

the
DESIGN
MUSEUM

appointment of

Director of Development

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welcome from Tim Marlow, CEO and director

Over the past year we have got back to pre-Covid visitor numbers – something we are very proud of, particularly in the current cultural and economic climate. In addition, our museum membership has doubled and both the Barbie and Tim Burton exhibitions will break attendance records for the Design Museum.

We have established Future Observatory as the national centre for design research for the green transition and been accorded IRO status in record time, the first independent museum to be recognised in this way.

It is, therefore, a great time to be involved with an institution that is unique in its focus on the transformative potential of design; that has a landmark listed building full of energy and purpose and with a five-year plan to enhance our position as the world's leading design museum.

We are looking for an energetic and ambitious Director of Development to lead the museum's fundraising strategy, inspire a talented development department and drive income generation to support our mission and programs.

Design is fundamentally collaborative and I'm very much looking forward to working with a new Director of Development who will join our capable and committed team, as we define the next chapter in the museum's history.



The Design Museum is a multifaceted museum, an ever-changing space for the public, industry and education to come together and explore new ideas.



about us

The Design Museum is a charity and the leading museum devoted to design in the UK. Through a programme of innovative exhibitions and displays, pioneering research programmes, activation of the permanent collection and an expansive learning and engagement programme, we aim to engage the broadest possible public with 20th and 21st century design. What sets the Design Museum apart from our peers in the sector is our intrinsic connection to how the world is changing and the way that design gives shape to the future.

Our vision is a world in which design helps people and the planet to thrive. Our mission is to be a global hub for the transformative potential of design.

Since opening in 1989, we have gradually grown to occupy a distinct position in the UK's museums and gallery landscape as a multifaceted museum, an ever-changing space for the public, industry and education to come together and explore new ideas. We are a museum that reveals how great design can inspire and delight, while also providing practical solutions to some of the most pressing issues facing society today.

Our audiences come to explore design as a way of broadening horizons and shaping the future, and to connect with culture through shared experiences. Our landmark building in Kensington is the centre of our national network and a global hub for the transformative potential of design. We are one of the top independent museums in London and in 2023, we welcomed over 600,000 visitors to the museum. We have a rich digital output, with an audience of over 5million across our platforms.

Design is humanity's best friend: at its best, it offers solutions to some of society's most significant problems. The museum shines a light on the transformative impact of design and encourages people to consider how design has shaped our past, informs the present and can support a more hopeful vision for the future.

OUR VISION

a world in which design enables this planet and its inhabitants to thrive

OUR MISSION

to be a global hub for the transformative potential of design



our programme

Our programme is a diverse expression of the vast range of designers' influence on everything from homes to cities, clothes to technology, and food to film. This expansive field of activity provides an opportunity to reach many different kinds of visitor through stimulating and surprising exhibitions, programmes and content. By connecting design to people's everyday lives, needs and passions, we aim to reach the widest possible audience, including those who may not feel that they are interested in design. It is also central to the museum's mission to reflect the relevance of design to the major issues of our time, from an aging society to the climate emergency. We do this not just by showing designers' work, but by inviting them to use the museum as a space to 'think in public'.

Through our programme of temporary free displays, which pop up and activate points throughout the building, we offer visitors an opportunity to encounter a range of design research, experimentation, and production. Our Platform programme and Future Observatory displays offer a valuable platform for designers at all stages of their careers to share contemporary design thinking and practice with broad and diverse audiences.

What everything in the programme shares is a commitment to expanding our collective understanding of design, looking at the subject through different lenses and presenting a multitude of possibilities to engage with and interpret the world.

We share our exhibitions globally through our dynamic touring programme, which since its inception in 2002 has toured to over 104 venues in 31 countries.



learning and research

Learning and research at the Design Museum inspires and empowers audiences to engage with and imagine positive change through design. Our learning programme invites participants of all ages to explore and engage with the potential for change through design, attracting over 40,000 participants each year. We aim to create an open space for discovery, exploration and learning which nurtures creativity, radical thinking and collaboration. It is a place for everyone to have fun, be imaginative, and to develop a passion for design. Activity ranges from a public programme developed to enrich our programme and collection, through to engaging workshops for families and a gardening project. A comprehensive schools programme supports pathways into design education and careers, whilst also inviting fresh perspectives from the next generation on the role of design in the green transition.

In spring 2024, the Design Museum was awarded Independent Research Organisation status, becoming the first independent museum to receive this recognition. Achieving IRO accreditation reflects how the Design Museum has built its capacity as a centre of excellence and supports us to become the national hub for design research. The Design Museum's research culture is based less on studying historical collections and more on understanding the contemporary and future landscape that design plays a tangible role in shaping.

Future Observatory

Future Observatory is the Design Museum's national research programme for the green transition. Through this pioneering programme, we invite audiences to reconsider what a museum can be: a place not solely focused on the present or past, but somewhere that can play an active role in shaping a more sustainable future for people and planet. Through exhibitions, events and publications, the Design Museum's Future Observatory champions new design thinking on some of the most pressing environmental issues we face, making cutting edge research accessible to a diverse public.

A person wearing a red apron is working at a table in a workshop. The background is slightly blurred, showing a sign that says "ASK EVERYTHING". The foreground shows a table with various items, including a blue container and a water bottle. The text "creative workshop" is overlaid in a large, bold, orange font. There are several geometric overlays: a red fan-like shape at the top left, a blue and red concentric arc at the top right, a red fan-like shape at the bottom left, and a blue and red concentric arc at the bottom right. There are also four light blue circles scattered across the image.

creative workshop

communities

The museum is both hyper-local and global in its focus. Through work with local schools and community groups, we engage audiences across the borough and beyond who may not traditionally engage with museums, culture and the creative industries. As an independent museum with minimal investment from the public purse, we are committed to building a community who believe in the transformative potential of design. Collaboration with creative and design communities is central to our approach. Situated away from the city's more established museums and galleries, the Design Museum is uniquely placed to serve its local community, to build connections and inspire the next generation of design talent.

We work with designers, researchers, industry, educators, policy makers and the public to reimagine all our futures and diversify who participates in these roles. We question and collaborate to reach new audiences and increase representation across our engagements. We are here to inspire the next generation of designers, creative thinkers and entrepreneurs who collectively have the potential to shape our future. We create space for discovery, exploration, and learning, whilst nurturing creativity and collaboration. We want everyone's experience of the museum to spark their imagination, create enjoyment and build a passion for design.

Our strategic diversity, equity and inclusion aims are to:

Embrace diversity and inclusion across the museum's programming
Make the museum a more diverse and inclusive place
Foster an environment of belonging

Our ambition at the Design Museum is to create a culture that values and embraces differences. To shape an environment where everyone feels they belong, has a voice and can reach their full potential. We know that when this happens, we are all more engaged, committed and effective, and we make a more meaningful contribution to the world around us.

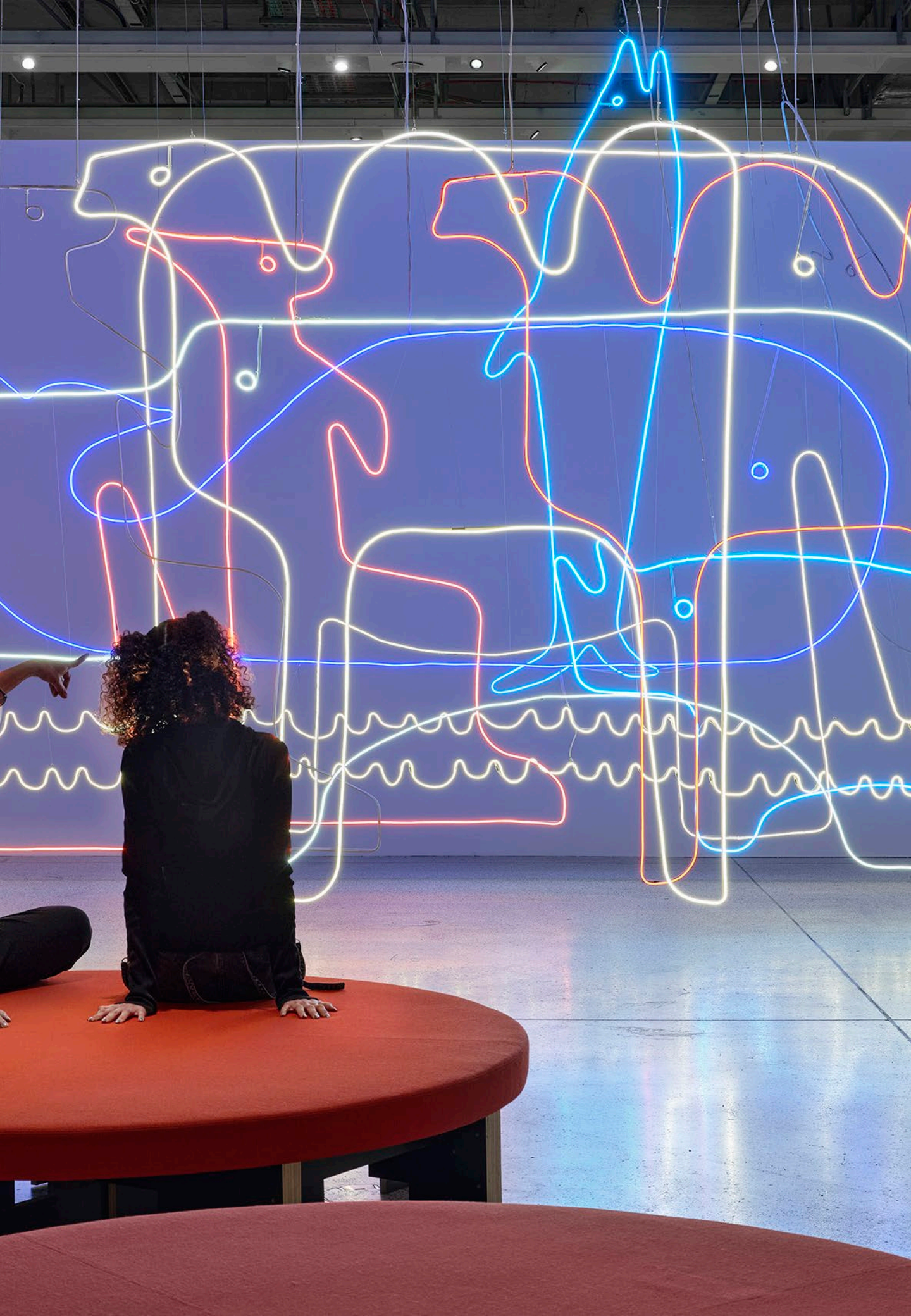
funding model

The museum receives a small proportion of public funding, with less than 2% of its annual budget coming from Arts Council England.

Fundraising, from both corporate and philanthropic sources, is critical to the funding model. As we move into this next phase in the museum's growth, we must increase income to continue to present a thought-provoking, diverse programme each year: from world-class exhibitions to stimulating learning programmes and pioneering research outputs.

Growing our unrestricted income enables us to both plan for the future and have the flexibility and dynamism to respond to opportunities as they arise. We have an ambition to be a new kind of entrepreneurial museum – whose network, productivity and relevance ensure its financial resilience.





the role

Reports to: Chief Executive and Director

Responsible for: Corporate Development, Philanthropy, and Commercial Partnerships and Events teams

Direct Reports: Head of Corporate Sponsorship, Head of Philanthropy, and Head of Commercial Partnerships and Events

Department: Development

Contract: Permanent

Overview

The Design Museum is the world's leading museum devoted to design, renowned for its innovative exhibitions, pioneering research, and expansive learning programmes. It is also a charity without major revenue funding from the government. Since opening in 1989, the Design Museum has grown to occupy a distinct position in the UK's museum landscape, serving as a dynamic space for the public, industry, and education to come together and explore new ideas. Its landmark building in Kensington is at the heart of its national network and is a global hub for the transformative potential of design.

The past year has seen the Museum achieve pre-lockdown visitor numbers, double membership and break attendance records for individual exhibitions. This strong platform will provide the basis for the next phase of the institution's development and growth.

A five-year business plan seeks to consolidate and expand the Museum's revenue base and reserves, through income generated in the following areas:

- A successful programme of design-led activities driving admissions income, accounting for over a third of total income in FY26.
- A strong commercial offer delivered by the Museum's Enterprise operation, including Retail, Publishing, Catering and Events, which aims to double in income over the next five years.
- An aligned funding model raising funds from corporate partners, trusts and foundations, individuals and statutory sources, to secure £12m over 5 years.

job description

The Director of Development at the Design Museum leads the museum's fundraising strategy, driving income generation to support its mission and programmes. This senior leadership role oversees all aspects of fundraising, including corporate sponsorship, individual giving, trusts and foundations, membership schemes, and philanthropic campaigns. The Director works closely with the museum's Director, trustees, and key stakeholders to cultivate relationships with high-value donors, build strategic partnerships, and secure sustainable financial support.

Reporting directly to the Director, the role involves managing a skilled development team, setting ambitious targets, and ensuring alignment with the museum's values and strategic goals. The [Director of Development] also plays a critical role in shaping the museum's long-term financial resilience, leveraging the museum's reputation as a global leader in design to inspire and engage supporters from diverse sectors.

The Museum's output is rich and varied, its audience young and diverse, and impact at once hyper-local and global. The centrality of design to contemporary culture and its role at the forefront of social, technological and environmental change, ensure the Museum's enduring relevance.

The Director of Development is part of the senior Executive comprising the Chief Financial Officer, Deputy Director, Chief Curator, Chief Operating Officer and Director of Future Observatory. The position reports to the Director & CEO and is responsible for:

- An in year revenue target of c30% of total museum income.
- A team of 17 Development personnel including 3 direct reports.
- The negotiation of significant corporate and philanthropic agreements.
- The drafting and agreement of accompanying contractual and legal frameworks for all partnerships with the museum that fall into the areas of Development and input in addition to Exhibition partnership agreements.
- The planning, delivery and implementation, alongside the Head of Commercial Partnership & Events, of all major Development and Museum events.
- Working actively with the Board and sub committees in their efforts to cultivate relationships for the benefit of the museum.

- Working alongside the CEO and Executive team in securing and nurturing long term relationships with government and funders.
- Provide regular reporting to the Board of Trustees on the Museum's progress on key projects and targets articulated in the five-year plan.

Key responsibilities

- **Strategic Leadership:** Develop and implement a comprehensive fundraising, membership and partnership strategy to support the museum's short and long-term goals. Work closely with senior leadership and the Board to align fundraising priorities with the museum's mission and strategic objectives.
- **Donor and Partnership Development:** Identify, cultivate, and secure new high-value donors and corporate partners. Strengthen existing relationships with key stakeholders, fostering a culture of philanthropy within the organisation. Lead the membership team to cultivate the membership base.
- **Major Gifts & Sponsorship:** Lead efforts to secure major gifts and corporate sponsorships, with a particular focus on individuals, foundations, and corporations. Oversee the development of compelling proposals, pitches, and presentations.
- **Grant Fundraising:** Work with trusts, foundations, and other funding bodies to secure grants that support the museum's exhibitions, programmes, and capital projects. Ensure timely and accurate reporting on all grant-funded activities.
- **Leadership & Team Management:** Manage a high-performing fundraising team, providing guidance and support to ensure success in meeting income targets. Foster a collaborative and results-driven culture within the team.
- **Financial Oversight:** Monitor and evaluate the effectiveness of fundraising activities, ensuring that targets are met and that funds are raised in line with the museum's mission. Oversee the fundraising budget and ensure efficient use of resources.
- **Public Relations & Advocacy:** Represent the Design Museum at events, donor meetings, and public forums. Serve as a key ambassador for the museum, enhancing its public profile and strengthening its reputation in the philanthropic and corporate sectors.



person specification

Key skills and experience

- Proven leadership in a similar role in a multifaceted business where philanthropic and commercial income is central to the success of the organisation.
- A substantial fundraising track record in securing income from diverse constituencies, including personal experience in both securing major gifts and managing teams to do the same from research through to stewardship.
- Experience of developing and managing data, databases, operational tools, due diligence processes and policies relating to the fundraising operation including an understanding of all relevant legislation.
- Ability to prioritise effectively across multiple projects, agendas, partnerships and timeframes.
- Strong management skills with proven ability to develop, articulate and champion funding opportunities.
- Proven experience of nurturing long and short-term funding opportunities and being the key point of contact for both.
- Experience of developing and securing substantial funding opportunities in sponsorship, trust & foundation, individual and venue hire environments.
- An understanding of the implications and legislation involved in fundraising internationally.

Personal characteristics

- Ability to lead, motivate and inspire a fundraising and events team.
- Excellent written and oral communication skills.
- Highly developed negotiation, influencing and persuasion skills.
- Project management skills and ability to remove any organisational roadblocks that exist in relation to Development.
- Resilient, diplomatic and resourceful in solving problems.
- Ability to prioritise and focus on the areas of greatest impact.
- Commitment to the highest professional and ethical standards.
- Strongly numerate with the ability to be entrepreneurial and take measured risks.

terms of appointment

Salary: up to £90,000 per annum, dependent on experience

Holidays: 25 days + Christmas eve

Hours: 35 per week

Location: Design Museum Kensington is the place of work, with a hybrid arrangement of 60% of an employee's role to be performed at the museum and 40% remote

Design Museum Staff Benefits

Employees are entitled to 25 days holiday, rising to 26 days after two years' service and 27 days after five years' service, plus 8 days Bank Holiday and Christmas Eve (museum closed), pro-rata for part-time employees. Other benefits include flexible working, hybrid working and core hours (10.00am – 4.00pm), where feasible for the role, access to a defined contribution pension scheme, enhanced maternity and paternity leave, an employee assistance programme, season ticket loan, cycle to work scheme, free entry for friends and family to the museum, a variety of staff discounts including the museum shop, cafes and free entry to a wide number of galleries and museums in London.

Pension

All eligible staff will have access to the Design Museum Defined Contribution Pension Scheme. An employees pay a minimum amount of 4% of their pensionable salary every month. On top of this payments are made into the employee's pension by the museum of 4% of the employee's pensionable salary. Total paid into an employee's museum pension = 8%.

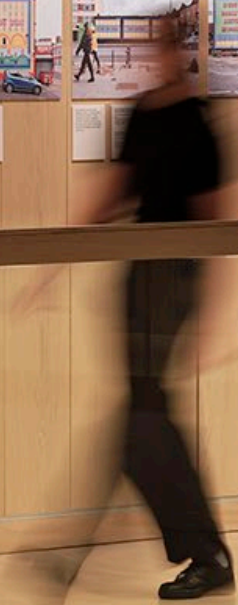
Hours of Work

Full-time employees are required to work no less than 35 hours per week. Core hours on contracted working days are between 10.00am and 4.00pm. Employees must be available for work, meetings etc during these times, notwithstanding time for a lunch break. A minimum of a 20-minute break must be taken if an employee is working over six hours. Hours for part-time employees are pro-rated accordingly.



SPACES

Designing spaces that are lively and uplifting is an equally important aspect of Park's practice. The 2019 exhibition 'Types of Happiness' explored a spectrum of 14 kinds of happiness that were chosen to inspire wellbeing, developed by researchers at West Cornwall Festival College. This multicolored view of happiness inspires Park's latest design. The urban environment becomes a canvas for creating moments of delight in a city that is often overwhelming and impersonal.



how to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Design Museum on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **EBOXB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 20th February 2025**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

the
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