



Job Postings and Professional Services

Who Is It For?

Job Postings are emailed twice a month to AFP-GPC members and are listed on the Greater Philadelphia Chapter of the Association of Fundraising Professionals website for one month. Job Postings are offered as a resource to AFP-GPC members, other fundraising professionals, individuals interested in entering the field, and organizations employing the services of professionals in:

- Fundraising
- Development
- Deferred and Planned Giving
- Capital Campaigning
- Corporate and Foundation Relations
- Alumni Relations
- Annual Giving
- Special Events
- Membership
- Prospect Research
- Development Communications
- Grant Writing
- Related Administrative and Management Areas

Job Posting Cost

1. 75-words (or less) posting - \$70
2. 76–200 words posting - \$95
3. 201-300 words posting - \$135

How to Submit a Job Posting

1. Go to <https://afpgpc.org/classifieds.php?type=job> to submit your Job Posting.
2. Select a Job Posting option, based on word count, to get started.
3. Select “**Job Listing**” for the ‘listing type’.
4. Upload your description and pay for the Posting.
5. Job Postings need to be approved and can take up to 48 hours to be published on the website.

Salary Range Requirement

To align with AFP Global, AFP-GPC requires salary ranges to be listed on all Job Postings. This policy was put into effect on June 15, 2021. The reasons for this change are outlined below:

- *Not including the salary range in a job posting reinforces the salary gaps we see in the fundraising profession and in all of society based on gender, race and other factors. Studies show that women and people of color often have huge disadvantages during salary negotiations. Requiring salary ranges promotes equity in the fundraising profession.*
- *This change is all about encouraging transparency. We demand transparency in the relationship between our donors and our organizations. We should expect no less from our organizations when hiring a fundraiser (or any other position).*
- *Salary ranges set expectations from the beginning and ensure there is no surprise about salaries and that neither party is wasting their time on a candidate or a position that doesn't meet their*

salary needs. In addition, there is research which shows that jobs with salary ranges get 30% more attention.

- *The salary compensation of any position should be based on the work and value of the position to the organization and its roles and responsibilities. Of course, not everyone will be paid the same for the same job because of differing levels of skills and experience. But those salaries should be similar and set in a range because the work is similar.*

Professional Services

Individuals or organizations with a product or service to sell to fundraisers or organizations raising funds may advertise under this heading. Freelancers and consultants should advertise here. All postings will be placed on the AFP-GPC website for one month. Members and subscribers will receive an email informing them of the new Job Postings and Professional Services providing them with a direct link to the site.

Cost:

\$500 annually and \$350 for half-year for AFP-GPC MEMBERS.

\$750 annually and \$500 for half-year for non-members.

Please email all professional services ad's to chapter@afpgpc.org in a word document