

Head of Philanthropy

Application Pack

Play your part at the National Youth Orchestra

The National Youth Orchestra is the UK's leading organisation championing orchestral music as a powerful agent for teenage development. We are a welcoming community where every teenager can play their part in shaping their world through extraordinary music.

It's the greatest adventure a teenager can have in orchestral music where young people develop much more than musical skills.



We welcome 10,000 teenagers of all backgrounds and different levels of musical ability into a national community to play and share orchestral music. At the centre of the organisation, our Orchestra, known as NYO, is acclaimed internationally as 'the world's greatest orchestra of teenagers' for their dazzling performances. Each NYO musician also plays their part as a leader and role model, sharing music and skills through NYO Inspire and NYO Open programmes.

With music education all but disappearing in state schools, the free programmes provided by NYO are needed more than ever – to ensure all teenagers have the opportunity to develop their confidence and skills for life through sharing and playing music together. Joining the NYO community, they open up to new friends and possibilities. Stepping out to perform, they rise to new challenges. Sharing their passion with other young people, they learn to inspire and lead.

The role

The Head of Philanthropy plays a crucial role in leading and enhancing the organisation's relationship fundraising efforts, focusing on trusts & foundations, major donors and legacies.

NYO has a strong track record of securing grants and philanthropic gifts, along with a growing legacy pipeline. As we embark on our new 10-year Open Up strategy, we see significant opportunities to further expand the philanthropy portfolio.

This position is designed for a dynamic and passionate individual who possesses a unique blend of planning, relationship-building, and leadership skills.

The successful candidate will be responsible for executing strategies to strengthen the philanthropy portfolio, developing new work streams, managing a diverse portfolio of donors, and working closely with NYO's senior leadership and board to achieve ambitious fundraising targets.

This role requires a deep commitment to the transformative power of youth, arts, and education, as well as an entrepreneurial spirit to explore new opportunities and drive growth. By aligning philanthropic support with NYO's strategic objectives, the Head of Philanthropy will have a direct impact on nurturing the next generation of musicians and advancing the organisation's mission to champion orchestral music as a vital means for teenage development and social change.

Working at NYO

At the National Youth Orchestra, you'll work as part of a supportive, friendly and adventurous staff team. Learning and personal growth are intrinsic to every role.

Our spacious and light offices near Holborn in central London are a hive of activity, a space for collaboration and ideas. Hybrid working is standard for most roles, with a flexible and supportive culture. Most staff spend time enjoying and supporting NYO projects, concerts and events, sharing music with young people across the UK.

NYO offers a season ticket loan scheme, cycle-to-work scheme, health cash plan, retail and entertainment discounts and a 24/7 counselling and support helpline.

Purpose of the role

The Head of Philanthropy is pivotal in managing relationship fundraising efforts at NYO, working closely with the Fundraising & Communications Director, CEO & Creative Director and the Board of Trustees to grow income from trusts and foundations, major donors and corporates to meet annual targets.

The role will ensure key systems and processes for philanthropy are in place, research new prospects, plan approaches and steward relationships. The role will contribute to and implement emerging strategies for mid-level and legacy giving; opportunities which are emerging from NYO's Individual Giving programme.



Reports to:

Fundraising & Communications Director

Line management:

- Major Giving Manager
- Trusts & Foundations Co-ordinator

Key relationships:

Internally: This role will require building close working relationships across the organisation, including the Chief Executive & Creative Director.

Externally:

Key stakeholders including:

- Funders and Donors
- Prospective supporters

- External consultants

Key responsibilities

Fundraising

- Oversee the Philanthropy portfolio, including trusts and statutory funders, major donors, corporates, legacies and mid-level giving.
- Ensure effective systems and processes are in place for managing and growing the philanthropy portfolio.
- Craft compelling proposals, collaborating with senior colleagues on strategic bids
- Manage and grow a portfolio of prospects capable of giving at a level of £10,000 - £1m+, to deliver high levels of annual income according to agreed targets.
- Steward existing donors to encourage continued support and unlock future giving opportunities.
- Employ a proactive and creative approach to identifying and engaging potential new major donors, involving senior NYO staff and Board members as necessary.
- Co-ordinate major gift solicitations with senior colleagues and the NYO Board.
- Ensure impactful reporting to funders and donors on the usage and outcomes of their gifts.
- Lead the delivery of NYO's mid-level "Take a Seat" scheme.
- Co-ordinate and enhance NYO's program of donor and VIP engagement events.
- Collaborate with the Individual Giving team to identify higher-level giving prospects.
- Assist the Finance team in managing legacy gifts, including liaising with solicitors, executors and co-beneficiaries.

Line Management

- Set objectives for the Philanthropy team, establishing clear performance indicators and annual income targets in consultation with the Fundraising & Communications Director.
- Inspire, guide, and support team members in achieving both strategic and operational goals, fostering an environment of leadership, creativity, and continuous improvement.

Strategy

- Play a leading role in shaping Philanthropy strategy supported by stewardship culture and behaviours for the organisation.
- Lead the development and implementation of emerging strategies for mid-level and legacy giving, collaborating with the Individual Giving team.
- Ensure a cohesive fundraising approach that aligns high-value, individual, and legacy giving.
- Contribute to refining NYO's impact measurement framework.
- Maintain and share detailed up-to-date intelligence around philanthropy trends and opportunities.

Other

- Uphold the highest standards of fundraising ethics and compliance with Data Protection and fundraising regulations.
- Support the ongoing enhancement of our CRM system (Salesforce) to effectively track and manage donor relationships and contributions.
- Fulfil additional duties as required within the job scope and purpose, as directed by the Fundraising & Communications Director.

Person Specification

Personal attributes

	Essential	Desirable
Demonstrates a deep passion for youth, arts, and education and believes in their transformative power.	✓	
Possesses a positive, flexible, can-do attitude, embodying a growth mindset.	✓	
Excels in teamwork, fostering strong relationships both within and outside the organization to achieve shared goals.		
Shows entrepreneurial confidence with a knack for nurturing relationships and achieving ambitious targets.	✓	
Focuses on goals and is solution-driven	✓	
Embraces equity, diversity, and inclusivity, recognizing the value of diverse perspectives and experiences.	✓	

Experience

Has significant experience in fundraising, with a proven record of securing large-scale grants and philanthropic gifts	✓	
Experience working closely with senior leadership and board members to achieve fundraising targets.	✓	
Experienced in developing plans with clear goals, objectives, and financial parameters.	✓	
Demonstrates an understanding of and commitment to diversity, equity, and inclusion in all its forms.	✓	

Skills

Outstanding written and verbal communication skills, with the ability to articulate complex ideas clearly and persuasively to a variety of audiences.	✓	
Capable of building empathetic relationships with high-net-worth individuals and senior leaders in a variety of professional and high-visibility positions	✓	
Excellent, collaborative leadership skills and an ability to motivate and inspire others	✓	
Strong organizational and project management skills, capable of managing multiple projects simultaneously to meet deadlines and achieve objectives.	✓	

Terms and Conditions

Salary

c. £50,000 per annum, dependent on experience

Contract term

Permanent

Hours

Full-time (35 hours a week). Proposals for part-time hours may be considered.

Annual Leave

27 days plus statutory bank holidays

NYO offers a season ticket loan scheme, cycle-to-work scheme, health cash plan, retail and entertainment discounts and a 24/7 counselling and support helpline. Hybrid working policy applies to this role; the core office days are Tuesday and Wednesday.

Most NYO projects take place during school holidays or at weekends, therefore the role will include some weekend and statutory holiday working, for which a TOIL policy is in place.

Equal Opportunities

NYO is an Equal Opportunities employer. Diversity and inclusion are at the heart of our work, and this extends to our recruitment practices. We want to ensure that no job applicant, employee or participant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. Individuals will be selected, promoted and treated on the basis of their relevant merits and abilities. All employees are required to comply with and actively promote this policy.

Safeguarding

NYO is committed to safeguarding and protecting the children and young people that we work with. We have a range of policies and procedures in place and aim to be a sector leader in good safeguarding practice. All employees, contractors, trustees and volunteers are committed to practices that establish and maintain an environment in which the welfare of the young person is paramount; ensure that policies and procedures protect young people from harm, and that all concerns and allegations of abuse will be taken seriously and responded to appropriately.

How to apply

If you would like an informal conversation about the role before applying, please contact recruitment@nyo.org.uk.

To apply, complete the online application form available at <https://www.nyo.org.uk/about/work-with-us>

The deadline for applications is **Monday 17 June 2024** at 10am.

Place of work

10 Great Turnstile, London, WC1V 7JU
Hybrid working policy is applicable

Probationary period

Six months

Notice period

Two months