

The British
Museum

Appointment of Director of Development

April 2025

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The British
Museum

The first national public museum of the world.

The British Museum was founded in 1753 and opened its doors in 1759. It was the first national museum to cover all fields of human knowledge, open to visitors from across the world.

Letter from the Director

Dear Applicant,

The British Museum's collection is the most remarkable in the world. The first public national museum in (and about) the world, the Museum's eight million artefacts make it the largest and most comprehensive collection, spanning two million years of human history and art across all cultures, from prehistory to today.

We were founded in 1753 on an ingenious and generous premise which remains relevant: that everyone should have free access to a complete history of human knowledge and endeavour. Three centuries on, we seek, as we always have, to make that ideal real and each and everyone of us working in the Museum plays a part in that.

This is an exciting time for the British Museum as we embark on our Western Range project – one of the biggest museum redevelopment projects anywhere in the world. This physical transformation is in the service of an intellectual transformation, as we rethink how we display our collection – working towards the most holistic and ambitious redisplay in the Museum's history. We are also documenting and digitising our entire collection and working with local, national and international partners to make our collection the most accessible and the most visible in the world.

As Director of Development, you will be an integral part of the senior leadership team – and will play a critical role in ensuring we fulfil these exciting ambitions. You will help us to inspire and develop relationships with our friends and supporters across the world so that, together, we can deliver a transformation that leaves a lasting cultural legacy, within and outside the walls of the Museum.

I look forward to reading your application.

Dr Nicholas Cullinan OBE
Director



The British Museum

The British Museum is proud to be one of the world's most visited museums. In 2024, its home in Camden received 6.5 million visitors, more than any other museum in the UK. A further 4 million people saw objects from the British Museum's collection elsewhere, 2.3 million of them outside the UK. That's because, as well as the iconic site in London, the Museum has deep and wide-ranging partnerships with museums, schools and communities in every corner of the UK and on every continent.

Against this backdrop, The British Museum is now undergoing an extraordinary transformation, both physical and intellectual. We have built a new state of the art research centre in Reading, begun work on a new energy centre that will help us in our drive to become net zero, and we have just appointed world-renowned architect Lina Ghotmeh to rejuvenate and redevelop our Western Range – accounting for over a third of our galleries. This will be the biggest building project the Museum has undertaken since the Victorian era - indeed it will be one of the biggest and most exciting cultural renovations in the world. And that makes it a uniquely exciting time to join the Museum. And while the physical transformation will be spectacular in collection and own right, it is done in the service of a wider intellectual transformation. Alongside redesigning our galleries, and rethinking how we display the collection, we are documenting and digitising our entire collection and expanding our national and international loans programme.

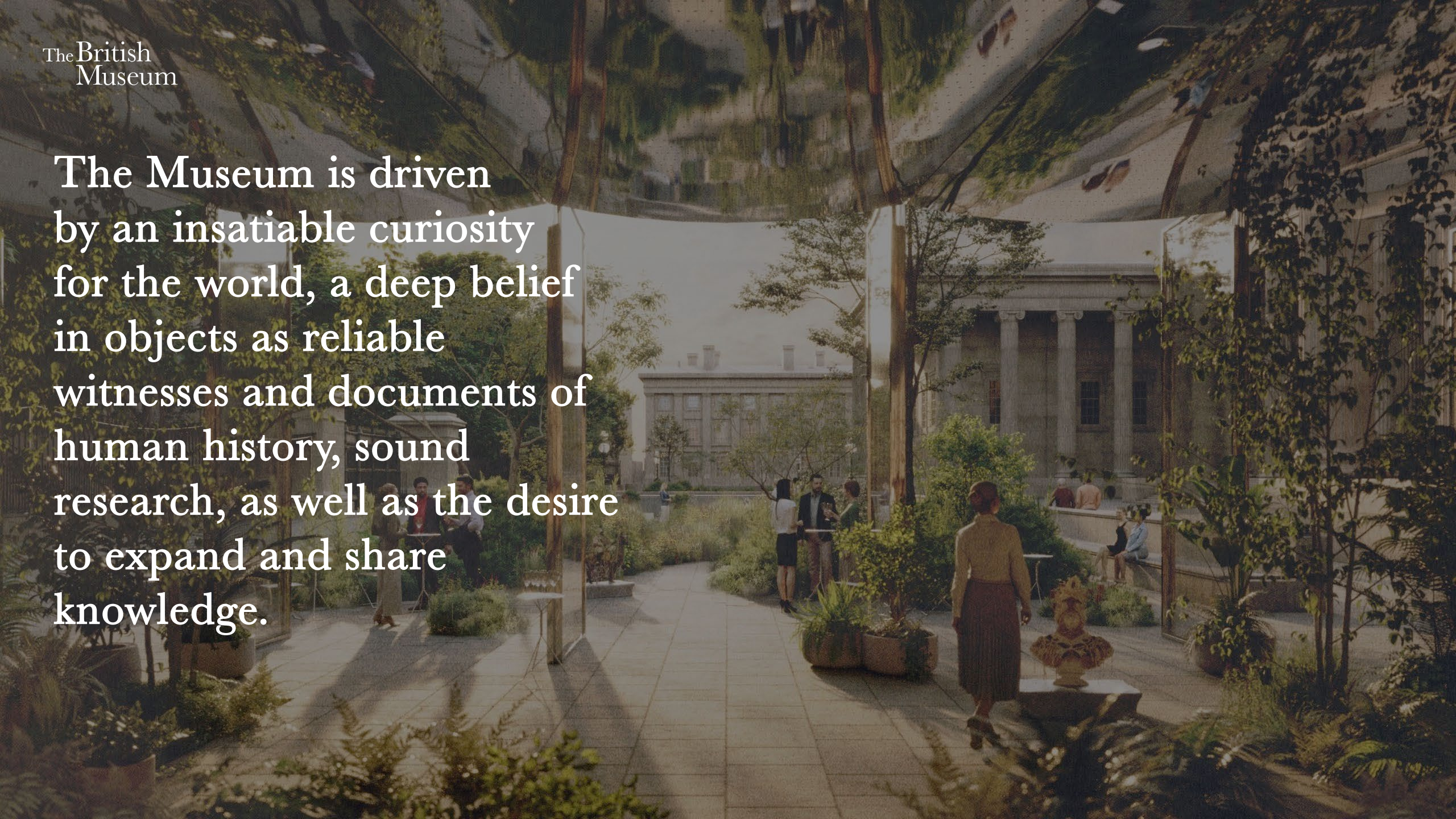
Taken together we are determined to make our collection the most accessible, used and enjoyed of any in the world. We are seeking a Director of Development to help us realise this vision.

You will be leading a fundraising programme of more than £600m over the next 10 years towards our ambitious masterplan. Your ability to operate at this level will be underpinned by substantial experience delivering highly successful philanthropic relationships and fundraising campaigns. We are especially keen to welcome applications from those with ambitious vision who want to make a significant contribution to this prestigious international institution as it moves into a new era.

You will be an inspirational, inclusive and collaborative leader with experience of leading and motivating teams. You will have achieved outstanding results and be able to demonstrate a resourceful and flexible approach when faced with obstacles. As a member of the Museum's Directorate Group, reporting to the Director, you will contribute to wider museum strategy, act as an advocate for the organisation, and be involved in on-going liaison with Trustees and senior colleagues across all departments. Your sophisticated communication and influencing skills combined with an enterprising spirit will inspire those around you and build long-lasting and beneficial relationships for the Museum.



The Museum is driven by an insatiable curiosity for the world, a deep belief in objects as reliable witnesses and documents of human history, sound research, as well as the desire to expand and share knowledge.





The Role

Main purpose of the role:

The British Museum has welcomed generous support since its foundation in the eighteenth century. The Director of Development plays a critical role in shaping the museum's long-term financial resilience, leveraging the museum's reputation to inspire and engage supporters from diverse sectors.

The Director of Development determines the overall fundraising strategy to build strategic partners, working with individual giving, trusts and foundations and corporate organisations across the world whilst creating long term excellent donor relationships.

This is a much valued and influential role working across the Museum, collaborating with the Director, Trustees and colleagues throughout the Museum to ensure fundraising requirements are balanced with wider Museum objectives.

It requires an understanding of different disciplines and priorities, and the ability to communicate and influence at the highest level nationally and internationally.

Reporting to and working closely with the Director, the role involves leading 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 Director of Development is part of the senior Directorate Group comprising the Managing Director, Finance Director, Collections Director, Communications Director, Estates and Capital Projects Director, Public Engagement Director and Commercial Director.



The Role

The position reports to the Director and is responsible for:

- A fundraising target towards the capital plans of £600-800m.
- A team of 40 Development colleagues 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 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 Director and Directorate Group 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 Masterplan.



Key Responsibilities

- **Strategic Leadership:** Develop and implement a comprehensive fundraising strategy to support the museum's masterplan goals. Work closely with senior leadership and the Board to align fundraising priorities with the museum's mission and strategic objectives. Whilst ensuring the department is fit for the ambitious museum plans.
- **Donor and Partnership Development:** Work with the Board and subcommittees to cultivate and steward the Museum's relationships with major donors and other strategically important supporters. Lead efforts to identify and secure new high-value donors and corporate partners. Foster a culture of philanthropy within the organisation. Lead the membership team to cultivate the membership base.
- **Events:** Lead on all the Museum's major Development and Museum events (including the annual Gala Ball) in order to avoid conflicting approaches and maximise income.
- **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. Plan and oversee appeals and campaigns in support of the Museum's capital master plan or individual projects therein.
- **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.
- **Public Relations & Advocacy:** Represent the 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.
- **Leadership & Team Management:** Lead, recruit, manage, motivate and develop a team of c. 40 professionals responsible for the Museum's capital and revenue income 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.
- **Directorate oversight:** Manage a number of significant corporate risks including regulatory compliance, safeguarding the Museum's reputation, and providing funding for essential activities. Develop and maintain museum wide policies to ensure compliance and the delivery of targets. Ensure good financial management and corporate reporting.
- **Other duties as required**



Person Specification

It is expected that candidates will bring all or most of the following qualities:

Key skills

- Resilient, diplomatic and resourceful in solving problems.
- Ability to prioritise effectively across multiple projects, agendas, partnerships and timeframes, under pressure and to the highest professional and ethical standards.
- Strong leadership skills with proven ability to develop, articulate and champion funding opportunities.
- Professional understanding of the tax, charity law and regulation as applicable to fundraising in the UK and internationally.
- Strongly numerate with the ability to be entrepreneurial and take measured risks.
- Project management skills and ability to remove any organisational roadblocks that exist in relation to Development.

Key experience

- Proven leadership in a similar role in a multifaceted business where philanthropic and commercial income is central to the success of the organisation.

- Experience of working in a large and complex organisation.
- Experience of playing a senior role in fundraising campaigns or capital fundraising
- Management experience of fundraising operations and regulation.
- A demonstrable and 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.
- 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.

Commitment to Equity, Diversity and Inclusion:

- The British Museum values and respects the diversity of its audiences and its staff; the Managing Director must embody these values.





Terms of Appointment

Location: London

Salary: £110-115,000

Holiday entitlement: 25 days

Pension: Civil Service alpha pension scheme, with the standard employer contribution rate (currently 30.3%)

How to Apply

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

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

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 Monday 28 April 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.



The British
Museum

AT COURT CELEBRATING THE NEW MILLENNIUM

Saxton Bampfylde

Architects in
Association with the
British Museum

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