

London Philharmonic Orchestra

Major Donor Manager Recruitment Pack

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London
Philharmonic
Orchestra

About us

Uniquely groundbreaking and exhilarating to watch and hear, the London Philharmonic Orchestra has been celebrated as one of the world's great orchestras since 1932. We are driven by our passion for delivering artistry on stage and humanity beyond it, which we achieve through our exceptional programmes, pioneering education and community projects, acclaimed recordings and trailblazing 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 power of world-class music with the broadest possible audience. Our programmes provide the leading talent development schemes for emerging instrumentalists, composers and conductors; first musical experiences for children and families; 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. To our employees, musicians and Board, 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 they can see themselves in the Orchestra's work and that their voices are heard through regular initiatives that offer opportunity to feedback and contribute

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 1.8m followers across all social media channels alongside c.260 million annual streams across Spotify and Apple, and we continue our reign as the most-followed professional orchestra on TikTok. 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 was nominated for a 2025 BAFTA.

At the heart of the LPO we champion a strong commitment to the communities we serve, reflecting on, engaging with, and acting upon the challenges of today's society. Such values are also recognised through our music, with recent seasons' programmes exploring key moments in history and topics such as migration, the environment 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.

As we approach the Orchestra's centenary in 2032, the Orchestra is developing ambitious plans across each of its areas of activity, and the fruition of a long-term ambition for a physical home for the Orchestra alongside its Southbank Centre and regional residencies.



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 management 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 of six. 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 innovative 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
- 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
- Enhanced Parental Leave
- 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	Major Donor Manager
Reports to	Development Director
Salary	£35,000–£42,000
Location	London Philharmonic Orchestra, 89 Albert Embankment, London, SE1 7TP. Three days working in the office and two days working from home per week.
Hours	9.30am–5.30pm Monday–Friday, with the option of hybrid working and staggered start/finish times.

Overall responsibilities

The Development Department builds the vital philanthropic support and partnerships that sustain the Orchestra's artistic and education work. The team works creatively and collaboratively to cultivate and steward individual donors, trusts and foundations and corporate partners, to achieve a current annual fundraising target of over £2 million. The Major Donor Manager is a newly created position within the Department to increase the capacity of the team as the organisation looks to make a step change to its fundraising ambitions in the lead-up to its centenary year. This role will have responsibility for identifying, cultivating, soliciting and stewarding high-net-worth individuals (HNWIs) to secure significant donations to support the Orchestra's mission and strategic priorities.



Main tasks

- Develop and implement a major donor strategy (five- and six-figure gifts) as part of the overall fundraising strategy securing substantial contributions to support the Orchestra's mission and strategic priorities
- Manage a portfolio of prospects with a particular focus on identifying, researching and cultivating potential new donors
- Work with colleagues to identify major donors from the existing pool of supporters and implement strategies to grow and deepen these relationships
- Work closely with the LPO's executive team, senior volunteers and key stakeholders to identify and cultivate prospects from their networks
- Use the LPO's CRM (Tessitura) to track prospects effectively and develop pipelines for giving
- Develop and create clearly articulated and high-quality proposals which align donor interests with LPO opportunities
- Create individualised 'moves management' plans for each prospect to ensure a structured and strategic approach so donors are encouraged to reach their full potential
- Ensure high-quality, personalised stewardship of major donors, fostering long-term relationships that inspire continued and increased support.

Person specification

Essential

- A strong networker and excellent relationship builder, able to forge authentic connections with a wide range of people
- A lively interest in, and appreciation of, the activities of the London Philharmonic Orchestra and a passionate belief in its mission
- Alignment with the LPO's ethos of a warm, welcoming and inclusive environment
- Proven track record of securing gifts of at least £25,000 from individual donors
- A strategic and creative mindset able to align support with the mission and strategic ambitions of the LPO
- Experience of working with senior stakeholders and ability to influence at a senior level
- Excellent presentation and negotiation skills
- Ambitious and driven attitude able to seize opportunities and leverage them to their full potential
- Experience of delivering thoughtfully curated cultivation and stewardship plans aligned to the interests of HNWI's
- The ability to work both as part of a team, and autonomously
- Knowledge of regulatory environment for fundraising from individuals including data protection, Gift Aid and fundraising codes of practice and regulation

Desirable

- Experience of fundraising towards an endowment and/or a capital campaign
- Experience of Tessitura



How to apply

The closing date for applications is 10am, Friday 17 April 2026.

Application is online via the [Ashby Jenkins Recruitment website](#).

If you have any questions or are unable to apply online, please email emma@ashbyjenkinsrecruitment.co.uk or contact Emma at 0203 006 2787 for further information.

Interviews:

- Initial interviews are with Ashby Jenkins Recruitment and will take place online with Emma throughout the first two weeks of April 2026.
- Shortlisted candidates will be invited to interview in person with the London Philharmonic Orchestra, 89 Albert Embankment, London, SE1 7TP. These will take place in the week commencing 27 April 2026.

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 goals of sharing the wonder of orchestral music.