

London Philharmonic Orchestra

Development Director (Maternity Cover)

Recruitment Pack

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London Philharmonic Orchestra

About us

Uniquely ground-breaking and exhilarating to watch and hear, the London Philharmonic Orchestra has been celebrated as one of the world's great orchestras since 1932. Our company mission is **'to share wonder with the modern world through the power of orchestral music'**, which we achieve through our exceptional programmes, pioneering education and community projects, acclaimed recordings and trail-blazing international tours. The Orchestra balances a long and distinguished history with its reputation as one of the UK's most forward-looking ensembles, and is internationally recognised as a leading world orchestra providing excellence, versatility, invention and inclusivity in all that we do.

We are committed to sharing the wonder of world-class music with the broadest possible audience. Over the last three decades, our Education and Community department has introduced many people to orchestral music and created opportunities for people of all backgrounds to fulfil their creative potential, reaching over 23,000 people last year (2023/24) alone. Our programmes provide first musical experiences for children and families; the leading talent development schemes for emerging instrumentalists, composers and conductors; and significant programmes with both adults and young people living with disability. We place a strong value on Equity, Diversity and Belonging in all that we do, with significant development and programming initiatives in this area. All of our programmes allow participants to bring their creativity, enthusiasm and unique perspectives into the LPO to revitalise, enrich and enhance our practice and relevance to the world in which we live.

The LPO prides itself at being on the forefront of technology, continually finding new and innovative ways to share our music with millions of people worldwide. The LPO has 1.6m followers across all social media channels alongside c.150 million streams across Spotify and Apple, and we continue our reign as the most-followed professional orchestra on TikTok throughout 2024. We can be heard on award-winning film soundtracks such as *The Lord of the Rings* and on computer games, and we recorded 'Backstage with the London Philharmonic Orchestra', a four-part docuseries with Sky Arts, which aired in 2024. We also reach audiences through our partnership with Marquee TV, which allows us to broadcast live concerts and enables better accessibility for viewers to share and relive the wonder of our music from anywhere and everywhere.

At the heart of the LPO we champion a strong commitment to corporate citizenship, reflecting on, engaging with, and acting upon the challenges of today's society. To our employees we promise an inclusive, respectful environment where you will find a warm welcome and a strong sense of belonging, whatever your background. It is our aim that staff can see themselves in the Orchestra's work and that their voices are heard through regular company initiatives that offer opportunity to feed back and contribute. Such values are also recognised through our music, with recent seasons' programmes exploring key moments in history and topics such as migration and the power of creativity. We are committed to ensuring that our operations are as sustainable as possible and that the Orchestra delivers significant impact across all areas of its activity.



What to expect when working with us

Prior to starting at the LPO you will be equipped with all the relevant information to ensure a seamless start with the company. During your induction you will meet one-to-one with each member of the Senior Leadership Team, be assigned a buddy, be introduced to all members of staff, and have tours of our office, rehearsal venue and the Southbank Centre, where we are resident orchestra. We have a small office team of 33 alongside our 'On the Road' team consisting of 6 individuals. We are a unified and friendly organisation who encourage you to learn first-hand from the experience of others, build valuable relationships and showcase your creative thinking and abilities, all while being supported within a collaborative, inclusive and enjoyable working environment.

We offer a range of company benefits aimed at promoting wellbeing, goodwill and an engaged workforce:

- 25 days of annual leave per annum, rising by one day for each full year of service (September–August) to a maximum of 28 days (pro rata)
- After three months in the position, access to a 6% contributory pension scheme
- Two complimentary tickets for all of the LPO's Royal Festival Hall own-promoted concerts
- A total of four seats each summer for Final Dress Rehearsals at Glyndebourne Festival Opera
- Discounts at food/drink and retail outlets across the Southbank Centre site
- Discounted access to various galleries and museums across London through the Southbank Centre's reciprocal scheme
- Season ticket scheme providing loans for annual travel passes
- Support in promoting and maintaining positive mental health, including access to Mental Health First Aiders, confidential support helpline and peer support
- Cycle to Work scheme
- Free eye tests and contribution towards spectacles where required



About the role

Job title	Development Director (Maternity Cover)
Reports to	Chief Executive
Salary	Commensurate with experience
Location	London Philharmonic Orchestra, 89 Albert Embankment, London, SE1 7TP. Pro-rata equivalent of three days working in the office and two days working from home per week possible.
Hours	We are open to discussing part-time cover (3 or 4 days per week) for the right candidate. Standard hours are 9.30am–5.30pm Monday–Friday (flexible start times with core hours of 10am–5pm). Some evening and weekend work will be required during the concert season.

LPO Development Department

The Development Department is responsible for generating income in a creative way and forging links for the future through individual, trust and corporate connections. The Orchestra's Development Team, led by the Development Director and also consisting of Individual Giving Manager, Corporate Relations Manager, Trust and Foundations Manager (p/t), Development Events Manager, Development Co-ordinator and Development Assistant, is charged with raising c.£2m per annum through corporate, trust and foundation, public and individual funding streams.

Overall responsibilities

You will be responsible for the development and delivery of the Orchestra's fundraising strategy, supportively managing a seven-person team charged with raising an annual fundraised income of c.£2m. You will work closely with the Chief Executive, Artistic Director, Chair, and Chair of the Events Committee, as well as working with the wider Senior Leadership Team, musicians, and supporters of the London Philharmonic Orchestra.



Main tasks

The Development Director will be responsible for leading the department and working effectively to:

- Set development objectives and successfully implement plans to meet the ongoing needs and goals of the London Philharmonic Orchestra in consultation with the Chief Executive and the Finance Director
- Lead the Development team to seek, create and sustain funding streams from corporate clients, individuals and trusts, and through special events.
- Ensure the whole range of the London Philharmonic Orchestra's development activities operate efficiently and are effectively supported
- Build relationships with key supporters of the Orchestra
- Present, negotiate and ensure delivery of benefits to prospective supporters of the London Philharmonic Orchestra, both individuals and corporate
- Work with the Chair, Chief Executive, Artistic Director and Senior Leadership Team to identify and develop new areas for support
- Liaise with members of the Board, International Board and Advisory Council to engage their support in all areas of development work, encourage their own financial support of the Orchestra and open doors to new areas of funding from corporates, trusts and individuals
- Mobilise support in the United States of America for the American Friends of the London Philharmonic Orchestra (AFLPO) and support AFLPO with the delivery of their activity
- Prepare an annual budget in agreement with the Chief Executive and the Finance Director
- Recruit, develop and manage the department's specialist staff
- Keep the Chief Executive informed of all matters concerned with development activities
- Communicate effectively the development goals and strategy to London Philharmonic Orchestra staff, senior volunteers and musicians
- Proactively contribute to the smooth running of the Orchestra as a member of the Senior Leadership Team



Person specification

Essential

- A lively interest in and appreciation of the activities of the London Philharmonic Orchestra and a passionate belief in its mission
- Experience of leading and developing a highly skilled fundraising team
- Proven qualities of strategic leadership and management
- A proven ability to secure new funds and the skills necessary to build and sustain existing relationships across all funding streams
- The ability to communicate positively and effectively with the London Philharmonic Orchestra community, its staff, key stakeholders and audiences
- Excellent presentation and negotiation skills
- The commitment and flexibility to carry out the varied responsibilities of the post, and work effectively with all relevant London Philharmonic Orchestra staff
- Experience of working with high-level volunteers and board members

Desirable

- Experience gained in an international context
- Experience of Tessitura, or similar fundraising databases



How to apply

The closing date for applications is 10am on Monday 23 September 2024.

The London Philharmonic Orchestra is committed to equal opportunities and diversity. We actively welcome applications from all sections of the community, recognising that we are stronger as a diverse team bringing a range of lived experiences to our goal of sharing the wonder of orchestral music.

Please visit lpo.org.uk/jobs, where you will be asked to complete a short form before uploading your CV and covering letter. If you are unable to apply online, please contact David Burke, LPO Chief Executive, at david.burke@lpo.org.uk for further information.

CVs should include:

- Details of relevant achievements and experience as well as educational and professional qualifications
- Details of your notice period and names of two referees, together with a brief statement of the capacity in which they have known you, along with an indication of when in the application process they may be contacted (please note that we will not contact your referees without your express permission)
- An indication of your current salary (if applicable)
- Contact details including day and evening telephone/mobile numbers

Your covering letter should summarise your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification on page 6.