

# Salary Survey 2019

## I. Design and Administration

In June 2019, a group of resource development professionals working in Israel launched a survey to help better understand the current norms for salaries for resource development professionals in Israel. The last survey of this kind was undertaken in 2012 (Kimron, Nova Project), so it was time for a more current picture.

The survey effort was initiated and lead by Rachel Canar from NGO Catalyst and executed together with a volunteer committee from the members of the Resource Development Professionals in Israel Facebook Group. The findings in this report are based on responses from nearly 300 resource development professionals from across the Israel. The survey was distributed over a two-week period in June 2019, mainly via social media platforms and a shared email link. In order to attain a more comprehensive perspective, participants were also asked details about such topics as their organizational profile, professional roles and job satisfaction levels.

We hope that this report will be useful for a variety of audiences including:

- **Jobseekers:** determine average salaries for prospective jobs and use the ranges to improve negotiating power
- **NGOs:** establish appropriate salaries and assess their ability to attract and retain jobseekers based on compensation
- **Funders:** benchmark compensation offered by applicants and grantees
- **Researchers:** define trends in nonprofit compensation

## II. Characteristics of Respondents

### Organizational Profiles

The majority of those surveyed work for organizations with comparatively small to medium-sized budgets and number of employees (Figure 1). The average number of resource development professionals employed by respondents' NGOs is eight. Participation in the survey was highest among workers in Jerusalem, Tel Aviv and the greater Central region. The periphery was not strongly represented within the survey with only 10% of respondents' organizations being located in the South and 15% in the North (Figure 2).

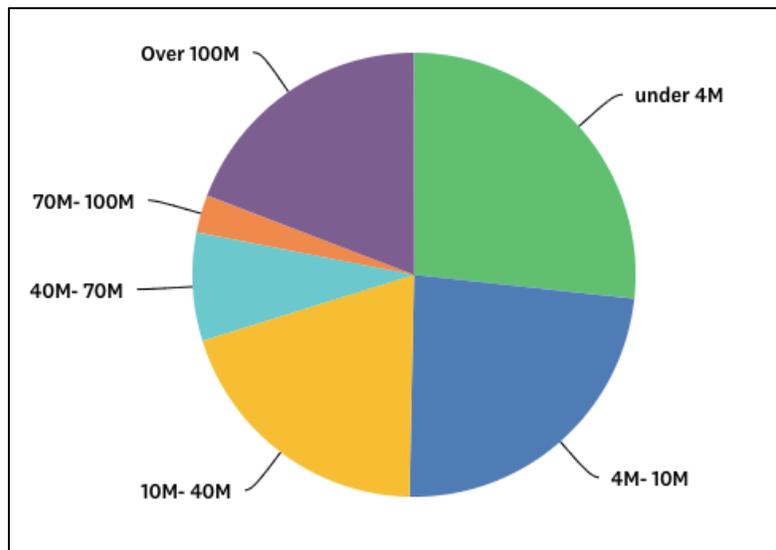


Figure 1: Organization Annual Budget in NIS

The survey included participants from a broad array of sub-sectors, with the largest number of respondents coming from the youth-at-risk and education sectors (24% and 23% respectively). Other sectors represented included: civil/human rights, religion, special needs, social welfare, woman's organizations, health, environment, LGBTQ, animal rights, arts, and Israel advocacy.

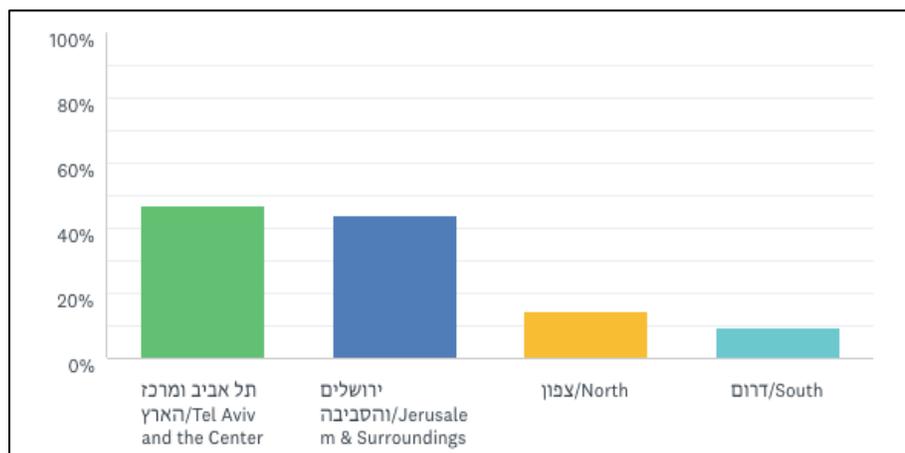


Figure 2: Geographic Region

### Individual Professional Profiles and Experience

Over 80% of those surveyed were female. Most respondents did not have a degree or certification in a relevant area of study (e.g. Non-profit Management or Business Administration). Just 27% reported having a certification in fundraising or grant writing. There was a wide range of years of experience – 30% reported between 10-19 years of experience, 23% reported 5-9% and 25% reported 2-4 years of experience (Figure 3). Almost 99% of respondents reported that English was required for their job while 85% said that their job required that they speak Hebrew.

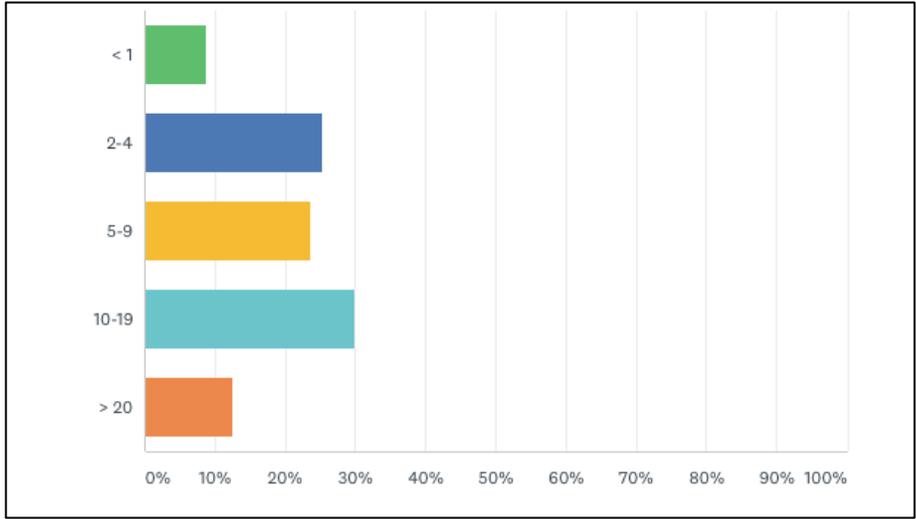


Figure 3: Years of Experience

Roles within the organization

Thirty-Four percent (34%) of respondents managed the Resource Development for their organization on their own while a quarter of the respondents managed a resource development team. Grant writers comprised the third largest group of respondents (21%), followed by mid-level managers (19%) and other (18%) (Figure 4).

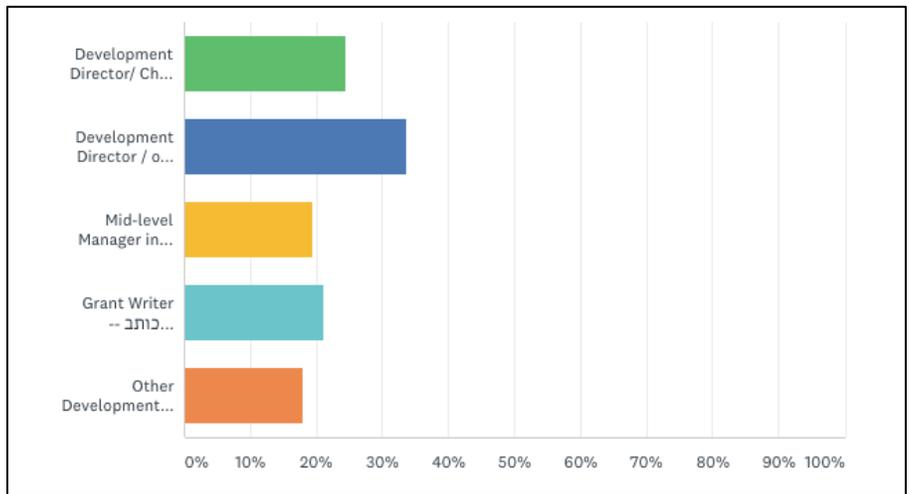


Figure 4: Role within the Organization

## Job Satisfaction

Employee satisfaction levels are overall fairly high. Thirty percent (30%) of respondents described themselves as “very satisfied” with their job and 52% said they were “somewhat satisfied”. In contrast, only 13% reported “dissatisfied” and 5% “very dissatisfied” (Figure 5).

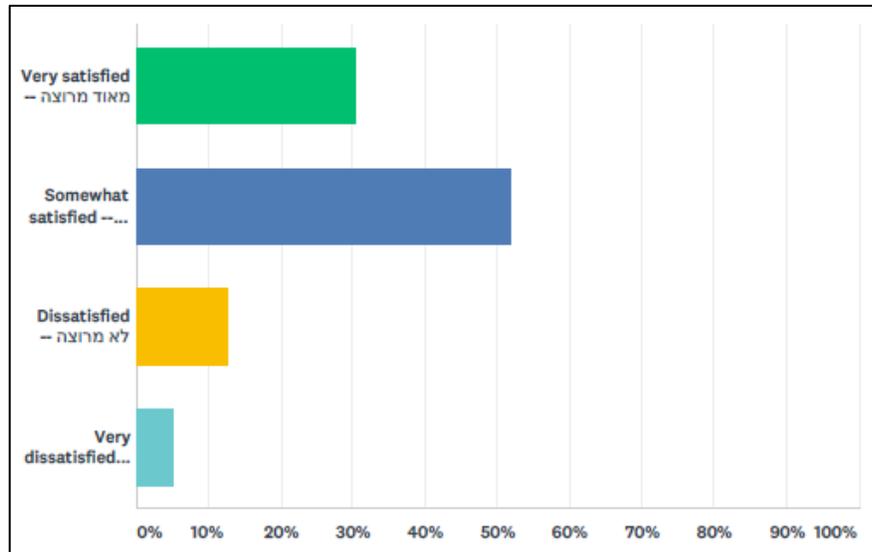


Figure 5: Level of Satisfaction at Work

The degree to which respondents felt that they are part of the management of the organization is also encouraging as over half feel that they are included “a great deal” or “a moderate amount”. Another positive finding was the percentage of participants who reported feeling appreciated by the management of the organization. Eighty percent (80%) felt that they were appreciated a “great amount” or “a moderate amount”. In addition, about 80% half of the respondents felt that their bosses understood the importance of resource development for sustaining and growing their organization - 56% a great deal and 26% a moderate amount.

## Commission Work

Only 2% of respondents reported having earnings that include commissions based on a percentage of funds raised. Eighteen percent (18%) shared that they have been asked by current or perspective employers to raise funds on a commission basis.

## **III. Resource Development Salaries in Israel**

A power query was executed in order to understand the median salary and ranges by type of job, years of experience and percent time. Part time responses were grouped together as one category and is defined as 75% or less. As expected, more experience translated into higher salaries, though there was definitely a wide range of salaries reported. The average salary reported was 11,485 NIS.

Salary ranges by role

To make the data more useful, the following tables show the ranges of salaries reported by survey participants according to their years of experience and whether they work part time or full time.

A. Development Director, Supervising a Team

	Full Time		
Years of Experience	Median Salary	Salary Range	# of Responses
<4	12,500	7,000-22,000	11
5-9	14,000	7,500-25,000	13
10-19	16,000	9,500-30,000	21
>20	18,000	5,500-31,000	13

Part Time		
Median Salary	Salary Range	# of Responses
5,500	4,000 - 7,000	2
11,500	11,000 - 12,000	2
11,500	6,000 - 14,000	5
7,250	7,000 - 7,500	2

B. Development Director, Not Supervising a Team

	Full Time		
Years of Experience	Median Salary	Salary Range	# of Responses
<4	10,000	7,000 - 19,500	23
5-9	13,000	10,500 - 27,000	10
10-19	14,000	9,500 - 24,000	17
>20	13,000	8,500 - 15,000	17

Part Time		
Median Salary	Salary Range	# of Responses
7,500	3,500 - 12,000	13
6,000	4,000 - 20,000	13
8,250	4,500 - 12,500	12
6,500	4,500 - 10,500	4

C. Mid-Level Manager in Development Team

	Full Time		
Years of Experience	Median Salary	Salary Range	# of Responses
<4	8,000	7,000 - 18,000	9
5-9	12,000	8,000 - 18,000	14
10-19	12,750	9,500 - 21,000	10
>20	21,500	16,000 - 33,000	4

Part Time		
Median Salary	Salary Range	# of Responses
5,000	4,500 - 9,000	5
11,250	8,000 - 18,000	4
8,250	6,500 - 10,000	2
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#### D. Grant Writer

Years of Experience	Full Time			Part Time		
	Median Salary	Salary Range	# of Responses	Median Salary	Salary Range	# of Responses
<4	8,500	7,500 - 9,500	13	5,500	2,500 - 9,500	12
5-9	9,750	8,500 - 14,000	4	4,500	4,500 - 16,000	3
10-19	12,500	7,500 - 17,500	3	9,000	5,000 - 11,500	5
>20	---	---	---	6,000	5,500 - 8,000	3

#### E. Other Development Team Member

Years of Experience	Full Time			Part Time		
	Median Salary	Salary Range	# of Responses	Median Salary	Salary Range	# of Responses
<4	9,000	7,000 - 13,000	9	2,750	2,000 - 3,500	2
5-9	11,000	8,000 - 11,500	5	---	---	0
10-19	12,250	11,000 - 28,500	4	6,500	5,000 - 12,000	6
>20	13,000	13,000	1	6,500	6,500	1

#### Freelance

A separate question was asked about freelance rates. A total of 69 respondents reported on their hourly rates for fundraising-related work as a freelancer (in NIS). The results showed a wide range of rates from less than 100 NIS/hour to more than 300 NIS/hour, but that more freelancers tend to charge at the lower end of the range (Figure 6). The variety of rates could be related to the specific type of work done, which was not asked about in the survey.

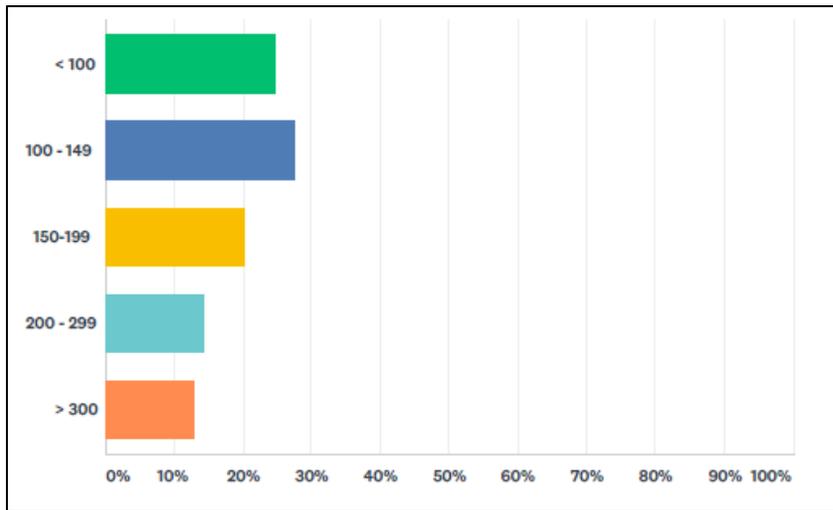


Figure 6: Freelance Hourly Rates

### Benefits

Regarding additional benefits, 67% of respondents received a transportation allowance, 21% were given a car allowance and 4% have a company car. Fifty-Eight (58%) percent have a Keren Hishtalmut savings plan, 36 % were compensated for their telephone and 9% detailed other supplementary benefits. 10% of respondents noted that they received no benefits at all.

## IV. Conclusion

Survey findings indicate that the mean gross salary in the resource development field, 11,507 NIS, is above the current average gross salary in Israel of 10,779 NIS ([Israeli Central Bureau of Statistics](#)). When years of experience and percent time were taken into consideration, the results of the survey showed a wide range of salaries, which seem to be related to the number of years of experience. The data seems to represent resource development professionals working in small to mid-size organizations in Tel Aviv/Center and Jerusalem and surrounding areas. There also seem to be a greater of resource development professionals working on their own than managing a team.

While inferences can be made regarding whether the gross salary recorded in this survey is skewed downward due to few higher tier earners in the field participating, further data is needed for a more conclusive determination of veracity. Significant supplementary benefits, specifically a Keren Hishtalmut savings plan, were received by over half of the participants. Survey results also suggest a positive trend in respect to job satisfaction as well as an appreciative understanding of the resource development role from the side of NGO management.

Given the fact that Freelancers must pay their own social security and pension, it was slightly surprising to see their rates are on the lower end of the scale. The question was not specific to the actual freelance work and did not take into account years of experience, so it could be that

the lower fees were for more simple tasks by individuals with less experience. It is also possible that freelancers are also working part time salaried jobs and supplementing them with freelance work on the side. A more detailed questionnaire would need to be administered to really understand the subtleties.

The committee would like to deeply thank the following individuals for all of their hard work in bringing this survey to fruition: Rachel Canar, Arnie Draiman, Alon Madar, Iftach Huebner, Naomi Kovitz, Nicole Levine Bittelman, Jennifer Shaw Racz, Ravit Greenberg, Rochel Englander, Brian Thau and, of course, all of the resource development professionals who took the time to complete the survey.