

INDIVIDUAL GIVING AND CAMPAIGNS MANAGER APPLICATION PACK

(3 days per week / fixed term 24-month contract)

LOCATION: UK-WIDE

Please note this document has been formatted to improve accessibility for some of our readers but do get in touch if you would like us to provide the application pack in another format.

CONTENTS

Introduction

About the role

Fundraising at Orchestras for All

Main responsibilities

Person specification

Terms

Application process

Recruitment timeline

Equal opportunities

Any questions/contact

Introduction

Orchestras for All (OFA) believes that all young people should be able to access the life-changing benefits of group music-making, whatever their circumstances. Our charity breaks down barriers to music-making – logistical, financial, geographical, personal and cultural – across the UK, with the overarching objectives that:

1. Young people have improved **ensemble skills**, improved **musical creativity** (performing and composing), and strengthened musical identity.
2. Young people have improved **confidence**, improved **teamwork skills**, improved **communication skills**, and **broader aspirations**.
3. More young people with barriers are accessing high-quality ensemble music-making opportunities through a more **inclusive, diverse, equitable and accessible sector**.
4. Young people gain equitable access to **diverse career opportunities**, creating a workforce that reflects UK society.
5. **Young people's voices are heard** in key decision-making processes.

To achieve this, OFA's currently strategy is focusing on four core programmes:

1. National Orchestra for All – our free, inclusive, national youth orchestra
2. Modulo – kickstarting inclusive music-making in state secondary schools and local communities across the UK.
3. Music Leadership Training – sharing our practice.
4. Youth Leadership – empowering young people to take ownership and be heard throughout our organisation.



About the role

Are you passionate about the transformative power of group music-making? Do you have skills in relationship-building and delivering meaningful, youth-led campaigns and events? Orchestras for All (OFA) is looking for an ambitious, creative and person-centred **Individual Giving and Campaigns Manager** to help drive forward our work with donors.

This vital new role will lead on the delivery and growth of our individual giving programme and events for stakeholders who support us to deliver our mission. Day to day, you will blend creativity, strategy and relationship management into our dedicated, passionate team driving positive change for music education.

You'll be joining a truly inclusive charity at a pivotal moment of its journey, with Orchestras for All bringing the joy and transformative benefits of music-making to hundreds of young people across the UK.

Fundraising at Orchestras for All

Orchestras for All joined Arts Council England as one of their National Portfolio Organisations in 2023 in celebration of our charity's vital work, which is now recognised at a national level. Our ambitions are to grow and diversify our income streams with the aim that our income comes from a broad range of funders, supporters and donors. Currently, our c.£850,000 income comes from the following areas:

- Public funding (35%)
- Trusts and foundations (30%)
- Individuals (25%)
- Community and events (3%)
- Corporates (4%)
- Service users (3%)

To enable us to achieve this breadth of funding, our next priority will be to strengthen and grow our individual giving programme, which focuses on building an exceptional donor experience, alongside maintaining support from our other income streams listed above.

At OFA, we promote a team culture of fundraising with every member of the Board, Management team, Youth Board and Ambassadors engaging with fundraising each year. The Individual Giving and Campaigns Manager will lead on shaping and delivering the individual giving programme, primarily supported by the Head of Fundraising, Fundraising and Communications Coordinator, Founder (Marianna Hay MBE) and two Trustees: Lucinda Coulthard (Fundraising Consultant) and Dominic Parker (Director, BBC Scottish Symphony Orchestra).

Main responsibilities

1. Relationship management

- **Relationship management:** Steward a portfolio of supporters, ensuring they feel valued and motivated to give through our communications. Encourage repeat giving and increased donations where appropriate.
- **Donor cultivation:** Attract new donors to the portfolio through events, networking and sharing of compelling content.
- **Campaigns:** Develop compelling fundraising campaigns and events that connect emotionally with donors, from first-time givers to major supporters; engage them in sharing the stories directly from the young people we support.
- **Digital:** Collaborate with the Communications team to optimise online fundraising opportunities and donor engagement.
- **Research:** Develop and grow new opportunities by identifying prospective donors; use data insights and donor intelligence to inform strategy and personalise your approach.

2. Events

- **Events:** Deliver exceptional and meaningful donor events, co-led with young people that we support, from intimate behind-the-scenes moments at our programmes through to fundraising evenings and bespoke events.

3. Data and compliance

- **Data management:** using our Customer Relationship Management system, Salesforce, track and analyse donor behaviours and consider how to optimise communications to grow their support.
- **Impact:** ensure that our evaluation methods are gathering data and impact that you can share with our donors.
- **Finance:** Produce regular reports and feed into overall financial planning/tracking as required with the Head of Fundraising.
- **Fundraising regulator:** ensure OFA is compliant and exceeds standards set out by the fundraising regulator, taking care to promote ethical, sustainable giving.

4. Inclusion, Diversity, Equity and Accessibility (IDEA)

- **IDEA:** Promote and be committed to inclusion, diversity, equity and accessibility throughout all aspects of our work.
- **Understanding our mission:** Understand the barriers young people we work with face and know how to work with and empower them to support fundraising at OFA.

5. General duties

- **Ambassador:** Act as an ambassador for Orchestras for All outside of the workplace.
- **Other:** Undertake any other duties appropriate to the role.



Person specification

We are looking for someone who is, first and foremost, excited and inspired by our work.

Applicants are encouraged to draw upon experience they may have gained in voluntary work or in their own projects. There are, however, the essential qualities we are looking for:

Essential qualities

- Inspiring and warm communicator, both written and verbal.
- Experience of working within a charity fundraising team;
- Excellent relationship-building skills;
- Quality organisational skills including time, project and budget management;
- Ability to manage multiple priorities, work to deadlines and respond well in a fast-paced, creative environment;

- A creative, flexible, innovative and strategic thinker, with the ability to think laterally and find solutions to problems;
- The ability to work independently and take initiative;
- The ability to work in partnership across a small team and collaborate with others, establishing positive and successful working relationships;
- An understanding of the charity funding landscape through either direct (e.g. previous role) or indirect (e.g. volunteering/corporate social responsibility) experience;
- A firm believer in the value of participation in music-making and passionate about music education, young people and artistic innovation, and
- Committed to inclusion, diversity, equity and accessibility.

Desirable qualities

- Experience of working in an individual giving role within a charity;
- Experience of managing and tracking donor data using Customer Relationship Management systems, and
- Track record in developing and implementing successful fundraising campaigns.

We are keen for a wide range of individuals to apply for this role in terms of professional experience or background and are happy to consider applicants without direct work experience of every element of the main responsibilities outlined above.

Terms

- Hours:** The Individual Giving and Campaigns Manager will join our team on a part-time basis (three days / 22.5 hours per week). Our usual working hours are 09.30-18:00 with a one-hour lunch break. We are very open to discussing flexible working hours with the successful candidate.
- Contract:** Part-time, fixed term contract for 24-months with the potential to extend.
- Salary:** £33,507 annual salary (£20,104 pro rata). All travel, accommodation and subsistence (food and drink) is provided as per our policy.
- Location:** Remote working from home (reasonable equipment will be provided). We currently have other team members working in Cardiff, Cornwall, Edinburgh, Glasgow, Hampshire, London, Manchester, Sandwell, Sheffield and West Yorkshire.
- Annual leave:** 25 days annual leave (15 days pro rata), excluding bank holidays.
- Training:** One paid volunteer day annually, aimed to upskill you and the team.
- Assistance:** Access to employee assistance programme, with 24/7 GP and counselling service.

Reporting to: Head of Fundraising.

Probation: Three months.

Notice period: Two months (following probation period).

Pension: 5% employer contribution.

Application process

To apply, please complete the **application form** on our website [HERE](#) by 09:00am on Monday 28 July 2025.

If you would prefer to submit your application as an audio or video recording (a maximum length of five minutes), you may send your recording to recruitment@orchestrasforall.org – this can be done via [WeTransfer.com](#) or [Dropbox](#) if the file is too large. No assessment of the production quality of audio or video recordings will be made.

How your application will be assessed by your ability to demonstrate the essential skills needed for the role as described above, including demonstrating any transferable skills.

Your name will only be given to the panel at interview stage. Any appointment will be subject to two references and an enhanced DBS check, which will be paid for by Orchestras for All.

Recruitment timeline

- 09.00am, Monday 28 July – deadline to apply
- W/b 4 August – first round interviews on Zoom
- W/b 11 August – second round interviews on Zoom
- We can explore alternative dates should be unavailable for these interview dates.

Equal opportunities

Equality

Orchestras for All is committed to ensuring equality for everyone. We encourage you to apply regardless of what your age, disability, caring responsibilities, gender, pregnancy and maternity, gender identity, marriage and civil partnership, race, religion or belief, or sexual orientation may be. We recruit by merit, based on fair and open competition.

Access

We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place. During the shortlisting process, all applications are anonymised: your name will only be given to the interview panel at the interview stage.

Diversity

We are an inclusive employer and know that diversity is crucial to the success of our work. It's hugely important that the young people we work with see themselves reflected in the staff leading our programmes. We also know that increasing the diversity of our team will mean that a wider range of views and experiences will impact our work, ultimately increasing the quality of what we're doing and ensuring that OFA is relevant and accessible to people from all backgrounds.

We are actively encouraging applications from those with similar backgrounds and lived experiences as those of the young people we work with. This includes people who identify as the following: Asylum seeker; Attends Pupil Referral Unit; Disabled; Economic deprivation; English as an additional language; Excluded from school; Experience racism; Homeless; Ill health; LGBTQIA+; Looked after; Mental health condition; Neurodivergent: including autism, ADHD, dyslexia, dyscalculia, Tourette's; Refugee; Rurally isolated; Sensory impaired or sensitivity; Special Educational Needs; Traveller/Romany; was a Young Carer.

If you have any of the lived experience listed above or feel underrepresented in the arts sector for another reason that you're happy to share with us, you will automatically be invited to interview if you can demonstrate you meet the essential criteria for the job.



Any questions

To discuss the role, how your experience may be transferable to this role or to find out more about OFA, please email Executive Director, Nick Thorne, at recruitment@orchestrasforall.org, or call us on 0114 492 0222.

Thank you for taking the time to read this application pack – we look forward to hearing from you.

Contact

Orchestras for All, Office 9, Shirley House, 31 Psalter Lane, Sheffield S11 8YL
info@orchestrasforall.org | orchestrasforall.org | 0114 492 0222
[@orchestrasforall](#)      