



Head of Individual and Corporate Giving

Candidate Information
October 2025

What is Liverpool Philharmonic?

Liverpool Philharmonic transforms lives through music.

At the heart of our work is the critically-acclaimed Royal Liverpool Philharmonic Orchestra (the UK's oldest) and Choir; an extensive programme of participatory work with young people and others across our community; and presentation of almost 400 concerts and events each year at our home, Liverpool Philharmonic Hall.

Liverpool Philharmonic is rooted in our city.

We are central to Liverpool's cultural offering, being the largest music organisation and one of the largest cultural organisations in the city, employing over 320 people. As well as our work in Liverpool our Orchestra represents the city with performances and broadcasts across the UK and around the world.

The city's young people are a central focus of our work. Our In Harmony programme provides an intensive, daily music-making programme for over 1750 children in Everton and Anfield, North Liverpool, and we run more than 5,000 workshops and events in community settings for all ages across the City. The Liverpool Philharmonic Youth Company provides a range of opportunities for music making for young people, including the Liverpool Philharmonic Youth Orchestra, Liverpool Philharmonic Youth Choir, Children's Choirs, and Rushworth Young Composers programme. We work in partnership with several Liverpool NHS Trusts delivering programmes which support people in the Liverpool city region living with a range of mental and physical health needs.

Liverpool Philharmonic is committed to inclusivity and belonging.

Our artistic programme aims to celebrate and reflect the diversity of the UK and the global music industry, and our Learning programmes offer opportunities to communities across the City.

We attract world class artists to perform at Liverpool Philharmonic Hall and our small venue, Music Room, with a diverse programme of performances ranging from classical, contemporary, rock, pop, folk, roots, and jazz to comedy, film and spoken word. We work with many organisations and cultural partners in the City to ensure that the artists and performances we put on stage, and the audiences we attract truly represent our community.

We are also actively working to ensure that our workforce becomes more diverse and representative of the UK population, working with local and national partners.

Liverpool Philharmonic reaches more people than any music organisation outside London.

Over 350,000 people attend Liverpool Philharmonic concerts each year.

73,000 young people participate in our Youth Company and associated ensembles, attend concerts or take part in our In Harmony programme.

Around 1M people in 92 countries listen to our recordings each month on Spotify, more than any UK orchestra outside London.

Over 31,000 people have benefitted from our music and health programme over the last 15 years.

What is the role?

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- **Title:** Head of Individual and Corporate Giving
- **Department:** Development
- **Location:** The normal place of work is Liverpool Philharmonic Hall or any reasonable location depending upon the requirements of the post
- **Responsible to:** Chief Executive
- **Responsible for:** Individual Giving & Fundraising Operations Manager, Major Gifts & Legacy Associate
- **Contract:** Full time, permanent

Principal Role

Our Head of Individual & Corporate Giving leads the implementation of Liverpool Philharmonic's philanthropic and corporate strategy, driving growth in fundraising income and strengthening relationships with donors, patrons, members, and corporate partners. This pivotal leadership role ensures philanthropic support that sustains and advances our mission to transform lives through music.

The postholder will develop and deliver a comprehensive philanthropic strategy, cultivate and steward supporters, and foster strategic partnerships to maximise revenue and impact. They will co-lead and inspire a dedicated fundraising team, oversee campaigns and donor engagement events, and collaborate with the Major Gifts and Legacy Associate and other colleagues across the organisation to create compelling opportunities for philanthropic investment.

With responsibility for setting ambitious fundraising targets, the Head of Individual & Corporate Giving will report directly to the Chief Executive and communicate regularly on performance and opportunities to the Executive Team and relevant Board committees, ensuring transparency, accountability, and continuous growth. By championing donor and corporate recognition and building lasting relationships, the role will play a vital part in securing Liverpool Philharmonic's future and expanding its reach in the community and beyond.

Key Responsibilities

- **Delivery and development of Liverpool Philharmonic's Philanthropic Strategy:** Develop and execute a philanthropic strategy aligned with Liverpool Philharmonic's mission, vision, and goals. Continuously evaluate and refine strategies to maximise philanthropic revenue and support in collaboration with our Major Gifts and Legacy Associate.
- **Corporate Partnerships:** Support and grow Liverpool Philharmonic's cultivation and stewardship of corporate sponsors and partners, including negotiating sponsorship agreements, managing relationships, and delivering sponsorship benefits. Collaborate with the marketing and programming teams to create customised partnership opportunities aligned with corporate objectives and Liverpool Philharmonic's mission. Negotiate in-kind sponsorships and advertising opportunities, including on plasma screens and in the 'what's on' guide.
- **Fundraising Events and Campaigns:** Plan, coordinate, and execute fundraising events, campaigns and communications, leveraging various platforms and channels to engage existing and prospective members and donors. Collaborate with Head of Communications and Executive team on events strategy and empower development staff to ensure the success of fundraising events and initiatives.
- **Membership Cultivation and Stewardship:** Cultivate, solicit, and steward relationships with donors, members, and corporate partners. Build and maintain a robust pipeline of prospective members, and corporates effectively communicating the impact of philanthropic and corporate support on Liverpool Philharmonic's programs and initiatives.
- **Leadership and Team Management:** Co-lead and inspire a team of fundraising professionals with Liverpool Philharmonic's Head of Trusts and Foundations, providing guidance, support, and mentorship to maximise individual and collective performance. Foster a collaborative and results-driven culture within the development team, collaborating regularly with the Major Gifts and Legacy Associate.
- **Revenue Generation and Reporting:** Set ambitious revenue targets and work closely with the Chief Executive to monitor fundraising performance, track progress against goals, and provide regular board reports to senior management and the board of trustees. Ensure GDPR compliance across the department.
- **Donor Recognition and Benefits:** Develop and implement recognition programs and benefits for donors, ensuring appropriate acknowledgment of their contributions and fostering long-term engagement and loyalty.
- **Strategic Partnerships:** Identify and cultivate strategic partnerships with other organisations, institutions, and businesses to enhance philanthropic opportunities and expand Liverpool Philharmonic's reach and impact.
- In addition, the post-holder may be required to undertake other reasonable duties commensurate with their status and abilities and depending upon the requirements of Liverpool Philharmonic.

The successful candidate is likely to be able to demonstrate the following.

Experience:

Essential

- Significant experience in senior fundraising, development, or philanthropy leadership roles, ideally within the arts, culture, or not-for-profit sectors.
- Proven track record of securing philanthropic donations from individuals and corporate partners.
- Demonstrable success in developing and implementing fundraising strategies that deliver sustained income growth.
- Experience in leading, motivating, and developing high-performing teams to achieve ambitious targets.
- Strong background in cultivating and stewarding long-term relationships with members, donors and stakeholders.
- Experience in managing fundraising events and campaigns that engage diverse audiences.
- Familiarity with reporting to boards, senior executives, or governance structures, with the ability to provide clear performance updates and insights.

Person Specification

Knowledge, skills and competencies:

Essential

- Excellent relationship-building and communication skills, with the ability to inspire trust and confidence.
- Strategic thinker with strong analytical and planning skills, capable of aligning fundraising strategies with organisational goals.
- Strong leadership qualities with a collaborative, supportive, and motivational approach.
- Persuasive and compelling presentation skills, able to convey the impact of philanthropy in both written and verbal formats.
- Results-driven, with resilience and determination to meet and exceed ambitious income targets.
- Familiarity with CRM systems and data-driven approaches to donor management and prospect research.
- High level of professionalism, integrity, and discretion when dealing with donors and sensitive information.
- Strong organisational skills and the ability to balance strategic oversight with hands-on involvement.
- A passion for Liverpool Philharmonic's mission and programmes.

Personal style and behaviour:

Essential

- To have enthusiasm and commitment to Liverpool Philharmonic's mission to 'transform lives through music'
- To ensure in every aspect of this role, your work is guided by and aligns with our values:
 - Passionate about music
 - Ensemble
 - Excellent
 - Welcoming
- Commitment to Diversity, Equality and Inclusion, and shows respect for the views and actions of others.
- Flexible approach to working
- Team player

Please note: This job description reflects the current position. It does not preclude change or development that may be required in the future.



Key Information

- **Salary:** £48,000 - £52,000 depending on experience
- **Employment type:** Full time, permanent
- **Hours of work:** The standard contracted hours for this post are 35 hours per week. Normal office hours are Monday-Friday, 9.30am to 5.30pm, however there will be requirement to regularly undertake evening and weekend work, this will be included within the post's 35 hour working week.
- **Place of work:** The normal place of work is Liverpool Philharmonic Hall or any reasonable location depending upon the requirements of the post
- **Holidays:** 26 days (pro-rated) plus bank holidays

What benefits are offered?

Pensions

Access to a Group Personal Pension Scheme whereby employees are auto enrolled and can enjoy employer contributions.

Training and Development

We offer a dedicated training and development fund to support the growth and progression of our employees.

Service Awards

Employees are provided with additional time off and cash incentives at various long service milestones.

Complimentary Staff Tickets

Complimentary staff tickets are available, and employees are encouraged to attend events.

Health Cash Plan

Following two years' service you will have access to a health cash plan with an external supplier. This provides cash back towards everyday healthcare bills and a range of other wellbeing benefits.

Discounted Staff Parking

Access to reduced price parking (subject to availability) in car park operated by Liverpool Philharmonic for employees who choose to drive in to work.

Rail services

Access to the Mersey travel Season Ticket enabling the cost of annual season ticket to be spread over a period of 12 months.

Cycle to work

Cycle to Work Scheme that offers discounts on a bike and accessories, with the cost spread over a period of 12 months.

How to Apply

Please send your CV and a 1-page cover letter to Amelia Lee at Charity People, via email (amelia@charitypeople.co.uk) as the first step. If your experience aligns, Charity People be in touch with further details about the recruitment process.

Applications are due by Monday 10th November 2025. No applications will be accepted after this time.

All applicants must have the right to work in the UK.

Interviews

Short-listed candidates will be invited to attend an interview at Liverpool Philharmonic Hall, Hope Street L1 9BP

Equal Opportunities Statement

Liverpool Philharmonic transforms lives through music. We champion equity, diversity, inclusion, and belonging throughout our organisation, our activities, and in the artists and music genres we present.

Our team is a dynamic group of people from all walks of life, united in our passion for music. We're committed to ensuring that everyone feels welcome and everyone is able to thrive, regardless of who they are and where they are from. We are committed to developing a more diverse workforce through encouraging applicants with the skills and experience that help us to widen our perspective and better serve the needs of the Liverpool City Region and our communities.

We particularly encourage applications from individuals from disabled, minority ethnic, and working-class communities as these groups are currently underrepresented within the creative industries.

LIVERPOOL PHILHARMONIC

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Liverpool Philharmonic Hall
Hope Street
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The work of Liverpool Philharmonic is supported by:



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