

Development Lead (Interim)

Department:	Forensic Architecture, School of Art
Grade/ Salary:	Grade 6, £39,297 - £44,753 (pro-rata)
Contract Type:	Fixed Term for 6 months
Hours:	21 to 28 hours per week (Part time)
Location:	New Cross, London

Goldsmiths

Goldsmiths, University of London is a world-leading centre of educational excellence where ground-breaking research meets innovative teaching and thinking. We're looking for inspiring and talented people to help build on our global reputation while also growing personally in a true learning organisation.

As a college we are working to tackle inequality in all its forms and are working to promote equality on grounds of race, disability, age, sex, gender identity, sexual orientation, religion and belief, marriage and civil partnership, pregnancy and maternity, and caring responsibilities. We are keen to attract candidates from diverse backgrounds who share our commitment to creating an inclusive culture in which all students and staff can thrive.

Information for candidates with disabilities can be found on our [Disability & Individual needs](#) page. We are happy to supply information in alternative formats for disabled applicants. Please contact hr-recruitment@gold.ac.uk to make your request.



Forensic Architecture, School of Art

Forensic Architecture (FA) is an international research agency based at Goldsmiths, University of London. We work at the intersection of human rights, architecture, journalism, environmental justice, and anticolonial politics. Our investigations expose state and corporate violence, support legal accountability, and amplify the voices and testimonies of communities affected by conflict, policing, border regimes, ecological harm, and historical injustices. We work closely with survivors, grassroots movements, affected families, lawyers, artists, and activists. Our work is used in courts, by civil society groups, by UN bodies, by journalists, and in public exhibitions worldwide.

We are now expanding our individual giving programme and seeking a **values driven, politically engaged interim Development Lead**, who is motivated by a commitment to justice, accountability, and truth telling, to design and deliver FA's individual donor programme during a crucial moment in our organisational growth. fundraiser.

The role is available at either 0.60 FTE or 0.80 FTE over the initial six (6) month period.

We encourage applications from individuals whose communities and histories are directly affected by state violence, structural racism, colonialism, and displacement.

Job description

Reporting to: Assistant Director of Communications

Summary:

As we expand our fundraising capabilities within FA, we are seeking an interim Development Lead to design, launch, and deliver elements of an individual giving strategy, helping to grow a base of supporters who see donating as a meaningful act of solidarity and participation in struggles for truth, accountability, and justice.

This is not a traditional fundraising role. It is an opportunity for someone who understands philanthropy as solidarity, movement building, and resourcing struggles for justice. You will help connect FA's work with individuals who care deeply about exposing and challenging state violence, structural oppression, racism, colonial legacies, and impunity.

This role is anticipated as an interim position for six (6) months to build the foundations for a longer-term position. We will discuss the workplan with the successful candidate to manage capacity and work commitments in this period. We anticipate that success in these initial months will look like the following:

- Launch of FA's individual giving tiers and stewardship structure.
- Acquisition of a number of recurring donors through ethically designed campaigns and outreach.
- A major donor pipeline of 5+ high-potential prospects established.
- Two donation campaigns delivered.
- A functioning CRM and compliant stewardship system in place.
- A 12-month fundraising roadmap completed for handover or extension.

We welcome candidates from both professional fundraising backgrounds and social justice, organising, or movement-building roles where building supporter communities is key. You will excel if you have: a strong commitment to human rights, antiracist and anticolonial values, and challenging state and corporate violence; experience in individual giving, community fundraising, or donor stewardship in NGOs, charities, advocacy groups, or grassroots movements; confidence communicating about politically sensitive issues with nuance, accuracy, and ethical care; an understanding of ethical storytelling, safeguarding, and the need to avoid sensationalising harm; experience building supporter/joiner journeys that respect the dignity of affected communities and the complexity of their experiences; and the ability to work autonomously, create structure in a fastmoving environment, and handle sensitive material with discretion.

Duties and Core Responsibilities:

Under the direction of the Assistant Director of Communications, and with support from the Director and Assistant Director of Operations, the Development Lead will contribute to the establishment and growth of FA's individual giving programme and the

strengthening of existing donor relationships. The postholder will work collaboratively across FA and with relevant Goldsmiths teams, including the Development and Alumni Office, to ensure ethical, effective, and sustainable fundraising practice.

They will:

- Build and maintain donor relationships grounded in trust, transparency, dignity, and ethical storytelling.
- Develop systems and pathways that support sustained growth in unrestricted income, aligned with FA's aim to increase individual giving to 10–15% of total income by 2030.
- Cultivate a donor community aligned with FA's mission to expose and challenge state violence and structural oppression.
- Work closely with internal teams and Goldsmiths colleagues to ensure alignment with institutional policies, data protection requirements, and ethical standards.

Key Responsibilities

Strategy, Planning, and Systems

- Develop a six-month workplan with a multi-year outlook, aligned to FA's 2026–2031 income strategy, in consultation with the Management and Leadership Teams.
- Design and implement donor journeys, stewardship pathways, and CRM structures that support sustainable individual giving.
- Establish ethical and politically sensitive fundraising practices that uphold FA's standards of care, testimony, survivor dignity, and data protection.

Donor Acquisition and Cultivation

- Identify, research, and cultivate prospective donors motivated by human rights, antiracism, anticolonial principles, and social justice.
- Build a donor pipeline ranging from recurring low-level supporters to high-capacity patrons.
- Engage donors through tailored outreach, briefings, events, digital campaigns, and networks including activists, academics, artists, aligned philanthropists, and diaspora communities.

Ethical Storytelling and Supporter Communications

- Produce communications that are respectful, trauma-informed, politically literate, and grounded in FA's methodologies and evidence base.
- Prepare donor-facing updates, impact briefings, screening invitations, and behind-the-scenes insights that reflect the sensitivity of FA's work.
- Collaborate with Editorial and Programmes teams to ensure consistency of tone, factual accuracy, ethical safeguards, and risk considerations.

Stewardship, Events, and Community Building

- Launch and manage FA's donor tiers and associated stewardship activities.
- Plan and deliver in-person and virtual events such as screenings, researcher Q&As, solidarity gatherings, and case previews.
- Explore and, where appropriate, establish volunteer or peer-to-peer fundraising models (e.g., ambassador supporters).

Impact Tracking, Reporting, and Compliance

- Maintain accurate CRM records in line with GDPR, Goldsmiths policies, and FA's ethics and security frameworks.
- Produce monthly forecasts, KPI updates, and donor insights for the Management Team.
- Ensure accurate reporting of unrestricted income, donor conversions, and stewardship activity.

General Duties

- You will be required to undertake any other duties as may reasonably be required
- Ensure that you are aware of and aligned with Goldsmiths' Regulations, Strategy, and Objectives to work together to proactively advance Equality and Diversity
- At all times to help maintain a safe working environment by participating in training as necessary and following the Goldsmiths' Health and Safety Codes of Practice and Policy

Person Specification

Detailed below are the types of qualifications, experience, skills, and knowledge which are required of the post holder. Selection will be made upon evidence of best fit with these criteria.

The Essential criteria sections show the minimum essential requirements for the post, therefore if you cannot demonstrate in your application, you meet the essential criteria categorised below, you will not be invited to interview.

The Desirable criteria sections show additional attributes which would enable the applicant to perform the role more effectively with little or no training.

The Category column indicates the method of assessment:

A = Application form **C = Certificate**
I = Interview **R = Reference**
T = Test **P = Presentation**

	Category
Essential Criteria 1 - Qualifications	
Undergraduate degree in a relevant field or equivalent professional experience.	A, C
Desirable Criteria 1 - Qualifications	
Training or recognised expertise in fundraising, communications, human rights, or related areas.	A, C
Essential Criteria 2 - Experience	
Demonstrated experience in individual giving, donor stewardship, community fundraising, supporter mobilisation, or equivalent experience in movement-building, campaigning, or solidarity-based organising.	A, I
Experience working in human rights, social justice, arts and culture, journalism, or investigative organisations.	A, I
Experience designing donor tiers, supporter journeys, or digital acquisition campaigns.	A, I

Experience working in roles requiring discretion, sensitivity, and emotional resilience.	A, I
Commitment to FA's mission and values, including human rights, antiracism, anticolonial resistance, and political accountability.	A, I
Desirable Criteria 2 - Experience	
Experience mobilising volunteers, diaspora networks, solidarity movements, or activist communities.	A, I
Essential Criteria 3 – Knowledge	
Knowledge of fundraising in politically sensitive or high-risk contexts.	A, I
Knowledge of CRM systems and experience using data to inform decision-making.	A, I
Desirable Criteria 3 - Knowledge	
Connections or familiarity with philanthropic, organising, activist, or diaspora networks in the UK, EU, or North America.	A, I
Essential Criteria 4 - Skills	
Excellent written and verbal communication skills, including the ability to convey complex and politically sensitive material with clarity and ethical care.	A, I
Ability to apply trauma-informed and ethical storytelling principles, avoiding sensationalism or re-traumatisation.	A, I, P
Strong relationship-building skills across diverse audiences and social and political contexts.	A, I, P
Ability to work independently, manage competing priorities, create structure, and maintain confidentiality.	A, I

Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked on or before the first day of appointment.

April 26

Summary of Benefits

If you choose to work with us, you'll become part of a learning organisation that is committed to professional and personal development, with comprehensive and innovative staff development and wellbeing programmes.

You'll also have access to frequent lunchtime and evening talks, seminars and performances, and annual performance and development reviews.

Our other benefits include:

- Competitive salary
- Working in Zone 2, with fantastic transport links and interest free travel to work loans
- Excellent annual leave entitlement plus additional closure days at Christmas and Easter
- 3 days of volunteering leave per annum, plus parental and study leave allowance.
- Maternity, paternity, shared parental leave and adoption leave and pay
- Membership of USS or LPFA pension scheme, dependent upon grade
- Contractual sick pay provision
- Access to an Employee Assistance Programme, offering 24/7/365 confidential and free advice, support, and information service on a range of personal, family, or work-related matters.
- Free eye tests
- Cycle to work scheme
- Wellbeing initiatives including the Chaplaincy and Staff Choir
- On-site [dining facilities](#)
- Access to University of London facilities such as [Senate House Library](#)
- Membership of Staff Diversity Networks: (Dis)Ability, Goldsmiths Race Equality Group, LGBTQ+, Menopause, Parents and Carers, Women at Goldsmiths. (Staff are also encouraged to join networks as Allies should they wish to do so rather than as members)

Further information

For more information about Goldsmiths, please visit: www.gold.ac.uk/about

Thank you for your interest in working with us, we wish you all the best with your application.