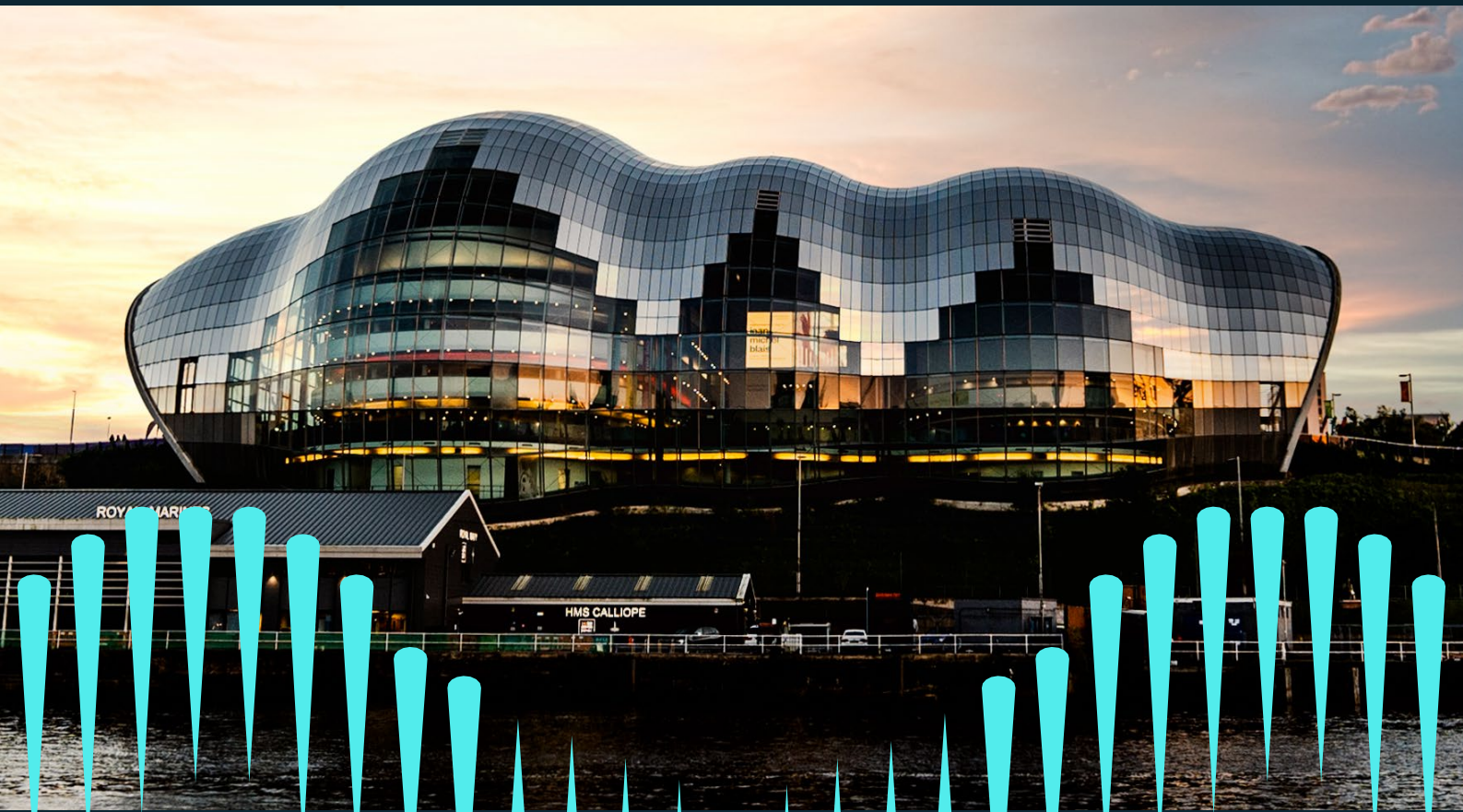


The Glasshouse
International
Centre for Music

Proudly supported by Sage



Director of Development Candidate Pack

Music lives and grows here

theglasshouseicm.org



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



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Welcome

We're seriously ambitious about fundraising at The Glasshouse International Centre for Music. But fundraising isn't only serious. Our team's all about relationships, and these relationships bring us joy, fun, challenge, and reward.

Over the last four years we've invested in our fantastic development team, and in building strengthened relationships with our donors and prospects.

During the pandemic we raised £7m to support our music centre and communities through difficult times. We're now regularly raising over £2m each year from a broad portfolio of supporters.

Now, as we near our 20th birthday, we're ready to take another step. We've got an ambitious strategy to invest in our building, creative programme, and endowment to create a bright musical future for the North East. But we need an inspirational new Director of Development to help make this a reality.

Our Director of Development will lead a new campaign and continue to grow our annual fundraising income. You'll join a focused and passionate team and will work closely with the managing and executive directors, alongside members of the Board. You'll be expected to drive income and shape our plans, but this won't feel lonely.

Our ambitions are big, as you should expect for a music centre mentioned alongside some of the greatest – and most socially engaged – in the world.

Fraser Anderson
Executive Director



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About us

The Glasshouse International Centre for Music is a home for live music lovers.

It's a place where you can hear rock legends or pop icons on the same night as folk trios or string quartets. Where new musicians are nurtured and showcased on the same stages as platinum-selling performers. And where youth choirs and tambourine-shaking toddlers practice in the same spaces as our acclaimed orchestra, Royal Northern Sinfonia.

Because as an international centre for music we're focused on creating and celebrating outstanding music – whether that's unearthing or growing talent from the region or bringing the world's best artists to our stages. And as a charity we're focused on making sure all of that is available to anyone – no matter where you're from, how old you are, how much money you have, or what challenges you face.

Which is why every year more than 2 million people join us for top-notch gigs, concerts, and classes – in our venue at Gateshead Quays, out in communities across the North East, and through livestreamed performances and digital lessons.

Whether you're making it up or taking it in, you'll find music lives and grows here.

Find out more

[The Glasshouse International Centre for Music brand launch film](#)

[Meet Royal Northern Sinfonia musicians](#)

[Made in the North East – BBC Proms documentary](#)

Our next chapter

Our next era puts music at the heart of our region and its culture.

It will involve:

- Royal Northern Sinfonia opening its most artistically ambitious chapter yet. This means vibrant community projects, searingly good performances, bonds with people and places across the region, international touring, and brave, ambitious leadership.
- New support for young artists, enabling the next generation of musicians from our region to thrive.
- Being a place where everyone can experience brilliant music whatever their financial means.
- Achieving net zero by 2030.
- Our region blossoming as a music hot spot, drawing in visitors, audiences, and artists.

We serve the North East region, and our base in Tyneside will be fully developed by 2027, creating a culture, education, business, and leisure destination on Gateshead Quays.

Musicians from across the world perform on our stages, our orchestra tours internationally and we collaborate with international partners in our creative learning, artist development and performance programmes.

Since opening, over 1.7m young people have learnt music with us; we've run over 200,000 music classes for adults; and we've presented over 10,000 performances – to see all of them would mean catching a gig every day for 27 years.

The charity will be 20 in December 2024. It's young, still in growth and development mode and has a lot to offer the national and international music scene.

Our business model is diversified – with public funding, trading, philanthropy, and an endowment all contributing. The past few years have been tough financially, but we've had a huge amount of support through the pandemic.

We're developing our financial model further to enable us to achieve our ambitions in coming years.

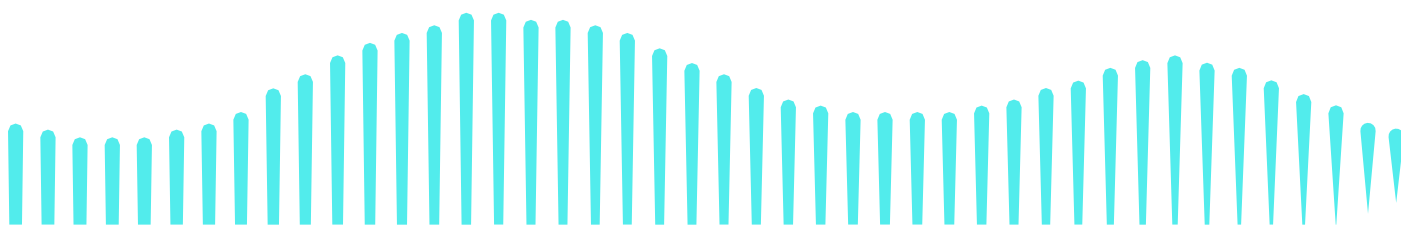
Find out more

[The People's Requiem documentary](#)

[Royal Northern Sinfonia livestream](#)

[Anohni and Yoko Ono commission](#)

[How one young North East musician made it to London's West End](#)



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Our ambition

We're seeking a Director of Development with the energy and experience to lead a fundraising-led transformation project for a major cultural institution.

Your main areas of focus are likely to be:

1. Leading a major new £20m campaign, raising support for capital, creative work, and our endowment
2. Securing the annual fundraising income base
3. Developing the fundraising team and function

Music for a new generation – our fundraising campaign

We're currently in the planning phase of a new campaign and expect to launch publicly in autumn 2024. We've made good progress and have some 7-figure gifts pledged.

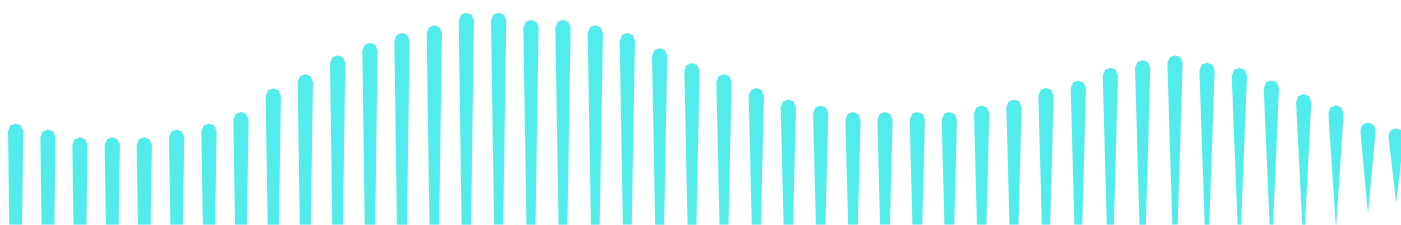
The campaign will form the backbone of our organisational story for the next three years, and we'll be seeking support for:

- Refurbishing and investing in our building, music-making facilities, and commercial offer. This will enable a world-class audience experience that generates the income we need to deliver as the largest music charity in the region.
- Adapting our building to reach a net zero 2030 target.
- Launching a major new music education initiative for the region.
- The most ambitious creative era for The Glasshouse yet.
- Becoming one of the most welcoming and accessible places to experience music anywhere in Europe – we want everyone to experience great music-making whatever their background or income.

We're aiming for a major development in our model and creative work, supported by fundraising. This is not a maintenance role - you should be ambitious and ready to make a significant contribution to a national institution. You'll help enable a visible new era for the charity.

As Director of Development, you will work with the team to raise support from a broad range of income streams – including major donor, Trust and Foundation, corporate, and membership gifts. Creating and stewarding excellent donor relationships is at the heart of this role, and we expect this to be national as well as regional.

Depending on your experience, you could also have the opportunity to lead on major strategic funding bids and help shape our public affairs brief.



Our next director of development

The Director of Development will be a part of The Glasshouse leadership team, taking responsibility for a key area of our strategy and assuming collective responsibility for the leadership of our charity.

You'll know how to achieve excellence in fundraising and understand the context and dynamics of a large cultural organisation. Big targets and significant asks won't phase you.

At The Glasshouse, you'll be leading an already high performing team to new heights. You'll work with a team of seven, supported by freelance capacity where required. You'll also have the opportunity to lead projects that involve teams from across The Glasshouse.

You'll combine the tenacity required to reach ambitious goals with a desire to create a working environment that has both ambition and joy.

We hope you'll be motivated by a belief that music really can make a positive difference to people's lives.



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The role

Your main responsibility will be to lead our campaign, achieve our annual fundraising target, and hold key donor relationships for our organisation. You'll do this by helping to create a compelling internal and external story about the life-affirming effect of The Glasshouse International Centre for Music.

Salary: £70,000 - £75,000

Working relationships

- Reports to the executive director
- Manages the development team
- Works alongside the leadership team
- Collaborates with the external relations team on a very regular basis
- A senior figure across the organisation, with the credibility to take leadership responsibility
- Holds relationships with Trustees and attends Board meetings

Your responsibilities

- Oversee the development and realisation of our next fundraising campaign
- Hold and develop the development team strategy
- Lead the development team
- Lead Trustee engagement in fundraising
- Responsibility for annual fundraising targets
- Lead donor stewardship, working closely with volunteers and the leadership team
- Work with marketing and communications colleagues to integrate our case for support into our corporate story
- Lead excellent operational delivery of all giving streams – major donors, memberships, corporate, Trusts and Foundations
- Model ethical fundraising standards
- Take collective responsibility for the overall leadership of The Glasshouse
- Deputise for the executive director



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The person

You, your experience and skills:

- Passionate about motivating a donor base to create substantial organisational change and development
- Credible spokesperson for a national institution
- Understanding of fundraising practice at a leadership level
- Ability to make major financial asks – both in writing and in person
- Brilliant leader of teams – able to inspire and generate quality and confidence in practice
- Willingness to attend a broad range of live events at The Glasshouse and on tour

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Glasshouse International Centre for Music on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code EBLTB.

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 closing date for applications is **noon on Thursday 18th July 2024**

- 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.

GDPR personal data notice

According to GDPR guidelines, we're 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.



