising, partnerships, or resource mobilisation.
- Proven track record in securing and managing multi-source funding (corporate, EU, foundation).
- Strong understanding of the European non-profit and philanthropic landscape.
- Excellent relationship builder and communicator with the gravitas to engage senior-level stakeholders.
- Experience managing small, high-performing teams and fostering cross-border collaboration.

### Skills & Competencies

- Strategic thinker and proactive doer, able to translate ideas into action and results.
- Excellent communication, negotiation, and storytelling skills.
- Strong leadership and interpersonal skills, with emotional intelligence and adaptability.
- Tech-savvy and familiar with CRM systems (Salesforce experience a plus).
- Fluent in English (French or other EU languages an asset).
- Willingness to travel occasionally within Europe.
- A strong ability to work together with the Communications team to ensure fundraising goals and communication plans are strategically aligned from day one.

### Our Culture

At **FEBA**, we believe in **purpose-driven excellence** and strategic collaboration.

Our team is **dynamic, mission-oriented**, and committed to **tangible impact**. We work best with people who are:

- **Visionary leaders** who turn ideas into partnerships and see challenges as opportunities for growth.
- **Hands-on and pragmatic**, ready to roll up their sleeves in a small but high-performing international team.
- **Independent professionals** who thrive in **collaborative, cross-cultural environments**.

- **Entrepreneurial and proactive**, not afraid to question the status quo to build systems that scale impact.
- Aligned with FEBA's values of **solidarity, accountability, and innovation**.

If you're looking for a large hierarchical organisation — this isn't it.

If you want to **lead Europe's fundraising and partnership strategy** for food solidarity, FEBA is the right place for you.

## Why Join FEBA

At FEBA, you'll join a mission-driven European team making a tangible impact on food solidarity every day.

We offer:

- A competitive package (€6,000–€7,000 gross/month) with a comprehensive benefits package (pension, hospitalisation coverage, meal vouchers, year-end bonus).
- **Drive resource mobilisation** at the intersection of **social impact, sustainability, and food systems transformation**.
- **Lead a passionate Fundraising team** and work directly with the CEO to align funding with strategic goals.
- **Build and nurture relationships** with top-tier corporate, institutional, and philanthropic partners.
- Be a part of a mission that **reduces food waste and fights food insecurity across Europe**.

If you're ready to use your strategic mindset and relationship-building skills to create meaningful change across Europe, this role is for you.

## How to Apply

Send your CV and cover letter to [recruitment@eurofoodbank.org](mailto:recruitment@eurofoodbank.org) with the subject line "Head of Fundraising and Partnerships Application"

Deadline: Friday, 28 November 2025 (17:00 CET).

***Applications will be reviewed on a rolling basis. Only shortlisted candidates will be contacted.***



European Food Banks Federation - FEBA

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