

## **Furthering your Fundraising Career in New Zealand**

### **A Relocation Guide**

Execucare is one of the world's leading fundraising recruitment agencies with offices in London, America and Wellington, New Zealand.

The shortage of experienced fundraisers in Australasia means that there are real opportunities for individuals to further their fundraising careers by moving to New Zealand to either enjoy a temporary overseas experience or emigrate permanently.

This document has been developed to assist you with your decision to move to New Zealand and covers the following information:

- Summary of the market in New Zealand
- Types of Working visas
- Useful links
- Personal Considerations
- Next Steps

### **Summary of the Market in New Zealand**

There are a number of points we would like to make about the characteristics of the Community and Voluntary Sector in New Zealand that you need to be aware of - particularly around the sophistication of fundraising activities, size of charities, fundraising teams, types of roles and salaries.

The entire sector is at an earlier stage compared to other developed countries (about 20 to 25 years behind) and therefore less sophisticated in many ways. There are approximately 27,000 charities registered with the Charities Commission in New Zealand. A large number of those are very small, run by volunteers or with only one or two part time staff.

There are around 300 major charities including many of the well-known brands commonly known overseas like OXFAM, Barnardos, Red Cross and ChildFund. These organisations have larger professional fundraising teams who operate at a high level, meeting international standards of best practice and ethics. There are around 1,000 professional fundraisers

registered as members with the Fundraising Institute of New Zealand (equivalent to IoF, AFP) and Educate Plus (equivalent to CASE).

What the other fundraisers and charities are doing, we often refer to around here as the "wild west" of fundraising. It is therefore very important that you liaise closely with Execucare over job opportunities as we have a very good overview of what and who to avoid!

Another characteristic relates to fundraising team size. According to the Execucare biennial salary survey, 69% of fundraising teams have 5 or less staff. Because of this our fundraisers tend to be 'generalists' carrying out a range of activities across the fundraising mix. You have to be able to do a bit of everything! Specialist roles (eg. corporate fundraiser, major gifts, bequests or direct mail) are only available in the larger teams - although we are seeing increased demand for these roles and it can be a critical factor for securing visa sponsorship.

All this means that securing the right role in New Zealand can be a waiting game - especially for the right organisation on the right salary. There is an up side though. The fundraisers who do come here can often secure Head of Fundraising roles more quickly than in the UK because there is less competition for these roles and candidates with overseas experience in sophisticated fundraising operations in the UK will see them shine against local competition.

The final point to consider relates to salaries. Our salary survey shows that fundraising salaries are going up all the time and for the most part are on a par with UK salaries for most roles. However senior roles base salaries cap at around NZ\$120,000 (roughly 60,000 pounds) and higher paid roles are very few and far between.

We have a separate similar document for fundraisers wishing to move to Australia but where ever you choose it is a great opportunity. Both countries are close to Asia and the Pacific with vacancies coming up in the main centers all the time. However, if you are happy with a smaller city, or in the South Island, then the possibilities to secure a role are even greater.

The following section covers the options for working visas - whatever your age or situation.

## Working visas

### **If you are under 31, you qualify for a Working Holiday Visa with the following conditions:**

- There is an annual allocation of working holiday visas so make sure you secure one before you book your flights. See the Immigration New Zealand website at [www.immigration.govt.nz](http://www.immigration.govt.nz) for more details.
- You can stay up to two years, but normally only one year in a particular organisation
- You can enter New Zealand and start work immediately
- If you want to stay longer you can start work on a sponsorship application with the support of the charity you are working with
- Available to citizens of countries with whom Immigration NZ has a reciprocal arrangement including Argentina, Belgium, Brazil, Canada, Chile, China, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hong Kong Special Administrative Region, Hungary, Ireland, Israel, Italy, Japan, Latvia, Malaysia, Malta, Mexico, Netherlands, Norway, Peru, Philippines, Poland, Singapore, Slovakia, Slovenia, Spain, Sweden, Taiwan, Thailand, Turkey, United Kingdom, United States of America, and Uruguay \* Conditions vary between countries.
- Citizens of the UK can work in New Zealand for 23 months on a working holiday visa; citizens of other countries can work up to 12 months.
- Citizens of Canada can similarly work in New Zealand for up to 23 months as long as their role is not permanent. They can get a visa and find work when they arrive in New Zealand. For Canadians, the age range is 18-35 years of age.
- No working holiday visa is required for Australian citizens. All Australian citizens, regardless of their age or education (but subject to being of good character), are granted a residence class visa at the border upon entering New Zealand by virtue of the Trans-Tasman Travel Arrangement.
- Most travelers can enroll in one training or study course of up to three months duration during their visit. Australian citizens can study in New Zealand indefinitely.

### **If you are 20-35, you can apply for a Silver Fern visa:**

The Silver Fern Job Search visa allows people to enter New Zealand for nine months to search for skilled employment. There is a limit of 300 places per year opening in November each year. The 2015/16 quota is now full. Further places will become available in November 2016.

To be eligible you must meet the requirements, which include:

- being aged between 20 and 35
- meeting all of the qualifications requirements
- meeting English language requirements
- having enough funds to support yourself during your stay.

Holders of Silver Fern Job Search visas who successfully find skilled employment in New Zealand may apply for a Silver Fern Practical Experience visa. This allows them to work in that job for up to two years.

More: <http://www.immigration.govt.nz/migrant/stream/work/silverfern/jobsearch.htm>

### **If you are over 31, you have a couple of options:**

#### ***Partnership visas***

If your established partner has a working visa (either because they have residency or been sponsored themselves), you can apply for a Partnership visa under Immigration NZ's family stream.

More: <http://www.immigration.govt.nz/migrant/stream/live/partner/>

#### ***Skilled Migrant***

This is for people who have the skills, qualifications and experience New Zealand needs. Shortage Lists (short, immediate and long-term) are for skills that we are lacking, unfortunately there is only one category on the shortage list that relates to fundraising; Database Administrator (262111) but the qualifications are quite specific e.g. BA in computer or information science.

The industry is working to get Fundraiser listed as a recognised skilled occupation and onto one of the shortage lists,

List of Skilled Occupations (non shortage lists) related to fundraising:

- Arts Administrator or Manager 139911
- Chief Executive or Managing Director 111111
- Chief Information Officer 135111
- Community Arts Worker 272611
- Marketing Specialist 225113
- Public Relations Manager 131114
- Public Relations Professional 225311
- Sales and Marketing Manager 131112
- Conference and Event Organiser 149311

- Program or Project Administrator 511112
- Web Administrator 313113
- Call or Contact Centre Team Leader 541111

More: <http://skillshortages.immigration.govt.nz>

### **Work to Residence**

Working temporarily in New Zealand can be used as a step towards gaining residence and settling here permanently. If your talents are needed by New Zealand charities, you can apply to work in New Zealand under our Work to Residence category.

More: <http://www.immigration.govt.nz/migrant/stream/work/worktoresidence/default.htm>

Generally this is gained by getting a job offer from a NZ charity who will sponsor your application. This is the most common way that Execucare assists candidates to get to NZ. Either on a longer term basis or on a temporary basis via an Essential Skills visa.

If you then want to stay in New Zealand long term it is usually easier to apply for this while you are here.

The most important rule of thumb to remember is that you must be:

- under 55 years of age
- have been offered a salary over \$50,000 per year
- for a job working 30 plus hours per week

Note that getting the paperwork done in advance reduces the 'stamp' time from 3 months to 3 weeks. Having less waiting time is much more appealing to NZ employers.

The health check, including chest x-ray and police checks take the most time and are needed before the paperwork can be processed. We advise getting onto these early if you are serious about a move.

### **Useful Links**

- Start by going onto our website at <http://www.nz.execucare.com> and registering as a candidate under the candidates tab
- Join the Fundraising Institute of NZ ([www.finz.org.nz](http://www.finz.org.nz)) to familiarise yourself with the issues facing the sector here and to start making local connections
- Compare the cost of living between your current location and New Zealand, the

Numbeo website gives you a direct comparison using their online calculator -

<https://www.numbeo.com/cost-of-living/comparison.jsp>

- Become familiar with the information required by a charity who might sponsor you, find more info at <http://www.immigration.govt.nz/employers/> ...on this page of Immigration NZ's website, click on the PDF called 'Immigration guide for employers' on the right hand box called Resources.
- ENZ gives information specifically about moving to New Zealand and there are stories from people who have immigrated. [www.enz.org.nz](http://www.enz.org.nz)
- This is the official Tourism NZ site <http://www.newzealand.com> which has a few sections that could help, eg. with accommodation if you are visiting to check things out, plus: Facts about New Zealand, Getting Here, Getting Around, Destinations

## Personal considerations

What are your reasons for wanting a move? Make a pros and cons list. Some things to consider:

- Have you thought about how long you'd like to stay? Be transparent about this when applying for jobs as NZ employers will ask this
- Are you very close to your extended family? How will they feel when you announce you are moving to the other side of the world? Although this often appeals to the more adventurous amongst your family and friends!
- If you needed to head home in an emergency, you can be back in 20 + hours
- If you have a partner who also wants to come will they be able to find work?
- Are your children at a crucial time in their schooling?
- What commitments do you currently have that could delay or prevent a shift? E.g. Mortgages, study, etc.?
- Are you able or willing to sell your house? Can it be rented out? Who will manage it for you?
- If you're a tenant, can you get out of your tenancy agreement or sublet the property? How long will it take?
- Moving is not cheap, you need to determine how much it will cost to bring your things to NZ and if you want to bring it all. Some charities offer relocation costs, but not all.
- Since the global financial crisis of 2008, the cost of living has gone up in New Zealand. Having said this, it is not advisable to "do the maths" on the exchange rate as it is not comparable against cost of living. Some things are more expensive, some are cheaper. And you cannot put a price on the amazing lifestyle available here!
- Salaries are generally on a par with the UK in New Zealand but you may have to take a drop if you are serious about emigrating. Or even take a temporary sideways step, but

you can progress much faster in your career once here.

We encourage you to research the places you'd like to live and the charities you'd like to work for. However, talk to us before you accept a role (even if we are not recruiting it!) because we know the sector and the people that work in it very well.

We are committed to supporting you through this not-insignificant decision so that the process and the outcome are worth the effort. As in any country, there are definitely some organisations that are better to work for.

With the influx of experienced and qualified overseas candidates, we can really lift the professionalism of the fundraising sector here which will benefit us all.

Come and join us!

Regards The team at Execucare NZ