



**BENEDETTI**  
FOUNDATION



ALBA | CHRUTHACHAIL

Recruitment Pack  
HEAD OF DEVELOPMENT



# The Role

We are looking for a highly motivated, enthusiastic and dynamic fundraiser to join our team.

The successful candidate will be a committed and accomplished development professional with a demonstrable strong track record. You will have an interest in music education and its power in inspiring and engaging people of all ages and stages.

You will build on the strong foundations the development team have already laid down, with great success from Trusts and Foundations so far and having recently secured regular statutory funding from Creative Scotland for the first time. You will take the lead in extending and delivering our fundraising strategy, as well as maintaining and building upon our existing relationships with Trusts and Foundations, and key individuals.

The post holder will form part of the Senior Management Team, working closely with the newly-appointed CEO, Head of Operations and Marketing Manager, as well as the Development team. As such, the Head of Development will contribute to management decisions and the direction of travel for the organisation, making a significant contribution to shaping the future of the Foundation.





## Role Overview

Established in 2019, in just five years The Benedetti Foundation has grown to become an indispensable part of the UK's music education community. The organisation's success in fundraising has been key to its rapid growth. Now, with a newly expanded Development team in place, and a new CEO in post from May 2025, the organisation is seeking a new Head of Development to build upon the organisation's impressive track record in fundraising, taking forward the Development activities of the organisation from a position of strength.

## Role Objective

To cultivate, establish and maintain funding relationships with individuals and grant-giving organisations (including statutory funders, trusts and foundations, corporate foundations and livery companies) in order to meet and grow income targets in support of The Benedetti Foundation's extensive range of activities and ambitions. Also to play a key role in the organisation's Senior Management Team, contributing to the strategic direction of the Foundation.

## Key Responsibilities

### Fundraising and Events

- Research and identify funding opportunities for revenue funding to support all of The Benedetti Foundation's programmes of activity
- In collaboration with the Trusts and Foundations Manager, CEO and Development Officer, craft compelling proposals
- Manage the income streams across Individual Giving, Trusts and Foundations, Statutory, Corporates and Events with support from the CEO, Trusts and Foundations Manager and Development Officer, and achieve annual fundraising targets
- Manage and implement robust systems and appropriate infrastructure for the Foundation's development activity, including a GDPR compliant database management system for donors (in collaboration with the Marketing Manager)
- Lead on and support the creation and management of fundraising events which reflect the values of the Foundation and achieve income and other targets
- Represent the Foundation with donors and at events, acting as an ambassador and advocate for the organisation



### **Strategy and Stewardship**

- Lead on the Development strategy, and the effective daily operations of the Development team, in liaison with the CEO, Trusts and Foundations Manager and relevant Board members
- Be responsible for developing relationships of the highest quality with key representatives from funding bodies and individual donors (Major and Lower level), as well as supporting the CEO, Artistic Director and Board members in this process where needed (including providing materials, arranging events and meetings)
- Be responsible for ensuring that all communications (including newsletters) and required reporting are delivered to the highest standards, ensuring supporters feel connected with our work, and supporting the development of robust evaluation processes with colleagues, with assistance from the Development Officer
- Manage the involvement of funders in supported projects, including organising project visits, review meetings, receptions, and invitations to wider Benedetti Foundation activity

### **Finance and Administration**

- Monitor incoming donations/grants and budget expenditure in liaison with the CEO and any other relevant colleagues/Trustees across the organisation
- Ensure, with the assistance of the Development Officer, that all communication and data is recorded on Salesforce (or other database)
- Manage, with the assistance of the Development Officer, the administration of donations/grants

### **Line Management**

- Line manage the Trusts and Foundations Manager and Development Officer, including annual appraisals, setting key objectives, ensuring an appropriate workload, monitoring and managing performance, and identifying training and development opportunities
- Overseeing and steering the work of specialist consultants e.g. Statutory, Events Management

### **General**

- Stay informed of key developments within the sector by monitoring government policy and relevant publications
- Attend occasional weekday and weekend events, including all 'Benedetti Sessions' weekends, as required within the nature of the post
- Assist with other duties that may be reasonably required
- Be a proactive, self-motivated, contributing and supportive member of the overall Foundation team



# Person Specification

You will be someone who has experience across the whole portfolio of development income streams - individual giving, corporate, trusts and foundations and statutory, as well as event planning and management. You will have raised at least five figure sums in the past from individuals and/or trusts and foundations, and worked to at least a six-figure overall development goal. You will have experience of managing people in either a paid or voluntary capacity, and will have worked alongside a board of trustees. You will be comfortable 'making the ask' on your own, often in person, and be able to speak to that experience.

You will be self-motivated and comfortable with working solo, but in managing and working with a team at a distance. We are seeking someone who is collaborative and supportive and who enjoys the challenge of meeting a target and being a key part in making the Foundation's on the ground work happen.

## Qualifications, Knowledge and Experience Required

### Essential

- At least 5 years' experience in a related role
- Demonstrable track record and experience of fundraising in the arts or not-for-profit sector, including from statutory funders, individual donors, trusts and foundations and corporates
- Experience of developing and implementing a fundraising strategy
- Experience in researching, presenting, and writing compelling cases for support
- Proven track record of achieving fundraising targets
- Experience of creating and cultivating lasting relationships
- Experience of leading, managing, inspiring and motivating staff and volunteers
- Superb presentation and communication skills, both written and oral, and the ability to tailor communications to different audiences
- Financial literacy with the ability to create, manage and monitor budgets, financial strategy, and timelines
- Proven track record of generating new ideas and using initiative to identify fundraising opportunities from new or existing sources
- Ability to use initiative, prioritise and demonstrate a problem-solving approach
- Excellent organisational and project management skills
- Highly IT literate with experience of operating a database



### Desirable

- A passion for music and arts education
- A good understanding of the music education community, funding scene and the music industry as a whole
- Experience in a senior leadership/management role
- Experience of creating and running successful large scale fundraising events
- Experience of working alongside and supporting a fundraising committee





# About The Benedetti Foundation

International violinist Nicola Benedetti CBE has been dedicated to music education since the age of 15 and in late 2019 formalised her commitment to that mission, establishing The Benedetti Foundation with the generous support of Founding Chair George Burnett and his wife Daphne.

The Benedetti Foundation is dedicated to delivering transformative experiences through mass music events and providing equal access to music participation and appreciation for all. Led by Nicola and a tutor team comprised of exceptional educators and performers from across the globe, we unite those who believe music is integral to life's education.

We create and present innovative and meaningful workshops for young people, primary schools, students, graduates, teachers and adults, in addition to delivering an Ambassador Programme and ongoing online activities, all showcasing what music education at its best can look and feel like.

Since our launch, through our in-person and virtual programmes we have worked with over **100,000 participants** of all ages from **137 countries** and produced **1,100+ pre-recorded and live lessons**; our video content has over **6.6 million views**.

Watch our 5th Anniversary Video by clicking the image below:





# What People Say About Us

The Benedetti Foundation's work is valued in different ways by all who participate:

*"Thank you for reminding children and adults of their capacity to be together in a domain that exists beyond words - a place where pure emotion can be expressed and channelled without explanation or justification. Every member of the team exuded a genuine passion for what they were sharing, and a sense that everyone truly cared."*

**Parent (Bristol Benedetti Sessions)**

*"As someone who really struggled to access music opportunities as a young person, I truly admire the ability of the Foundation to make classical music not only accessible and non-elitist but nurturing and supportively familial."*

**Ambassador**

*"The Residency has left a lasting impact across Renfrewshire. Strengthening partnerships with schools, teachers, and parents. The Residency's success and the achievements of its participants have served to inspire and enthuse string players across the authority. The Residency highlighted the importance of collaboration and the need for a stronger, joined up approach to delivering musical avenues for pupils to develop and grow."*

**Mark Traynor, Music Development Officer, Renfrewshire Music Service (Residency)**

*"I would like to highly commend the Foundation on continuing to provide classes online as well as opportunities to attend in-person weekends. I am a musician with a disability, and due to health, it's not always possible to travel to CPD opportunities or attend summer schools/workshops. By maintaining sessions online, I feel included, valued and part of a community filled with friends and colleagues. Connecting with my music teacher from school through the sessions was an incredibly special experience as well. This accessibility has allowed further career development... The Benedetti Foundation is a gift to all and I hope the organisation continues to flourish."*

**Instrumental Teacher (Virtual Programme)**





# Vision, Mission and Values

## Vision

To bring the music education world into stronger dialogue, connecting communities through the power of inspirational mass moments and meaningful collaboration.

## Mission

To deliver transformative experiences through mass music events, unite those who believe music is integral to life's education and provide equal access to music participation and appreciation for all.

## Values

**Unite:** The Benedetti Foundation believes in bringing people together, in the intangible power of the collective making of sound; that people are stronger together and are uplifted by one another when the right environment is set out, and in balancing absolute inclusivity with striving for the pinnacle of human potential and achievement.

**Inspire:** The Benedetti Foundation believes in the human need for creativity, evolution and innovation; in putting the greatest people in front of as many others as possible and inspiring them to be the best version of themselves.

**Educate:** The Benedetti Foundation believes your life is your education and that all people, regardless of background, should have access to exceptional educational and holistic opportunities.



# Terms and Conditions and How to Apply

<b>Job Title</b>	Head of Development
<b>Reports to</b>	CEO
<b>Direct Reports</b>	Trusts and Foundations Manager and Development Officer
<b>Purpose</b>	To further the Foundation’s fundraising strategy and vision to maintain, develop and increase our range of activities and reach
<b>Location</b>	Home working with at least 1-2 days per month in person (currently one of these days per month in London). Additional travel will be required, including face-to-face donor meetings and Foundation events (all reasonable travel expenses will be reimbursed).
<b>Hours and Terms</b>	<p>Full time. This role is subject to a six-month probationary period, during which there will be a four-week notice period. After the probationary period there will be a three-month notice period.</p> <p>Hours will generally be worked between Monday to Friday with occasional evening and weekend work as required by the role; a time-in-lieu policy is in place.</p> <p>This role is entitled to 25 working days’ holiday per year in each complete holiday year, in addition to the 8 statutory public holidays which shall be taken as they arise.</p> <p>An 8% pension contribution will be made, 3% by the Charity and 5% by yourself.</p>



<b>Salary</b>	£40,000 - £45,000 per annum, according to experience
<b>Start Date</b>	To be agreed; ideally as soon as possible from the end of May 2025 and no later than August
<b>Interviews</b>	First round interviews are likely to take place in the week beginning Monday 21 April 2025 in London in person. Zoom interviews can be arranged on request, but an in-person meeting will be required prior to any offer. Second round interviews if required will be arranged on a case-by-case basis. Further details will be shared with shortlisted candidates.
<b>Application Process and Deadline</b>	To apply for this role please complete the following application form <a href="#">here</a> , submitting a covering letter explaining why you are motivated to apply for this role and how you meet the requirements, and your CV, by <b>Sunday 13 April 2025, 11.45pm GMT.</b>

If you would like an informal discussion about this role prior to application, please contact William Norris, Interim Director, via [william@benedettifoundation.org](mailto:william@benedettifoundation.org).

The Benedetti Foundation regrets it is not able to give individual feedback on applications. Shortlisted candidates can expect to hear by Wednesday 16 April 2025.

The Benedetti Foundation is committed to safeguarding and promoting the welfare of children and young people.

This post may be subject to a PVG check from Disclosure Scotland. We are an equal opportunities employer. We welcome applications from all sections of the community and are committed to enabling people from a diverse range of backgrounds to build careers in arts and education. Please fill in [this anonymous equal opportunities form](#) when completing your application.

If you have any access needs that are not accounted for within the application process, please contact us for an adapted application.



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*“Days like the one we have just experienced are the magical gateways which spark and inspire those future musicians. They are so precious and crucial, not just for the musical development of our young people but for their mental, physical, and emotional wellbeing and for the social connections they offer through the shared language of music. Days like these offer a safe space, where there are no barriers, where friendships begin to emerge, and music is the bond.”*

*The focus and learning from all the children throughout the session was impressive and was fostered and guided by the expertise of the wonderful tutors. You could feel the excitement and wonder when the tutors performed at the start of the day, and as the session unfolded the confidence of the children grew...every child who attended had an absolute blast.”*

**– Pamela Black, Head of Glasgow CREATE Instrumental Music Service**

[www.benedettifoundation.org](http://www.benedettifoundation.org)

[info@benedettifoundation.org](mailto:info@benedettifoundation.org)

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