

ROYAL  
LIVERPOOL  
PHILHARMONIC

# Director of Development

Candidate Information Pack





# Welcome

**Thank you for your interest in the role of Director of Development at the Royal Liverpool Philharmonic. We are excited to embark on this recruitment process for a newly created role and I look forward to meeting the person who will lead our fundraising as we continue to strengthen our local, national and international impact as one of the UK's most distinctive music organisations in one of the world's greatest music cities.**



When I became Chief Executive in May last year, I was seriously impressed by our people here at Liverpool Philharmonic, including our very effective and experienced Development staff who have built a vibrant and generous community of supporters around our mission to transform lives through music. Every year they raise and manage approximately £4.6m from trusts, foundations and public funds and £1m in individual and corporate gifts.

We are now embarking on an exciting new chapter, which will see us being more ambitious about our strategic partnerships, global profile, and our role here in Liverpool as the city region's anchor music institution. We need additional staff capacity to realise these goals. That's why we've created a new senior post - Director of Development - who will inspire and oversee our talented Development staff while contributing to our organisation's future direction as a member of our Executive Team.

This is a unique and inspiring opportunity for a collaborative, ambitious and curious leader to help bring some of Liverpool Philharmonic's new and longstanding aspirations to life. This includes a capital campaign for our planned "Abbey Road of the North" studio and rehearsal spaces which will drive our city region's support of future talent and innovation. Also important will be the consideration of how we can secure

the long-term success of our award-winning learning programmes which recently received a major £3.5m donation from Paul Hamlyn Foundation.

The Director of Development will contribute to our external relations strategy as we strive to activate our warm welcome at the Phil to a broader range of communities, stakeholders and partners than ever before. As the UK's oldest symphony orchestra, we are proud of our rich musical heritage, but we're resolutely invested in the future of music and the unforgettable experiences we create for current and future generations. We are here for everyone in our city region and we're proud to be based in a magical place that has music in its DNA.

We hope you will be interested in joining us on this journey.

A handwritten signature in black ink, appearing to read 'V Reed', with a decorative flourish underneath.

**Vanessa Reed,  
Chief Executive, Liverpool Philharmonic**

# About Royal Liverpool Philharmonic

**Liverpool Philharmonic is one of the most ambitious and significant music organisations in the UK, transforming lives through music in one of the world's greatest music cities. With a rich history dating back to 1840, we are proud to be the UK's oldest continuing professional symphony orchestra but are also resolutely invested in the present and future of music, as a cornerstone of Liverpool's vibrant cultural life.**

Through the Royal Liverpool Philharmonic Orchestra and our iconic venue – Liverpool Philharmonic Hall – we bring world-class performances to hundreds of thousands each year, presenting bold, distinctive and unforgettable performances with artists from the Northwest and around the globe. Beyond the stage, our pioneering Learning and Health programmes nurture talent from cradle to career. This includes In Harmony Liverpool Philharmonic which supports young people from some of Liverpool's most disadvantaged communities. As a cultural anchor and global ambassador for Liverpool, we welcome and collaborate with artists, audiences and communities of all backgrounds in shared experiences that uplift the human spirit and transform lives.



## Our Orchestra and our Venues

Led by Chief Conductor Domingo Hindoyan, the Royal Liverpool Philharmonic Orchestra gives over 100 performances each season, attracting renowned artists to the city and sharing world-class music globally through sell-out BBC Proms appearances and national and international tours. The iconic Grade II-listed Art Deco Hall regularly hosts internationally-acclaimed artists, while the intimate Music Room champions local and grassroots talent. Together, both venues present around 400 concerts and events reaching over 300,000 people each year, connecting Liverpool to the world and ensuring the city continues to inspire and innovate as a UNESCO City of Music.

In 2025, the Orchestra presented **116 concerts** to over **80,000 people**, released **6 new albums** and their music was **streamed on Spotify 31,823,226 times** by **8,353,270 people**

This year, **161 artists performed** at Philharmonic Hall, **reaching 163,745 people**

Over in the Music Room we've **hosted 208 events** reaching **24,510 people**

## Learning and Community Engagement

Liverpool Philharmonic is at the forefront of positive change, through some of the widest-reaching and longest-running music-based youth and community engagement programmes in the UK. Each year, more than 130,000 people access music through activities, performances and award-winning partnerships with the NHS, schools, and community organisations - giving young people opportunities to develop their passion for music and shape the future of the city region.

This year, working with **4 NHS Trusts**, our Music and Health programme has **supported 4,853 people** experiencing illness (and **over 31,000 people since 2009!**)

**1,800 young people** engage with our In Harmony programme each week including **148 members of In Harmony Youth Hubs** and **80 young people on the Talent Development pathway**

**509 young musicians** are performing weekly in one of our **9 Youth Company ensembles** and **703 young people** attended our Music Industry Careers Fest

**12,050 children from 156 schools** attended our Schools' Concerts this year



## The Organisation

Liverpool Philharmonic's work is delivered by a team of 300, ranging from professional musicians to our front of house Customer Experience team, and has a turnover of over £16.1m per annum. We are one of Arts Council England's largest National Portfolio Organisations, and also receive significant financial support from Liverpool City Council. We generate around 60% of our income through ticket sales, the Hall and other earned income, and attract around £5.6m in fundraised income.

We are committed to improving the extent to which we truly represent and include our diverse communities in our work, our team, and our audiences, and to improving our environmental sustainability as we work towards net zero by 2040.

Liverpool Philharmonic is both a company limited by guarantee, and a charity. The Chief Executive is accountable to the Board, which is led by Chair Louise Shepherd CBE, the NHS Regional Director for the North West, and which approves the strategic and business plan framework for the organisation.

For more information about Liverpool Philharmonic, please follow the links to the website and latest published Annual Accounts.

# Job Specification

## Director of Development

**Organisation:** Royal Liverpool Philharmonic

**Location:** Liverpool, UK

**Reports to:** Chief Executive and collaborates with Board's Fundraising, Influence and Partnerships Committee

**Salary:** Salary for this role is £70,000, with some flexibility for an exceptional candidate.

**Contract:** Full-time, Permanent, with a requirement to regularly attend concerts, events and other activities at Liverpool Philharmonic Hall and in other parts of the UK.



## What is the Role?

We are now entering an exciting new chapter in our long and distinguished history. With a refreshed strategic vision, ambitious **capital development plans**, and a renewed focus on **audience development, inclusion, and community impact**, we are seeking a bold and visionary **Director of Development** to help shape Liverpool Philharmonic's future.

This is an exceptional opportunity for a highly motivated and relationship-driven leader to have a significant and lasting impact on one of the UK's leading music organisations.

This is a newly created role, reflecting an exciting step change in Liverpool Philharmonic's fundraising ambition and income strategy. While the organisation has made strong progress in recent years, the Director of Development will be tasked with unlocking significant new income from new sources to support our long-term sustainability and growth.

The **Director of Development** will play a pivotal role in realising Liverpool Philharmonic's aspirations for growth, innovation, and financial sustainability. Reporting to the Chief Executive and serving as a member of the Executive Team, you will lead all development functions, spearheading **major fundraising campaigns, corporate and civic partnerships**, and leveraging and elevating our national and international profile to attract new philanthropic, corporate and foundation support.

This role will support change and transformation. You will develop our fundraising team and departmental structure to meet our business goals and you will be instrumental in driving support for the organisation's core programmes, strategic priorities, and upcoming capital campaigns. Alongside the management of existing cherished relationships broadly established within our current team, this role is fundamentally about growth: identifying, cultivating, securing and welcoming significant new philanthropic, corporate and foundation relationships to our life enhancing work. Through events and communications, you will also shape our public affairs and external relations brief.



## Why Join us?

**This newly created role offers a rare and exciting opportunity to shape a fundraising function, lead a major capital campaign from its earliest stages, and help define, and realise, Liverpool Philharmonic's role as a cultural anchor for the city and a unique music organisation of national and international significance.**

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## Key Responsibilities

**Your main areas of focus in support of our 2025-30 Strategic plan will include:**

- Establishing a development strategy and fundraising priorities that will deliver our annual fundraising targets.
- Strengthening our approach to advocacy at regional and national level, including alignment of our case for support with relevant industrial, cultural and economic growth strategies.
- Leading the development and delivery of a major capital campaign, from early feasibility and case-making through to implementation, to support the creation of a new, fit-for-purpose recording, rehearsal and creative centre — envisaged as an “Abbey Road of the North” — serving the orchestra, the city of Liverpool and the wider creative industries.

## Strategic Leadership

- Develop and lead implementation of a dynamic and integrated strategy for fundraising, stakeholder engagement, and advocacy aligned with Royal Liverpool Philharmonic's long-term vision.
- Serve as a key advisor to, and lead engagement of, the Chief Executive, Board, and senior leadership team on matters relating to income generation, stakeholder cultivation and donor management.
- Work with Communications, Audiences and Artistic colleagues to distil a clear, compelling organisational narrative that articulates why Liverpool Philharmonic exists, whom it serves, and the impact it creates — ensuring this story consistently underpins fundraising, advocacy and public engagement.
- Collaborate with our Artistic and Executive teams to align development strategies with programme priorities and capital initiatives.
- Play a central role in shaping the case for support for Liverpool Philharmonic's future capital development, working closely with colleagues, civic partners and funders as the project progresses from early business planning to delivery.
- Act as a senior ambassador for Liverpool Philharmonic Hall with funders, civic partners, media, and public stakeholders.
- Work as part of the senior leadership at Liverpool Philharmonic with Executive Team colleagues including successful development and delivery of the Society's Inclusivity Strategy and Environmental Sustainability Strategy.

## Fundraising & Campaigns

- Oversee all aspects of the fundraising mix, including statutory, individual giving, legacy fundraising, trusts and foundations, and sponsorships.
- Lead the design and delivery of major fundraising campaigns, including capital projects, endowment growth, and programme innovation.
- Cultivate and manage a personal portfolio of high-net-worth individuals, trusts and foundations, and corporate partners in close collaboration with the Chief Executive and our Development team.
- Support the Board, Chief Executive and senior volunteers in high-level donor cultivation and stewardship, leading the development team's collaboration with the Board's Fundraising, Influence and Partnerships (FIP) committee.
- Ensure excellence in donor engagement and stewardship, and compliance with all fundraising regulations and best practices.

## Team Leadership & Culture

- Lead, motivate and develop a high-performing Development Team.
  - Set clear goals and performance indicators to monitor and drive success across the department.
  - Foster a collaborative, inclusive, and mission-driven culture within the team and wider organisation.
  - Model ethical fundraising standards.
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# Person Specification

## Knowledge and Experience

- Proven leadership experience in fundraising and development, within complex, mission-driven non-profit organisations where fundraising is central to success, at Director level or equivalent role.
- Extensive knowledge of the UK philanthropic landscape and funding environment backed by strong networks across philanthropy, trusts and foundations and/or corporate sectors, with the ability to build credibility rapidly in the region and beyond.
- Experience of leading fundraising growth through periods of organisational change or transformation.
- Proven success in securing transformational gifts from individuals, corporates, trusts, and/or foundations.
- Track record of effective, inspirational leadership and team development.
- Experience working with public sector stakeholders and civic partnerships.
- Experience of implementing robust CRM and donor management systems

## Personal Skills, Qualities and Attributes

- Exceptional interpersonal, communication and relationship management skills.
- Team player.
- Strategic thinker with the ability to inspire and influence internal and external stakeholders at the highest levels.
- Passion for music, the arts, and the role of culture in society.
- A strong personal alignment with and commitment to Liverpool Philharmonic's mission, and to be guided by our core values, to 'enhance and transform lives through music'.
- Entrepreneurial mindset with the confidence to set and pursue ambitious targets.
- Resilient and resourceful, with the ability to navigate ambiguity and build momentum in evolving contexts and a flexible approach to working.
- Credible spokesperson for a national institution.
- Willingness to attend a broad range of live events including at the Philharmonic Hall and Music Room.
- Commitment to Diversity, Equity and Inclusion, and shows respect for the views and actions of others.
- To ensure in every aspect of this role, your work aligns with our values:
  - Passionate about music
  - Ensemble
  - Excellent
  - Welcoming
- Commitment to being present in Liverpool and actively engaged in the life of the organisation and the city.

*Please note: This job description reflects the current position. It does not preclude change or development that may be required in the future.*



## Terms and conditions

**Salary:** Salary for this role is £70,000, with some flexibility for an exceptional candidate.

**Place of work:** Liverpool Philharmonic Hall, with an expectation to be present onsite across a range of hours including normal office hours, as well as evenings and weekends.

The postholder will be expected to regularly attend concerts, events and other activities both at Liverpool Philharmonic Hall, Music Room and other spaces, and to attend events at partner venues and concert halls; they will be expected to travel within the UK.

**Holidays:** 26 days per annum plus statutory bank holidays.

### Other Benefits

**Pensions:** Access to a Group Personal Pension Scheme.

**Training and Development:** We offer a dedicated training and development fund to support the growth and progression of our employees.

**Health Cash Plan:** Following two years' service you will have access to a health cash plan with an external supplier. This provides cash back towards everyday healthcare bills and a range of other wellbeing benefits.

**Discounted Staff Parking:** Access to reduced price parking (subject to availability) in car park operated by Liverpool Philharmonic for employees who choose to drive in to work.

**Rail services:** Access to the Mersey travel Season Ticket enabling the cost of annual season ticket to be spread over a period of 12 months.

**Cycle to work:** Cycle to Work Scheme that offers discounts on a bike and accessories, with the cost spread over a period of 12 months.

**Flexible Working:** Working from home policy available to members of the team where the role allows. Further information is available.



# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Liverpool Philharmonic on this appointment.

**Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code EBDYC**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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## Equal Opportunities Statement

Liverpool Philharmonic transforms lives through music. We champion equity, diversity, inclusion, and belonging throughout our organisation, our activities, and in the artists and music genres we present.

Our team is a dynamic group of people from all walks of life, united in our passion for music. We're committed to ensuring that everyone feels welcome and everyone is able to thrive, regardless of who they are and where they are from. We are committed to developing a more diverse workforce through encouraging applicants with the skills and experience that help us to widen our perspective and better serve the needs of the Liverpool City Region and our communities.

We particularly encourage applications from individuals from disabled, minority ethnic, and working-class communities as these groups are currently underrepresented within the creative industries.



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