

Helpdesk Report: Head of Development

by

Incomes Data Research

March 2022

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Head of Development

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable 'triangulation' of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Head of Development.

2.1.1. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Function head roles in the NHS, with similar responsibilities for development and planning, are typically employed on Band 8a or Band 8b and the current salary range is between £47,126 and £53,219 (Band 8a) and between £54,764 and £63,862 (Band 8b) a year outside of London and high-cost areas in the South East/South.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,608 and a maximum payment of £7,097;

- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

2.1.2. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.¹

Marketing Function Head, whole economy, job level 8¹

Location	Company count	Median	Average
National rate	7	£75,000	£75,726

Source: IDR Pay Benchmarker.

Marketing Manager, whole economy, job level 8¹

Location	Company count	Median	Average
National rate	8	£53,066	£60,272

Source: IDR Pay Benchmarker.

¹ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data and summary

Head of Development – advertised positions summary

	Minimum	Maximum
Average	£49,170	£53,338

Head of Development - job advertisements

Reference ID	Organisation	Job title	Min £pa	Max £pa	Region
ID499	Embrace	Head of Income Generation	£45,000	£55,000	East of England
ID500	Lakeland Arts	Head of Development	£45,000	£45,000	North West
ID506	in2scienceUK	Head of Development	£50,000	£50,000	Remote
ID507	Queen Mary University of London	Head of Development	£56,678	£63,351	London

3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.



Head of Income Generation

Embrace Child Victims of Crime

Remote

£45,000 - £55,000 per year

Permanent, Contract, 12 months, Full-time

[@ Quick Apply](#)

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Job description

At Embrace Child Victims of Crime we change lives. We help children and young people who have suffered trauma after witnessing or being a victim of domestic violence, sexual abuse, neglect or violence. Some are struggling to cope with the death of a parent or sibling lost through serious crime. We help them rebuild their lives by providing a range of support services that are right for them.

Throughout the pandemic we have been very successful in securing new commissioned contracts for our services and we believe that there are many exiting untapped opportunities. As a member of our senior management team, you will drive our fundraising strategy focusing on commissioned services, corporate partnerships and community income.

This is a great opportunity to work across all income streams and really make your mark for this extremely important cause. We are looking for someone with experience of working in a fast-paced charity environment who is a proactive self-starter.

Job Description, Head of Income Generation, Embrace CVoC

Role Purpose

The role-holder will be responsible for fundraising and business development for Embrace, working with the CEO to grow the charity to a £1million+ turnover a year and beyond, securing its short and medium-term future.

A main purpose of the role will be to establish diversified income streams between restricted and unrestricted funding maximising the charity's flexibility to meet its key goals.

The role-holder will develop opportunities to raise funds from corporate entities, grant and trust funds, major donors (high networth individuals), online fundraising, partnerships and service commissioners.

Key Accountabilities

- Lead and manage the charity's fundraising team, working to annual fundraising targets and following the corporate plans approved by the Board of Trustees.
- Develop and nurture relationships with the major funding organisations relevant to the organisation, including The National Lottery, Children In Need, Government Departments, The Directory for Social Change, The Big Give, Banks, other major trust funds which support children and young people and Commissioning Directors.
- Seek and secure income generation opportunities through payroll giving, collaborative partnerships with other voluntary and non-profit organisations.
- Work closely with the CEO and other managers to help provide leadership to the organisation as a whole, being a champion internally and externally for Embrace, for its vision and values and contributing to the improved implementation of the charity's plans.
- Undertake duties as required to further the prospects of the charity, including working with team members on related fundraising campaigns, external communications and marketing tasks; deputising for the CEO.

Person Specification

The role holder will need to demonstrate evidence of:

- Leading and accelerating a charity's income growth against targets and a KPI framework, with multiple five and six-figure deals achieved.
- Establishing and retaining significant new funding partnerships.
- Delivering a successful plan against targets and a work plan that includes a KPI framework.
- Influencing skills – high-end networking and relationship building that delivered for an organisation.
- Inspirational leadership and team management, establishing a common commitment to the vision and values of the organisation to ensure a clear focus on goals and targets.

As a member of the Embrace senior team, the role-holder can expect a salary commensurate with experience of up to £45-55k with an element that is linked to performance, ie, a base salary which has the potential to be enhanced if agreed income targets are achieved. The role will be based at the charity's HQ in Peterborough with home working by agreement.

February 2022

Head of Development

Polly Symondson Recruitment Ltd

 Remote

 Circa £45,000 per year

 Permanent, Full-time

Job description

Head of Development

Home based or hybrid working including from any Lakeland Arts sites. If homebased the Head of Development will be expected on site once every two weeks.

Purpose and Key Objectives

In this senior role you'll support Lakeland Arts to carry out our charitable objectives by leading the strategic development of our fundraising strategy, as well as its practical implementation. This is both a strategic and hands-on role. You'll lead the Development Team, and you'll personally raise donations and grants to support our programme of exhibitions, participation activities and art and heritage conservation projects. You'll secure funds from a range of sources, including trusts and foundations, statutory funders, individual donors and corporates. You'll realise opportunities to grow our voluntary income, especially across individual, legacy and digital giving. As a member of the Leadership Team, you'll work collaboratively with the Development team, colleagues across the organisation and trustees, as well as building and nurturing relationships with external stakeholders to help deliver the fundraising strategy.

Key Responsibilities to include:

- Working closely with the Chief Executive, Leadership Team, Trustees and Development Team to lead all aspects of the fundraising strategy and planning process including analysis, planning and implementation.
- To be an active member of the Leadership Team and support the strategic development of LA and the delivery of the Business Plan.



- As a member of the Leadership Team Contribute to developing LA's strategic and business planning in addition to other strategies and plans.
- Play a key role in developing the overall success of the organisation, including attracting new audiences and delivering a high-quality visitor experience.
- Set and achieve fundraising targets, securing funding from trusts and foundations, individual donors, corporate sponsors and other supporters for core programmes and projects.
- Lead the high-performing Development team demonstrating empathetic leadership with line management responsibility for the two Development Officers and the Membership and Development Support Officer.
- Identify potential funders and develop high quality funding applications and sponsorship proposals to a range of funders including trusts & foundations, public organisations, corporate sponsors and individual donors.
- Lead the development and implementation of an individual and legacy giving strategy to sustain support from existing donors and increase donations year on year.
- Maintain and develop relationships with current donors and supporters and cultivate new prospective donors demonstrating excellent care and stewardship.
- Manage and develop the Lakeland Arts Membership scheme.
- Lead capital fundraising to support Lakeland Arts' long-term programme of capital developments at all of its sites
- Develop existing relationships and build new strategic partnerships with funders, donors and stakeholders; manage relationships with key organisations, including Arts Council England, National Heritage Lottery Fund and South Lakeland District Council.

Person Specification to include:

- Experience of working at a senior level in fundraising
- Successful track record of meeting funding targets through public and private sector engagement
- Demonstrable track record in securing donations from trusts and foundations, individuals and corporate donors
- Active interest in arts, heritage, galleries and museums
- Ability to develop and manage fundraising strategy and campaigns •Skilled at preparing and presenting a compelling fundraising case in a variety of forms, in person and through written applications
- Excellent Team leadership and staff management with an ability to inspire and engage colleagues in fundraising and development
- Excellent communication and ability to promote the vision that generates enthusiasm and support for Lakeland Arts



- Listening to and engaging effectively with a wide range of people; •Working proactively with partners and representatives of other organisations
- Excellent I.T. skills and an attention to detail
- Consistent high level of donor care and responsiveness •Self-motivated and able and willing to work as part of a team
- Committed to Equal Opportunities, Diversity and excellent customer service
- Proven ability to manage own professional and personal development and willingness to learn

More about Polly Symondson Recruitment Ltd



Polly Symondson Recruitment Limited is a specialist consultancy working with regionally based charities across the UK. We use our years of expe... [Read more](#)

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Posted on: 01 March 2022

Closing date: 11 March 2022 at 23:59

Job ref: 000140

Tags: Fundraising

Quick Apply

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Share this job




You should never provide bank or financial information, or make any form of payment, when applying for a job. If you are ever asked to do this by a recruiter on our site, please email: info@charityjob.co.uk

Other jobs you may like



Head of Development

in2scienceUK

-  Remote
-  £50,000 per year
-  Permanent, Full-time

Job description

About us:

In2scienceUK's aim is to promote social mobility and diversity in science, technology, engineering and maths. We do this by leveraging the skills and passion of researchers and STEM professionals to support young people from low socio-economic backgrounds to achieve their potential and progress to degrees and careers in STEM.

We are in a pivotal moment of our development. With a new CEO joining in 2021, six new Trustees on our Board and a new five-year strategy launching in 2022, we are set to grow in size and profile. The team is dedicated, passionate and enthusiastic about empowering young people.

Our turnover in 2021 was over £700k - an increase of 76% from 2020. We are in a high growth phase of the organisation and we have great ambitions for the future. As we invest across the organisation to deliver high quality programmes we also have big plans for the Development team.

The Development team forms a core part of our growth plans and the Head of Development role is critical to ensuring that we build on our already excellent fundraising track record. You will work directly with the CEO and the Board of Trustees to ensure that we have the resources to grow and that our fundraising efforts are aligned with our overall strategy.

What we are looking for:

As Head of Development you will lead our Development team into the future. We have a successful history of largely responsive fundraising and referrals and are looking to recruit



someone into this new role who can formalise a pipeline of new business to feed into our five-year strategic plan. This will include implementing new fundraising management systems and growing the Development team.

In addition to having the skills and experience to confidently approach cold prospects, you will be experienced at stewarding existing donors (ours include University College London, the Royal Society, Cancer Research UK, GlaxoSmithKline and Google DeepMind), develop lasting partnerships with a range of organisations and craft compelling proposals.

We want to hear from people who can passionately represent the interests of the diverse young people that we serve. We are not asking for particular qualifications. We don't care what school you went to or what your parents do for work. We care about your character, your skills and potential. If you can convert conversations into cash and can see yourself making an impact in our organisation, we want to hear from you.

This role is a career accelerator. At In2scienceUK we are champions of people and we are here to support you to achieve your career goals - however ambitious they may be.

Role profile:

As Head of Development you will lead on the creation of a five-year fundraising strategy and build and manage a team to operationalise that strategy. This is a hands-on role and you will get involved in all aspects of fundraising as well as ensuring that your team's work is linked to the operations and programmes work of the charity.

Your specific duties will include:

Strategy and team development

- Develop creative fundraising and marketing strategies to shape how we leverage the support of existing donors and drive new business. Link this strategy with the overall organisational strategy to ensure that we are working towards the same goal.
- Lead and develop a strong team to carry out the fundraising and marketing strategies with clear objectives and milestones.
- Understand and comply with charity law and In2scienceUK's Fundraising Policy.

Delivery

- Broaden and formalise our fundraising pipeline in line with our five-year strategy.
- Implement a fundraising management system to support the team's work.
- Lead on donor stewardship, with support from the CEO and Trustees where appropriate.

- Represent In2scienceUK externally at key events and with large funders.
- Track, analyse and report upon the team's performance using agreed measures.



Networking

- Maintain strong networks with relevant organisations and individuals.
- Play an active role in the senior management team with a particular focus on linking fundraising activities with the rest of the organisation.
- Play an active role in the wider In2scienceUK team, and across the organisation as a whole, upholding In2scienceUK's values and behaviours and fostering good working relationships and enhanced communications with colleagues.
- Deputise for the CEO where appropriate.

As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder. The postholder will carry out any other duties as are within the scope, spirit and purpose of the job as requested by the line manager.

For more information, including the person specification and benefits information please see the job description.

Application Instructions

Please submit your CV (2 pages) and cover letter (2 pages) demonstrating how you meet the competencies outlined above.

Applications close on Friday January 7th at 17:00 BST. Interviews will be held online in early January.

Applicants are encouraged to have an informal discussion about the post before applying. To arrange this please contact Colby Benari by email colby [at] in2scienceuk [dot] org

More about in2scienceUK



Our mission is to support people from low income backgrounds to achieve their potential and progress to science, technology, engineering and ma... [Read more](#)

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Head of Development

Department: Development

Salary: £56,678 - £63,351 per annum (Grade 7)

Reference: QMUL27147

Location: Mile End

Date posted: 22 February 2022

Closing date: 1 April 2022

[Further details and apply](#)

Overview

We are seeking an exceptional fundraiser to motivate and lead our Development Team to achieve a fundraising step-change in support of the University's ambitious Strategy 2030. Recently named the UK's top university for social mobility, we have high numbers of students from socio-economically deprived backgrounds as we are absolutely committed to opening the doors of opportunity to anyone with the potential to succeed. We combine this commitment to inclusion with world-leading research across disciplines: in the last Government exercise to measure the excellence of research, we were ranked 5th in the UK for the quality of our research outputs.

Queen Mary is a global university with sites in Malta and Paris, and a transnational education portfolio in China. We have a vibrant, world-wide community of over 190,000 alumni in a vast range of professions and industries. We have alumni chapters in Beijing, Shanghai, Kuala Lumpur, Lahore and Paris with more coming, and in the last year over 1,000 alumni volunteered and almost 650 alumni donated to support the University and its students.

Our Development Team is on a significant growth path and this will be a career-defining role for the right individual. With a soon-to-be-launched institutional case for support including exciting new projects to raise income for such as the state-of-the-art life sciences centre to tackle health inequalities, there couldn't be a better time to join the team. We're looking for someone with a strong track record of establishing and nurturing relationships with potential supporters with the capacity to make transformational gifts. You will be able to evidence successful complex institutional philanthropic bids and have experience of devising fundraising strategies and compelling case for support materials. You will be capable of motivating and enabling professionals focused on major gifts from individuals, trusts and foundations, and corporates to meet their fundraising targets. You will be an enterprising, inclusive and collaborative member of the Directorate's senior management team.

This is an amazing opportunity to head-up a Development Team at a Russell Group university that is already regularly in the CASE-Ross top-ten of UK institutions for philanthropic support. If you are a powerful influencer with sophisticated communication and relationship skills, practised in operating at a strategic level, then we want to hear from you.

The post is based at our brand-new Professional Services building, on Mile End Road, London (with some home working) and is a full time and permanent. The starting salary will be in the range £56,678 - £63,351 per annum inclusive of London Allowance.

Benefits

We offer competitive salaries, a generous pension scheme, 30 days leave per annum (pro-rata for part-time/fixed-term), a season ticket loan scheme and access to a comprehensive range of personal and professional development opportunities. In addition, we offer a range of work life balance and family friendly, inclusive employment policies, flexible working arrangements, and campus facilities including an on-site nursery at the Mile End campus.

We particularly welcome applications from people who identify as women, Black, Asian or Minority Ethnic groups as these groups are underrepresented at this level at Queen Mary.

Informal enquiries should be addressed to Celeste Bright at celeste.bright@qmul.ac.uk.

First round interviews will be on Wednesday, 20th April and second round

interviews will be on Tuesday 20th April.