

PHILANTHROPY LEAD RECRUITMENT PACK

April 2025



Photo Credits: New Writing North, Keanan (Youth Music Awards 2022), Brighter Sound

What we do

Youth Music is equalising access to music.

We're a national charity. We help marginalised young people to make and monetise music.

Every year, we raise £10 million to fund inspirational grassroots music projects and support aspiring young creatives up and down the UK.

We're campaigning to break down barriers for young people facing inequity, exclusion and discrimination.

Together with our partners, we're helping the next generation to transform their lives through music. Join Us.

Diversity & Equal Opportunities

Youth Music is an equal opportunity and [Living Wage employer](#). We are committed to attracting, recruiting and retaining diverse candidates. It's important that our team reflects the communities we serve.

We are currently under-represented by individuals from a working-class background, the Asian/Asian British community and wider Global Majority, Disabled people, the Trans community and people of faith.

YM is a Disability Confident Committed Employer and we are committed to making adjustments that would support disabled people to apply for and carry out this role. We operate a guaranteed interview scheme for any disabled applicants who meet the minimum criteria for the post, as outlined in the job description. If you are disabled and would like your application to be considered under the guaranteed interview scheme, please indicate so in your application.

Please contact constance.dingri@youthmusic.org.uk if you have a disability and/or access requirements or if you wish us to consider any other reasonable adjustments to ensure the interview process is fully accessible.

Salary and Benefits

Salary: £45k-£50k per annum, pro rata (dependent on experience)

Contract: **Fixed Term contract to 31st March 2027, Part Time (22.5 hours per week over 3 days).** We operate a blended working approach where you will be required to work in the office two days a week, Tuesday & Wednesday

We are open to exploring this being a freelance role

Location: The Print Rooms, 164 – 180 Union Street, London, SE1 0LH

Pension: 8% of salary towards a non-contributory group pension

Holidays: 25 days (pro rata) plus public holidays and additional days over the Christmas period when the office is closed

Additional Benefits:

- An employee assistance programme.
- Learning and development opportunities.
- A loans programme to cover the initial cost of, for example a bike to cycle to work or gym membership.
- Critical illness insurance.
- Income protection insurance for illness.
- Death in service insurance.

There is also an opportunity to fully engage in the staff led Values Committee, Environmental Working Group and the Inclusion, Diversity, Equality and Access (IDEA) working group.

About The Role

As Philanthropy Lead, you will be responsible for designing and delivering a successful high-value donor programme, cultivating relationships with high-net-worth individuals, co-investment opportunities with trusts and foundations, and leading Youth Music's philanthropy to meet ambitious income and activity targets.

Your role will manage Youth Music's donor pipeline, acquisition and retention strategy, making use of relationship management tools to optimise donor experience and track fundraising performance. This is a new position within Youth Music, and so we expect the successful candidate will help shape the role.

Reporting directly to the CEO, you will play a crucial role in Youth Music delivering its long-term fundraising strategy, to ensure a sustainable future for UK grassroots music which enables marginalised young people to make and monetise music.

About You

You are a strategic and results-driven fundraising professional, with a proven track record of securing significant five- and six-figure donations from high-net-worth individuals, as well as successfully applying for grants and co-investment from charitable trusts and foundations.

You have strong relationship-building and influencer networking skills, confident engaging and working alongside senior stakeholders to cultivate and deliver value.

You are experienced in leading and motivating team members to deliver high-performance, whilst building a culture of philanthropy which aligns with the values and mission of the charity.

You have excellent communication skills, with the ability to craft clear and compelling fundraising narratives.

You possess deep knowledge of best practices in donor stewardship and fundraising compliance.

Key Responsibilities

- Work alongside the CEO to design and deliver a high-value philanthropy programme aligned with long-term fundraising strategy.
- Secure five- and six-figure contributions from major donors, and grants from charitable trusts and foundations to meet income and activity targets.
- Cultivate relationships with high-net-worth individuals, creating compelling proposals for financial support.
- Prospect and apply for grants and co-investment from UK creative industry trusts and foundations.
- Build and manage Youth Music's donor pipeline, acquisition and retention strategy.
- Develop effective donor engagement through newsletters, events, site visits, and other personalised stewardship activities.
- Use management tools to optimise donor experience, track and report on fundraising performance.
- Lead and inspire Youth Music's cross-team philanthropy efforts.

General

- Carry out all such additional duties as are reasonably commensurate with the role.
- This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will perform.
- Commitment to equality, diversity and inclusion, with good awareness of accessibility and understanding of inclusive best practice.

Person Specification

Minimum Criteria

- Two years' experience in a similar role.
- Experience of raising five- and six-figure donations.
- Deep knowledge of best practices in donor stewardship and fundraising compliance.

Other Essential Criteria

- In-depth understanding of major donor fundraising principles, including donor cultivation, stewardship and retention.
- Experience developing and delivering philanthropy programmes to increase income from major donors.
- Strong relationship management skills with the ability to engage, influence, and retain donors.
- Excellent written and verbal communication skills, including writing compelling funding proposals.
- Strategic thinker with strong problem-solving and negotiation abilities.
- Familiarity with philanthropy research, donor pipeline management, and CRM systems.
- Awareness of grant application processes and requirements for charitable trust and foundations.
- Understanding of fundraising compliance, including data protection and UK regulations.
- Passionate about Youth Music's mission and committed to achieving ambitious fundraising goals.
- Collaborative, inclusive, and proactive, with a commitment to equity and delivering impact through philanthropy.

Desirable Criteria

- Experience fundraising through legacies or corporate partnerships with a crossover to major donors.
- Strong network of high-net-worth individuals and/or charitable trusts and foundations in the UK.

- Experience in a youth or music-oriented organisation.
- Understanding of the music education and/or music industries landscape.
- Passion for music and interest in its benefits for young people and society.

How To Apply

To apply please [visit our website](#) you'll need to complete the following, sending them to: jobs@youthmusic.org.uk with the subject line '**Philanthropy Lead**'. Please ensure you complete:

- Application Form
- Applicant Details Form
- [Equal Opportunities Form](#) (this is an online anonymous form to complete)

We also accept video/audio applications, please follow the written application format.

We recognise that some applicants may use AI tools to assist them to complete the application form. We are keen to know what is distinctive about you. Within the Supporting Statement we encourage you to write in your own words how you meet the role criteria and why you are interested in working at Youth Music.

Deadline for applications: **5pm, Monday 5th May 2025**

We operate a two-stage interview process and send interview questions and tasks in advance of interview to shortlisted applicants.

1. Stage One: Suitable candidates will be offered an online interview (Teams) on **Monday 12th May 2025**.
2. Stage Two: Suitable candidates will then be invited to a second in-person interview. This will be held on **Wednesday 14th May 2025** at Youth Music's offices.

Youth Music will cover reasonable travel expenses for candidates invited to interview. Due to capacity, we will only be able to contact candidates that have been shortlisted to interview. If you have any questions about the application process or the role, please contact constance.dingri@youthmusic.org.uk.

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



THE NATIONAL FOUNDATION FOR YOUTH MUSIC
STUDIO LG01, THE PRINT ROOMS
164-180 UNION STREET, LONDON, SE1 0LH

REGISTERED CHARITY NUMBER: 1075032
LIMITED COMPANY NUMBER: 03750674