

Foundation Fundraising Lead

Organisation	Greenpeace European Unit
Reports to	Director and Deputy Directors
Contract Type	One-year fixed-term contract (CDD in Belgium), with possibility of extension or conversion to permanent contract (CDI in Belgium) Full-time or 80%
Location	Ideally Brussels or Amsterdam. Other locations in Europe can be discussed, presence in Brussels is required 50% of the work time.
Salary range	Gross monthly salary starting at EUR 4.800 if based in Brussels. Salary and benefits if based elsewhere will depend on the hosting Greenpeace office.
Start date	January 2027

Purpose of the job

Greenpeace European Unit is recruiting a foundation fundraiser to support Greenpeace's work across Europe to protect nature, climate and people.

Greenpeace is proudly independent from government, EU, political party and corporate funding – with the vast majority of our funding coming from individuals who want to support radical change to protect the environment we all depend on. To ensure that we can continue to deliver impactful work in a sustainable way, we are seeking to supplement this with funding from foundations who share our values and mission.

The foundation fundraiser will identify and develop potential funding sources for Greenpeace's cross-cutting work in Europe, networking with independent foundations and major donors with a genuine interest in European or EU-relevant work. The successful candidate will present Greenpeace's European work to potential funders, showcasing opportunities for campaign impact, and will oversee monitoring and reporting on campaign successes to current funders.

This role will sit between the foundation fundraisers in the national and regional organisations in Greenpeace's European network, and the fundraisers in Greenpeace International. This role will ensure that funders interested in pan-European or EU-relevant projects get one coherent, coordinated and compelling approach from Greenpeace, showing how their support can have truly transformational impact across borders and at the EU policy level.

Main Responsibilities

1. Develop Cases for Support & Grant Proposals

Translate campaign strategy into compelling, fundable proposals by working closely with the campaigners, project leads, policy experts and communications experts. Draft cases for support, grant applications and donor-facing materials.

2. Research Prospects and Identify Opportunities

Research and identify foundations, particularly those with a pan-European or EU policy focus, whose values and mission genuinely align with Greenpeace's in Europe, assess the strength of fit and initiate a relationship when relevant.

3. Coordinate with Greenpeace Fundraising network

Build close working relationships with fundraisers across the Greenpeace network, so that existing relationships with funders are complemented rather than duplicated. Maintain a shared overview of foundations active across several countries and coordinate "*the ask*" with fundraising teams across the organisation.

4. Networking, Relationship Management and Stewardship

Develop and maintain relationships with a portfolio of European-level foundations, ensuring donations and grants are used for their designated purpose, reported on accurately and on time, and stewarded in a way that builds a lasting relationship rather than a one-off transaction.

5. Systems, Tracking and Reporting

Track relationships, applications and reporting deadlines in a shared tracking system accessible by project teams. Contribute fundraising income projections to European Collaboration's budgeting processes.

Skills and Qualifications

- +4 years experience in foundation or major donor fundraising, ideally within environmental or philanthropic contexts.
- Ability to translate complex campaign work into proposals and cases for support that funders can respond to.
- Understanding of the European foundation landscape and how funders in this space make decisions.
- Strong networking and relationship management skills, with the judgement to build trust without overpromising on behalf of a project.
- Comfortable coordinating across multiple internal stakeholders across the Greenpeace network.



- Strong project management and analytical skills, including the ability to track multiple deadlines and relationships at once, and to report on income projections and grant status.
- Excellent written and spoken English; additional European languages are an asset.
- Happy to travel as the job requires – there may be moments that require a lot.

Desirable:

Existing knowledge of foundations active in EU policy or environmental funding.
Familiarity with Greenpeace's fundraising structure.

What we offer

Work with a dynamic and successful international campaigning organisation committed to transformational change.

Experience a stimulating political campaigning environment, expand your skills and knowledge, and develop the fundraising strategy for Greenpeace's EU and pan-European work.

Join a friendly and supportive team, and work with a network of colleagues and offices across the world.

Actively contribute to the protection of nature and to political change in Europe.

Flexible working: we currently allow part-time teleworking.

While the salary and benefits package will depend on the national Greenpeace organisation hosting the successful candidate, if based in Brussels the starting monthly gross salary is **EUR 4.800** and the benefits package includes complementary pension scheme and health insurance, meal vouchers, eco cheques, transport allowance, home-working allowance; additional holidays on top of statutory ones, among others.

Our Values

Greenpeace is committed to equal opportunities and diversity. We encourage applications from anyone who believes they fit the essential requirements for the job, irrespective of: race/ethnicity; religion/belief; disability; sex, gender identity or sexual orientation; pregnancy, marital or parental status; and age.

Greenpeace is an independent global campaigning network that acts to change attitudes and behaviour, to protect and conserve the environment and to promote peace. We do not accept donations from governments, the EU, businesses or political parties.

EU Transparency Register: 9832909575-41



How to Apply

Please send your **CV** and answer to **four competency questions** in one PDF labelled as [lastname_firstname_EUfundraiser] to martina.iannuzzi@greenpeace.org.

Please apply by **23:59 CET Sunday November 15th 2026**. Interviews will take place in the following month.

Please limit your response to a maximum of 350 words for each question.

Question 1: Please share your overall motivation to join Greenpeace's European work, reflecting on what draws you to fundraising, what experiences and perspectives you could contribute to our team, and the main challenges and opportunities you see for this function.

Question 2: Describe your experience in foundation or major donor fundraising. What types of funders have you worked with, and what has been your most significant funding success? What made it possible?

Question 3: How do you approach understanding a European foundation's decision-making process before making an approach? Give an example where that understanding shaped your strategy and improved the outcome.

Question 4: Tell us about a funder relationship you managed where you had to balance building genuine trust with being honest about what the project could and could not deliver. How did you navigate that tension?