



Job description

Job title	Head of Philanthropy
Department	Development
Contract	Permanent, Full-time
Salary	£65,000 per annum
Hours	36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Director of Development
Responsible for	Head of Programmes Senior Manager, Strategic Projects Legacies Manager Stewardship Manager

Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world. We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

You can find further information about Tate on our website: www.tate.org.uk.

About the role

Working closely with Director of Development, you will be responsible for leading and implementing the strategy for all major gifts fundraising at Tate, soliciting principal gifts and ensuring delivery of first-class stewardship of Tate donors.

About your team

The Tate Development office was founded in 1990 to raise funds from the private sector for revenue and capital projects at Tate. It has expanded over the years to meet growing gallery needs and is now one of the most successful arts fundraising teams in the UK. The majority of personnel are based in London with staff in Liverpool as well as an independent charity in New York that raises funds in support of Tate's work.

What you will do (Main Duties and Responsibilities)

Strategy

- Work with the Director of Development to implement a three to five-year Major Gifts philanthropy strategy for Programmes, Strategic Projects, Legacy and Public Sector fundraising as well as supporter stewardship.
- Lead on the development of principal giving at Tate to secure significant gifts from Individuals and Trusts and Foundations.
- Maximise the contributions from current income streams.
- Set clear strategic direction and drive ambitious, achievable targets with the support of the Director of Development.
- Identify potential donors and develop individual strategies for cultivating and soliciting them for major gifts with a particular focus on donors who can make six to seven-figure commitments.
- Ensure the return on investment of all activity is completely understood and actively managed.
- Lead public sector fundraising to maximise income from this source and actively seek to identify opportunities for Tate across all departments.
- Guide and support the Legacy Manager to develop and implement a new planned giving campaign to build a significant and long-term pipeline of cash gifts.
- Work with the Head of Individual Giving & Collection Development and participate in the development of the Major Gifts strategy for regular giving donors at all levels as an integral part of Tate's overall fundraising strategy.
- Work with Tate Liverpool Head of Development to support major gifts fundraising opportunities.
- With the Tate St Ives Director, oversee Tate St Ives fundraising activities.
- Work with the Tate Americas Foundation to ensure a cohesive and aligned major gifts fundraising strategy.

External Relationships

- Play a lead role in identifying and securing new supporters/partner opportunities.
- Develop and maintain relationships by managing a personal portfolio of major donors and prospects.

- Assess donors' aspirations and identify potential links with key priority projects.
- Develop relationships with senior Tate colleagues and designated volunteer leaders and ensure effective access to new networks and contacts.
- Ensure first-class stewardship of all major giving donors.
- Develop and implement innovative and creative ways to communicate collection needs to potential major donors.
- Oversee the relationship with public and statutory funding bodies including NHLF and ACE.
- Conduct cultivation and solicitation meetings with potential major donors as agreed with the Director of Development and the Head of Individual Giving & Collection Development and involving senior volunteers, Tate senior management or senior curators where appropriate; fully brief volunteers, senior management and curators prior to such meetings or events.
- Undertake international travel as required.

Internal Relationships

- Build relationships with colleagues across Development to ensure that a collaborative approach to prospect identification, solicitation and stewardship is embedded with the team and with other Development teams (e.g. Tate Liverpool and Tate Americas Foundation)
- Build effective relationships with senior curatorial and other colleagues to ensure effective project development and to ensure expertise and contacts are shared.
- Build strong relationships with the Directors of Programmes (Tate Britain and Tate Modern), the Director of Collection (International Art), the Director of Collection (British Art), Director of Tate St Ives as well as curatorial and administrative staff to gather and share information relevant to prospective donors.
- Provide leadership on agreed public sector funder approaches and, as appropriate, lead cross-team project groups to deliver funding applications and advise other departments on proposed approaches to public sector funding bodies.
- Work closely with the Head of Engagement and Events to develop and deliver a first-class cultivation and stewardship programmes of activities and events.
- Ensure regular flow of information from the department to the wider Major Gifts team, senior colleagues and key contacts across Tate including colleagues at Tate Americas Foundation.

Operations

- Provide clear and effective reporting on the relationships managed within the Major Gifts portfolio.
- Lead the team in identifying suitable projects for funding and producing compelling cases for support.
- Make effective use of the Divisional prospect management strategy for donors and potential donors with the aim of increasing the major gifts prospect pool.
- Make informed, well-targeted and successful approaches to prospective donors.
- Manage the Major Gifts team income and expenditure budgets.

- Proactively analyse and monitor performance for ongoing improvement, and report regularly on progress to the Director of Development.
- Develop and implement creative ways to communicate Tate's fundraising to potential major donors.
- Oversee and maintain up-to-date records on donors, ensuring best use of the Development Database (Raiser's Edge).
- Work with the Director of Development and colleagues in the Development and Audiences divisions on the production of communication material both in print and online.
- Adhere to best practice in prospect cultivation, solicitation and stewardship, ensuring that appropriate Tate policies are followed.

Leadership

- Embed a culture of high-performance in which the team is inspired and empowered
- Provide effective and inclusive leadership and line management for the Major Gifts team.
- Set appropriate fundraising goals and benchmarks and manage the distribution of workload among the Major Gifts team.
- Motivate and develop team members through regular feedback, agreed KPIs and coaching to meet personal and organisational targets to achieve financial objectives
- Be a senior member of the Development division, contributing to delivery of strategy and management of the team overall.
- Represent Tate at external events and deputise for the Director of Development as required.

What you will bring to the team

- Significant senior management experience in a fundraising environment
- A successful track record of generating significant income targets and soliciting six and seven-figure gifts
- Expertise in leading and motivating a high-performing team
- Demonstrable experience of budget management and financial planning at a significant level
- Understanding of and commitment to the highest standards of relationship management and donor care
- Experience working in a large complex organisation; experience negotiating with multiple decision-makers and stakeholders
- Ability to use Tate's vision proactively
- Creative, innovative and proactive with vision, capacity and inclination to drive the fundraising programme forward
- Project management experience and the ability to orchestrate stakeholders to deliver
- Able to think strategically and work through others to turn strategy into action
- Exceptional leadership skills – the ability to inspire, manage and develop a team of executive staff and senior volunteers

- Experience of creating an inclusive and respectful culture within a team and applying principles of diversity and inclusion in relationships with supporters while diversifying Tate's supporter base
- Outstanding communication and highly effective interpersonal skills with the ability to network and influence at the highest level, inspiring confidence in both internal and external stakeholders in a range of business and social settings
- Highly effective personal management skills – the ability to plan and prioritise activities, using available resources to deliver quality work to deadlines and the ability to remain calm and focussed while working under pressure
- Able to work collaboratively with colleagues across a complex organisation to achieve results
- High degree of computer literacy – knowledge of Windows based applications including Word and Outlook
- Experience of using Customer Relationship Management (CRM) databases to record and manage supporter data and the ability to ensure best use of CRM systems within your teams
- An interest in and commitment to the work of Tate

The requirements listed here are guidelines, not hard and fast rules. You don't have to satisfy every requirement and we welcome candidates who bring transferable skills. Applying gives you the opportunity to be considered.

Tate for all

Diversity and Inclusion

Our jobs are like our galleries, open to all.

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate's future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our [website](#).

Our Values

- **Open:** we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold:** we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous:** we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.

- **Kind:** we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation
- Subsidised staff catering arrangements and discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out-of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

Safer Recruitment

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:

- Receipt of satisfactory references covering the last 3 years of your employment or education.
- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our 'Guidance Notes for Applicants' document.

How to apply

Our opportunities are open for you to apply online. Please visit: www.tate.org.uk/about/workingattate/ to create an account by registering your details or, if you are an existing user, log into your account.

For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in. If you need an application form in an alternative format please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is 7 August 2024 by midnight. Interviews will be held in August 2024.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.

