



Job Title: Head of Philanthropy

Location: London/hybrid working – 2 days a week in office

Working Hours: 40 hours per week, (may include some evenings and weekends as required)

Contract type: Permanent

Annual leave: 31 days pa plus bank holidays

Accountable to: Director of Fundraising

Salary: £51,840 plus £1,500 London Weighting (if applicable) per annum pro rata

About Nordoff and Robbins

We stand for music and believe in the value of music for all people in our society. Every day we use the power of music to enrich the lives of people affected by life-limiting illness, trauma, isolation, social exclusion or disability. Our goal is to bring more people together through the power of music. To achieve this, we need to grow and diversify our income through innovative and sustainable fundraising. We are looking for an ambitious and relationship-focused fundraiser who shares our belief in the power of music. This role is your chance to help us achieve our ambitious goal of transforming more people's lives through music.

Our culture

At Nordoff and Robbins everyone has a role to play in building and nurturing our inclusive culture. If you join our team, you will be encouraged to be yourself and we want everyone to feel a sense of belonging.

We offer:

- Flexible working, with a minimum two days in our North London Office
- Salary sacrifice benefits including cycle to work.
- Employee Assistance Programme
- A true People First charity with training and career development as part of our core.
- An inclusive culture where you will feel a sense of belonging.
- Lots of music!

Our Fundraising team:

The Fundraising team at Nordoff and Robbins plays a vital role in enabling the charity to deliver life-changing music therapy to people of all ages across the UK. As the largest music therapy charity in the country, Nordoff and Robbins relies on a diverse and sustainable income base, and the fundraising team is at the heart of securing the voluntary support that makes this work possible.

The team leads on a broad portfolio of income streams, including philanthropy (major donors, mid-level donors, private trusts, individual giving and legacy giving), corporate partnerships, special events, community fundraising, and strategic partnerships within the music and entertainment industries. Working collaboratively and strategically, the team builds meaningful,

long-term relationships with supporters who share the charity's belief in the power of music to transform lives.

A strong culture of relationship fundraising underpins the team's approach. Fundraisers work closely with colleagues across music therapy services, communications, and senior leadership to develop compelling cases for support that clearly demonstrate impact. By aligning donor motivations with organisational priorities, the team ensures supporters experience a personal, transparent, and inspiring journey with the charity.

The Fundraising team is also central to delivering Nordoff and Robbins' Income Generation strategy and long-term growth plans. Through innovation, insight-led decision making, and a commitment to best practice, the team is focused on increasing sustainable income, deepening supporter engagement, and building long-term philanthropic investment. Their work not only secures essential funding for today's services but also strengthens the charity's resilience and ambition for the future.

About the Role – Head of Philanthropy

The Head of Philanthropy will play a pivotal role in delivering sustainable income growth and advancing the charity's long-term ambitions. As a senior member of the Fundraising team, the postholder will drive significant growth in high-value income through the strategic cultivation, solicitation, and stewardship of Major Donors, Mid-level Donors, Private Trusts and by establishing and embedding a successful Legacy programme. The Head of Philanthropy will also oversee the individual giving programme (regular giving, one off, in memory and in celebration), alongside the Head of Engagement and Communications.

Central to this role is the development and management of a robust portfolio of prospects and donors. The Head of Philanthropy will build meaningful, long-term relationships that align supporters' personal motivations and philanthropic goals with the organisation's strategic priorities. Through tailored engagement plans, compelling cases for support, and outstanding stewardship, the postholder will ensure an exceptional supporter experience that deepens engagement, inspires loyalty, and secures transformational and multi-year commitments.

Working collaboratively across the organisation, the Head of Philanthropy will translate strategic priorities into compelling funding opportunities, ensuring that philanthropy directly supports organisational impact and service development. This role is pivotal to the successful delivery of the charity's new Income Generation strategy and long-term growth plans.

Role Responsibilities:

- Managing and growing a portfolio of Major Donors, Mid-level Donors, Private Trusts, and Legacy prospects, with a focus on securing significant five and six figure gifts to meet and exceed annual income targets.
- Developing and implementing clear cultivation, solicitation, and stewardship strategies for each portfolio segment, ensuring structured moves management and measurable progression.
- Building and maintaining a strong pipeline of high-value prospects through research, data insight, networking, referrals, and collaboration with senior stakeholders and trustees.
- Identifying, shaping, and securing strategic funding partnerships aligned to priority projects and core service delivery.

- Writing compelling, high-quality funding proposals, reports, cases for support, and donor communications in collaboration with colleagues across fundraising, communications, and service delivery teams.
- Leading and delivering high-level donor engagement opportunities, including bespoke events, private viewings, project visits, and senior stakeholder meetings, ensuring excellent preparation and follow-up.
- Developing and launching a structured Legacy programme, including stewardship journeys for pledgers and integration of legacy messaging across high-value fundraising activity.
- Provide strategic oversight of Individual Giving activity in collaboration with the Engagement and Communications team.
- Contributing to and shaping the delivery of the organisation's five-year Income Generation strategy, with specific accountability for philanthropic income growth and long-term value.
- Providing accurate income forecasting and pipeline analysis, monitoring performance against KPIs, and delivering clear and insightful reports to senior leadership and trustees.
- Supporting the Director of Fundraising in monitoring and managing the philanthropy income and expenditure budgets, providing accurate forecasting, reporting and performance analysis.
- Lead, motivate and develop the Philanthropy Officer, supporting their professional development and progression and enabling high performance.
- Working closely with the Director of Fundraising, CEO, senior leadership team, and trustees to identify, open and develop high value philanthropy relationships including by leveraging networks, supporting high-value asks, and strengthening strategic relationships.
- Ensuring compliance with fundraising best practice, GDPR, and charity sector regulation, maintaining accurate and up-to-date records on the CRM system.
- Championing a donor-centric culture internally, embedding philanthropy as a strategic priority and promoting cross-organisational understanding of relationship fundraising.
- Continuously reviewing sector trends, benchmarking against best practice in UK philanthropy, and identifying opportunities for innovation and growth.

Other duties

- Work with the Service Delivery and Development team to maximise the potential of income generation and raise awareness of the work of the charity.
- Act as an ambassador for Nordoff and Robbins representing the charity at external events, and undertake public speaking as required.
- Seek out new ideas and innovations to incorporate into the fundraising portfolio and sell-in these opportunities with energy and passion for Nordoff and Robbins.
- Actively contribute to a culture of innovation, resourcefulness, and best practice to make the best use of time and skills in the team.

Skills and Experience	Why this Matters
Significant experience in high-value fundraising and philanthropy, with a proven track record of securing five- and six-figure gifts.	You bring the credibility, confidence, and expertise to lead complex donor relationships and secure transformational income. Your track record demonstrates your ability to meet and exceed ambitious targets, manage long cultivation cycles, and convert prospects into long-term philanthropic partners.
Extensive experience developing and delivering major donor, trusts and foundations, and legacy strategies that achieve strong financial results.	You will lead the development and implementation of a clear and ambitious philanthropy plan aligned to the Income Generation strategy. Your strategic approach will ensure sustainable income growth, a healthy prospect pipeline, and long-term value creation.
Experience of building and managing a robust prospect pipeline using structured moves management and CRM systems.	Your ability to apply insight, research, and data to relationship fundraising will ensure a consistent flow of high-quality prospects and measurable progression through the donor journey, supporting accurate forecasting and strategic decision-making.
Strong experience of writing compelling cases for support, proposals, and impact reports tailored to high-value audiences.	You can translate organisational priorities and service impact into persuasive funding propositions that resonate with donors' motivations and secure significant philanthropic investment.
Experience of working collaboratively with senior stakeholders, including CEOs, trustees, and ambassadors, to unlock networks and secure high-level gifts.	High-value fundraising is a team effort. Your ability to influence, brief, and support senior leaders in donor engagement will strengthen relationships, increase access to networks, and enhance the organisation's philanthropic reach.
Experience of managing direct reports, providing leadership, coaching, and performance management.	You will line manage and develop the Philanthropy Officer, setting clear objectives and fostering a high-performance, supportive culture. Your leadership will ensure accountability, professional growth, and strong team morale.
Experience of managing income and expenditure budgets, with responsibility for forecasting and reporting against targets.	This role carries significant income accountability. Your financial acumen will ensure accurate forecasting, effective resource allocation, and clear reporting to the Director of Fundraising and senior leadership.
Experience of delivering exceptional donor stewardship and high-level engagement opportunities, including bespoke events and cultivation experiences.	Outstanding stewardship drives retention and long-term commitment. Your experience will ensure donors feel valued, informed, and inspired, strengthening loyalty and lifetime value.

Experience of contributing to organisational strategy and operating within a senior management context.	As a senior member of the Fundraising team, you will contribute to strategic planning and decision-making, ensuring philanthropy is embedded as a core pillar of long-term organisational growth.
Experience of working with diverse audiences and tailoring engagement approaches accordingly.	You will engage a wide range of stakeholders — from individual philanthropists and family foundations to corporate trusts and legacy pledgers. Your ability to adapt your communication style and approach will ensure meaningful, values-led relationships.
Knowledge of fundraising regulation, compliance, and sector best practice within the UK charity sector.	You will ensure that all activity is compliant with GDPR, fundraising regulation, and ethical best practice, protecting the organisation's reputation and maintaining donor trust.