



Call for applications – Fundraising consultant

TRIAL International is a non-governmental organization fighting impunity for international crimes and supporting victims in their quest for justice. TRIAL International takes an innovative approach to the law, paving the way to justice for survivors of unspeakable sufferings. The organization provides legal assistance, litigates cases, develops local capacity and pushes the human rights agenda forward.

TRIAL International launched its International Investigations and Litigation (IIL) program in 2011, in order to bring to justice those responsible of international crimes (genocide, crimes against humanity, war crimes, torture, sexual violence and enforced disappearance) present in Switzerland or in other countries where the principle of universal jurisdiction is applicable. The IIL program also fights impunity for international crimes committed by companies and other economic actors, generally connected to conflict-related contexts.

Comparing to TRIAL International's country programs which comprise important components of capacity building of local legal practitioners, the IIL program's work focuses on investigations and litigation of universal jurisdiction or extra-territorial cases and therefore faces specific fundraising challenges.

The IIL program's fundraising challenges

TRIAL International's income has quintupled since 2011, thanks to the diversification of its funding sources. The organization's main funding sources come from institutional donors (governments, foundations, international organizations and NGOs) and only a small percentage of its funds are from individual donations (donations or membership fees).

The IIL program (around CHF 500k annual budget) relies on the generous support of few donors, both private foundations and local governments. While two donors provide unrestricted financial support to the program, the vast majority of its past and potential donors focus on specific contexts or cases. Since a long-term collaboration with one of its most loyal partners came to an end in 2019 due to a 10-year time limit of the donor's funding policy, the IIL program currently needs to diversify its funding sources and to develop multi-year collaborations with new donors.

Among the main challenges, experienced in the past and expected in future program developments, when raising funds for the IIL program are:

- the political sensitivity of some of the program's universal jurisdiction and extra-territorial cases which makes TRIAL International reluctant to accept government funding in order to preserve its independence and equally makes some government reluctant to fund its work due to the risk of impacting inter-state diplomatic or economic relations. Therefore the program needs to rely more heavily on private donors and foundations, and local government bodies (such Swiss cantons);
- the fact that many governments prefer to fund North-South cooperation rather than projects that prompt European and other Western countries to exercise universal jurisdiction;

- the difficulty to anticipate and plan ahead in details the program activities, tightly tied to unknown variables, and to make them fit into a traditional result-based framework;
- the difficulty to communicate to donors, and even more so publicly, the progress and results of the program's work covered by the need to maintain investigations confidential and by the secrecy of the legal proceedings;
- the need to secure funds that allow the program to continue support victims in legal proceedings, even when these last for several years;
- the need to ensure a high diversity of funding sources in order to avoid the risk for a specific donor's image should it have – or be perceived as having – financed a particular case, in the event that case should be thrown out or end in an acquittal.

In a context where unrestricted funding becomes more and more difficult to secure, the IIL program needs to find alternative financial sources that allow it to remain flexible, reactive and to respond effectively to unexpected operational needs or developments.

Expected results and deliverables:

The overall objective of the consultant's mission is to identify new prospects and support the development of new funding strategies allowing the program to diversify its income streams and establish a sustainable funding approach.

Following main outputs are expected :

- New institutional fundraising prospects for the program are identified and assessed (both private and public funders). For the new potential donors retained, a strategy on how best to approach each of them is developed;
- Alternatives to expand the program's capacity and/or generate income and diversify the income streams of the program are identified and assessed including: partnerships with law firms, paid consultancy, delivery of legal trainings, or legal representation;
- New strategies to raise unrestricted funds, including through online fundraising, individual donations from members, individual donors and high-net-worth individuals are developed.

Required qualifications

- Extended experience with institutional (governments and foundations) as well as with individual donors (major donors, members, etc.);
- Solid knowledge of donors committed to support international justice, rule of law activities and strategic litigation activities;
- Previous experience with fundraising for an NGO active in the field of human rights;
- Strong knowledge of innovative fundraising strategies to diversify income streams;
- Solution-oriented and able to adapt to small NGOs' realities and constraints;



- French or English mother tongue or proficiency, excellent command of the second working language;
- Knowledge of the Swiss donor landscape desired.

Applicants must hold Swiss or EU/EFTA citizenship, or be in possession of a valid work permit for Switzerland. They must be registered as an **independent consultant** in their country of residence.

Conditions and application

- Start date: 15 July 2021 or upon agreement
- Estimated workload: approximately 25 working days over a 3-4 months period
- Location: Geneva and remote

The application file must include the following documents: letter of expression of interest, a statement how you meet the specifications outlined above, a workplan proposition including how you plan to achieve goals and deliverables and what expected challenges you identify, a financial offer, proof of independent status, CV and at least two references of similar assignments.

Only complete applications will be considered.

If you wish to apply, please send us your application file to secretariat@trialinternational.org by **27 June 2021** midnight (CET), with the subject line "Application: Fundraising consultant".

We are looking forward to receiving your application.