



Bringing music into people's lives

Senior Development Officer (Corporate Partnerships)

Job Application Pack

October 2025

Bournemouth Symphony Orchestra is a registered charity (no. 208520).

Foreword from the Chief Executive



I have always believed in the transformative power of music, and I see it every day at the Bournemouth Symphony Orchestra. The BSO is not just one of the UK's leading orchestras — it is a cultural beacon, enriching communities across the South and South West, and inspiring audiences nationally and internationally.

Behind every concert, every school workshop, and every community project is a dedicated team whose passion makes it possible. Our Development team is at the heart of this success, raising vital funds that allow us to invest in our musicians, extend our reach, and bring the joy of music to thousands of people who might not otherwise experience it.

This year, the team is set to raise £1.6 million, making possible everything from large-scale symphonic performances to pioneering wellbeing programmes in hospitals and care homes. Their work underpins our ability to be welcoming, brilliant, and brave — values that drive us to reach further, champion new ideas, and deliver the highest quality of artistry and community impact.

I am delighted you are considering joining us. By becoming part of the BSO, you will help shape the future of one of the UK's most inspiring orchestras, ensuring that our music continues to transform lives across the region and beyond.



Dougie Scarfe OBE DL
Chief Executive

Contents

About Bournemouth Symphony Orchestra	Page 4
The BSO Development Team	Page 5
Job Description	Page 6-7
Person Specification	Page 8
Benefits of Working for the BSO	Page 9
How to Apply	Page 10



About the Bournemouth Symphony Orchestra

The Bournemouth Symphony Orchestra (BSO) brings the thrill of live symphonic music into people's lives, performing everything from the great classical masterpieces of Beethoven, Brahms, and Tchaikovsky to film scores like Star Wars and Harry Potter, and popular favourites from ABBA, Queen, and beyond. For over a century, BSO has inspired, moved, and connected audiences, showing how music can uplift, transform, and bring communities together.

Based at Lighthouse, Poole, BSO tours extensively across the South and South West of England, performing in venues of all shapes and sizes — from major concert halls to village churches and community spaces. In 2024/25, we presented 107 symphonic concerts across 24 locations, with over three-quarters of performances outside our home venue, reaching audiences across a 10,000-square-mile region.

But we are far more than the concerts we give. Every year, BSO runs hundreds of community projects, bringing music into hospitals, care homes, schools, and rural communities. From award-winning health and wellbeing programmes that support patients and carers, to youth leadership initiatives that nurture the next generation, BSO creates experiences that are inclusive, life-changing, and profoundly impactful. Our unique Digital Concert series also opens our doors to audiences across the UK - and beyond - making world-class music accessible to many who cannot attend in person.

As an arts charity, BSO relies on a mix of ticket revenue, Arts Council funding, and voluntary contributions. The generosity of our audiences, members, corporate partners, and funders enables us to share music more widely, invest in our musicians, and deliver projects that change lives.

Described by Arts Council England as “an inspirationally well-led orchestra at the peak of its powers,” BSO combines world-class artistry with ambition, innovation, and purpose. Joining us means being part of an organisation that brings joy, inspiration, and opportunity into the lives of thousands every year.

"Atmospheres are transformed when a ward becomes a concert hall, and everyone feels the change. Nurses dance and patients smile." BSO musician reflecting on Music for a While, a project that takes music onto hospital wards

The BSO Development Team

The Development team plays a vital role in ensuring that BSO's music can continue to flourish and reach new audiences. Our role covers a diverse portfolio of fundraising activity: managing our membership scheme, cultivating major donors, stewarding and approaching charitable trusts and foundations, recruiting and supporting legacy pledgers, and building strong and creative corporate partnerships.

It's a small, close-knit, and supportive team where collaboration and shared success are central. Every member plays a key role in enabling the orchestra's artistic ambitions and community impact.

Corporate partnerships are a particularly exciting part of our fundraising. Our current portfolio includes long-standing national and regional businesses such as Rathbones (Season Sponsor), Lark Music, and JP Morgan, as well as a range of local and regional companies. Many of these partnerships have endured for years, a reflection of the loyalty and connection businesses feel towards our work. Their support helps make possible everything from major concerts to education programmes, and community projects in schools, hospitals, and care homes.

The Senior Development Officer (Corporate Partnerships) will be central to growing and nurturing this portfolio — developing relationships that bring mutual benefit, ensuring excellent care for our partners, and helping us to share the life-changing power of music even more widely.

"We took our 11-year-old autistic son. He Loves Music, but we never would have imagined that we could have done something like this. We found ourselves 50 minutes in, smiling ear to ear, watching him soak up the music. It was amazing." Yeovil audience member (BSO On Your Doorstep)



Job Description

Role:	Senior Development Officer (SDO) (Corporate Partnerships)
Reporting to:	Head of Development
Location:	Poole (with occasional travel for events/meetings)
Salary:	£26,000 - £30,000 per annum
Contract:	Permanent / Full Time or 4-days per week (with salary pro-rated)

Purpose of the Role

The SDO will be responsible for retaining and growing BSO's corporate partnership portfolio, delivering both financial and in-kind sponsorship opportunities.

This role combines income generation, client relationship management, and partnership development, supporting the orchestra's artistic and societal ambitions.

Key Responsibilities

Working with the Head of Development. The SDO will be responsible for the following key responsibilities:

Growing Income

- Manage existing corporate partners, ensuring excellent care and maximising partnership value.
- Identify and secure new corporate partners aligned with BSO's values and brand.
- Research and maintain a pipeline of potential partners, with tailored engagement strategies.
- Develop bespoke partnership offers, including financial and in-kind opportunities.
- Collaborate with internal teams on partnership proposals, pitches, and packages.
- Track and report on partnership income and progress against targets.

Delivering Partnerships

- Ensure partners receive agreed benefits, from branding to event access.
- Organise and attend cultivation events, meetings, and networking opportunities.
- Coordinate corporate access to concerts, receptions, and other stewardship experiences.
- Oversee accurate delivery of branding and recognition across BSO's marketing channels.

Building Relationships

- Act as the first point of contact for partners, maintaining strong, professional relationships.
- Ensure timely communication, reporting, and recognition.
- Gather feedback and insights to inform future offers.
- Work closely with colleagues across the organisation to deliver value and exceed expectations.

Contributing to Strategy

- Support the Head of Development in delivering income growth and long-term sustainability.
- Bring ideas and market insight to strengthen our corporate partnerships strategy.
- Spot trends and opportunities to enhance the orchestra's fundraising offer.

Other Duties

- Maintain accurate records of partnerships in the CRM system.
- Represent BSO at external events and networking opportunities.
- Carry out other duties in line with the role, as agreed with the Head of Development.

This Job description is not all encompassing. Your duties may be reviewed from time to time and revised and updated in consultation with you to reflect appropriate changes.



Person Specification

Essential Skills & Attributes

- Strong relationship and interpersonal skills, with the ability to build trust and rapport.
- Commercially minded, with experience or potential in income generation, sales, or client-facing roles.
- Excellent written and verbal communication skills; able to prepare and present compelling cases for support.
- Creative and proactive, with confidence in developing partnership ideas.
- Highly organised, managing multiple projects and deadlines effectively.
- Enthusiastic about music and the arts, with an appreciation of BSO's mission.
- IT literate, with experience of CRM systems and Microsoft Office.
- Numerate, detail-oriented, and comfortable handling partnership agreements and reporting.
- Experience of working towards goals and delivering results.

Desirable

- Previous experience in corporate partnerships, sponsorship, or client relationship roles.
- Experience in the arts, cultural, or events sectors.
- Knowledge of corporate social responsibility and sponsorship / funding landscapes
- Willingness to travel; full driving licence preferred.

Personal Qualities

- Curious and proactive, always looking for opportunities.
- Persuasive and confident, able to advocate ideas and build networks.
- Collaborative, flexible, and a team player.
- Motivated and ambitious, committed to learning and development.
- Professional and credible with senior stakeholders.



Benefits of Working for the BSO

Join a team that's passionate about music and people

The BSO isn't just a workplace — it's a community. We're one of the friendliest and most dedicated teams you'll find in the arts, united by our belief in the power of music to enrich lives. We value our staff and are committed to inclusion, equality, and wellbeing. We welcome applications from all backgrounds, particularly those underrepresented in the arts sector.

Employee benefits include:

- Generous annual leave: 28 days including Bank Holidays, plus one extra day per year up to 30 days, and additional discretionary Christmas leave.
- Pension support: Personal pension with up to 5% employer contribution.
- Health & wellbeing: Free eye tests, BUPA cash-back for dental, physiotherapy, and more.
- Mental health support: Access to counselling, CBT, and BUPA Anytime HealthLine.
- Financial security: Life insurance at three times your annual salary.
- Discounted legal advice: 1 hour of free legal advice, 50% staff discount on Will-writing services and other discounted legal services.
- Perks: Free staff parking, complimentary BSO concert tickets, discounts at Lighthouse Café.

BSO Elevate: Talent and Career Development

We invest in our people just as we invest in our musicians and communities.

Our BSO Elevate programme provides training and career development at every level — from essential skills for all staff, to advanced leadership pathways for future leaders.

Why it Matters

Perhaps the greatest benefit of all is knowing that your work makes a direct difference: helping us bring world-class music to the stage and life-changing projects into hospitals, schools, care homes, and communities across our region.

"I was lucky enough to be with you today, and even louder than the magnificent orchestra was the sound of neural pathways zinging and memories forming in the hearts and minds of those awestruck children. Thank you to all involved!" Teacher, who attended a BSO Schools' Concert

How to Apply

If you would like to apply for the role of Senior Development Officer (Corporate Partnerships), please submit the following:

- A current CV
- A covering letter outlining your interest in the role and how your skills and experience align with the position
- A completed Personal Information Form

Applications should be sent by email to Nicola Fulker at: nfulker@bsorchestra.co.uk
Application Deadline: 6:00pm, Monday 27 October 2025

Interviews:

- First-round interviews will take place on Friday 7 November
- Second-round interviews will take place on one of the following dates:
 - Monday 10 November,
 - Tuesday 11 November (PM)
 - Thursday 13 November (AM/PM)
 - Friday 14 November (AM/PM)

Shortlisted candidates will be invited to an initial first round interview with the Head of Development and other senior team members. Candidates may be asked to present a proposal to demonstrate their approach to partnership development and client engagement.

Final interviews will assess suitability for the role and alignment with BSO's mission and values. We aim to complete interviews during the week commencing 10 November and notify candidates of the outcome promptly.

Accessibility and Special Requirements

We are committed to ensuring a fair and inclusive recruitment process. If you have any accessibility requirements, including adjustments for interviews or tasks, please let us know when you apply so that we can make appropriate arrangements.

For More Information

If you would like an informal conversation to learn more about the role and the team, please contact Jackie Tanner, Head of Development, at jtanner@bsorchestra.co.uk. This is a great opportunity to ask questions and gain a better understanding of the position before applying.

The BSO is committed to creating an inclusive workplace and welcomes applications from all backgrounds, particularly those underrepresented in the arts. Applicants must have the legal right to work in the UK.