



Royal Albert Hall

Information for Candidates

Recruitment Pack

Head of Philanthropy





Welcome

From *Darranda Rowswell, Director of Development*

We are recruiting a Head of Philanthropy to take the Hall's philanthropic fundraising activity from strength to strength while playing an instrumental role in driving the department through the next stage of development during an exciting period of growth.

We have a vision for the organisation that drives an astonishing programme of high-profile performances across classical music, rock and pop, national events and the spoken word, creating breathtaking moments and lasting memories for everyone – as well as some unforgettable stewardship opportunities!

The vision also has at its heart the development of our hugely successful, and expanding, outreach programme, supporting emerging artists and engaging the community.

Finally, we have plans for a significant and pioneering capital programme, impacting on almost every part of the building through an extended programme of work.

We have recently launched an appeal to support this work and this post will be instrumental in raising funds for the appeal, ensuring the Hall remains a much-loved venue for both audiences and artists alike long into the future.

The Royal Albert Hall has a distinctive governance structure and commercial model, unlike most other cultural institutions. While this can sometimes be complex and might occasionally attract public attention, it also creates a uniquely dynamic and rewarding environment. As Head of Philanthropy, you'll have the opportunity to navigate these complexities, build meaningful relationships with donors, and deliver transformative fundraising results. It's an exciting challenge, and if it sparks your interest, we'd love to hear from you.

Successful candidates will be joining a small but dynamic team who are bringing creative thinking, passion and energy to taking the Hall's philanthropic support to the next level.



Introducing the Royal Albert Hall

The Royal Albert Hall is an iconic venue and a registered charity, held in trust for the nation.

Our charitable purpose is to:

- Promote the Arts and Sciences
- Preserve and enhance our Grade I listed building

Since we opened our doors in 1871, the Royal Albert Hall has been home to the world's leading figures in music, dance, entertainment and conversation. From the Suffragettes to Stormzy, Elgar to Einstein, the Beatles to Bassey... icons grace our stage.

A charity known and loved across the globe, we are home to dreams and determination, contemplation and celebration – bringing people together to lift their spirits and inspire. Every year nearly 2 million people enjoy unforgettable experiences in our spectacular building, with millions more joining us online and through broadcast worldwide.

We are home to the future – working tirelessly to enable talent to thrive. We embrace change as well as tradition, inviting the new, the radical and the bold. We are open to all, a committed force for good, connecting people and communities.



Our Vision

Our vision is for the Royal Albert Hall to be the home of breathtaking moments and lasting memories, for everyone.

Together, we create the amazing.





Our Strategic Objectives

We have four Strategic Objectives that will help us achieve our Vision:

1. Driving progress on the Hall's Vision to be a home for everyone – artists and audiences
2. Generating funds for the Estate Plan and other projects
3. Investing in people and systems
4. Building the Hall's reputation as a Force For Good:
 - A Home For Everyone – Equity, Diversity and Inclusion
 - A Home For Thriving Creativity – Engagement and wellbeing
 - A Home For a Sustainable Future – Towards net-zero and biodiversity.





Equity, Diversity and Inclusion

The Hall supports an equal, diverse and inclusive environment for all.

We want everyone to feel that the Royal Albert Hall is a place for them, where they truly belong. To do this, diversity and inclusion must be built into everything that we do, so that it's a part of who we are. We want our programme, staff and audiences to be reflective of London and to celebrate the diversity of the communities that we serve. So we look to recruit colleagues who support these ambitions and values.

We aim to be a force for good, and we know that what we programme on our stage has the power to shift and change mindsets. We are increasing the number of global majority headliners and younger performers at the Royal Albert Hall. And we are creating new opportunities for diverse participants across the Hall team.

“I want the Hall to champion a diverse array of performers, and to attract staff and audiences that truly reflect modern Britain. There is much still to do, but we are working hard to ensure the Hall is a home for everyone.”

- James Ainscough OBE, Chief Executive





Equity, Diversity and Inclusion

We are committed to:

- Providing training on inclusivity to all staff.
- Implementing a structured and transparent framework for talent management and promotion to drive consistency, equity, and strategic workforce development.
- Reviewing our recruitment strategies to ensure that we can widen our candidate pool and further increase the diversity of our workforce.
- Leverage data-driven insights from staff engagement and pulse surveys to inform and deliver targeted interventions that cultivate a sense of belonging and high-performing team cultures.
- Establishing end-to-end reasonable adjustments processes that proactively support accessibility and inclusivity for all employees and visitors.
- Strengthening the Hall's mental health and wellbeing agenda by expanding support mechanisms and resources aligned with evolving staff and visitor needs.
- Working with our EDI staff working group to champion our initiatives. By collaborating with this group, we'll ensure our team understands and actively supports our commitment to Equity, Diversity, and Inclusion.
- Ensuring that our tours and archive properly represent the Hall's rich and diverse history.





BBC
Proms

BBC
Proms



Job description

Role: Head of Philanthropy

Location: Royal Albert Hall

Salary: £84,900 per annum

Working hours: Monday – Friday 9am – 5pm with the requirement to host evening and weekend events as necessary

Reports to: Director of Development

Direct reports: Senior Philanthropy Manager, Senior Events Manager, Friends and Patrons Manager, and Trusts & Foundations Fundraiser

How does the Philanthropy team deliver the Hall's Vision?

Raising philanthropic and Friends and Patrons membership income for the Royal Albert Hall to invest in the Grade I listed building, provide a pioneering community Engagement programme, nurture tomorrow's artists and make our extraordinary building open to as many people as possible.



How does this role fit into the structure/team? And what does success look like?

As Head of Philanthropy, you will lead the Royal Albert Hall's philanthropic efforts, driving a strategy that focuses on growing key income streams, supporting an ambitious capital campaign, and managing a talented, motivated team.

The capital campaign will modernise and enhance the Hall's historic Grade I listed building, making it fit for the future while preserving its unique charm. As the Hall's fundraising evolves, this campaign will require a bold approach to expanding the donor base, cultivating new prospects, and securing transformational gifts, offering the chance to make a tangible impact on one of the world's most iconic venues.

Philanthropy is important to the Hall's operations, and your leadership will be instrumental in maintaining relationships with key supporters and senior contacts while developing new sources of voluntary income nationally and internationally. In addition to established income streams—such as major donors, trusts and foundations, and the Friends & Patrons programme—you will spearhead efforts to engage new supporters and maximise opportunities available to the Hall.

Success in this role will come from your ability to lead and inspire your team, build and steward high-value donor relationships, and deliver significant growth in philanthropic income. By contributing directly to the Hall's success in generating income, you will help shape the future of a globally celebrated cultural institution, ensuring it continues to inspire and connect audiences for generations to come.



Key accountabilities	Key activities/decision areas
1). Income generation	<ul style="list-style-type: none">• Work with the team to deliver against agreed fundraising targets spanning major donor, trusts and foundations, philanthropic events, Friends and Patrons, public fundraising and legacies to drive voluntary income for the capital campaign, Engagement programmes and the Hall in general• Play a pivotal role in the capital campaign, using a compelling case for support to build momentum• Oversee and refine fundraising processes, KPIs and cultivation plans to ensure sustained income growth across the various streams• Personally, and through the work of the team, steward and solicit major donors, cultivating long-term relationships while identifying and pursuing new prospects nationally and internationally• Manage the team's budget by leading the annual budgeting and reforecasting of Philanthropy income and departmental expenditure, providing updates and reports as required to Finance, the Director and other members of the Executive Team
2). Team management	<ul style="list-style-type: none">• Lead and develop a team of talented fundraisers, across the income streams• Coach, mentor, and support the team to achieve its goals, fostering a collaborative, high-performing environment• Lead by example with positive behaviour, inspiring the highest standards of working• Deal with any performance issues and provide feedback through regular catchups



Key accountabilities	Key activities/decision areas
2). Stakeholder management	<ul style="list-style-type: none">Drive results through external stakeholders by either leading on or supporting their activities such as presenting, compiling reports and securing donations. This includes but is not limited to major donors, the Philanthropy Board, Royal Albert Hall America, the Development Committee and the Royal Albert Hall Trust

Qualifications and Experience	
Criteria	Requirement
Significant expertise in major donor fundraising, including building relationships with high-net-worth individuals and securing six-figure+ gifts.	Essential
Experience of managing established fundraising specialists, through a coaching leadership style that fosters growth, supports newly promoted team members, and enables staff to excel.	Essential
Experience of having strategic oversight of pipeline management, with the ability to identify structures and processes for improvement and implement effective solutions.	Essential
Experience of developing and reviewing cases for support, aligning them with donor motivations and appeal priorities.	Essential
Strategic and operational expertise, including setting and achieving financial targets	Essential
Experience of international fundraising, including America	Desirable



Skills and Abilities	
Criteria	Requirement
Strong cultivation and process planning skills, ensuring the team maintains a robust pipeline, is on top of prospect cultivation plans, and responds nimbly to opportunities.	Essential
Proficient in setting and monitoring KPIs, ensuring performance aligns with ambitious targets and strategic goals	Essential

Behavioural attributes	
Criteria	Requirement
Strong communication, negotiation, and influencing skills, with the gravitas to engage senior stakeholders	Essential
The ability to connect with and inspire a diverse range of donor motivations.	Essential

The job description above is intended to be an outline of the duties and responsibilities for this role. This is not exhaustive, and it is likely to change over time. The role holder may be expected to undertake other duties that are commensurate with this role.

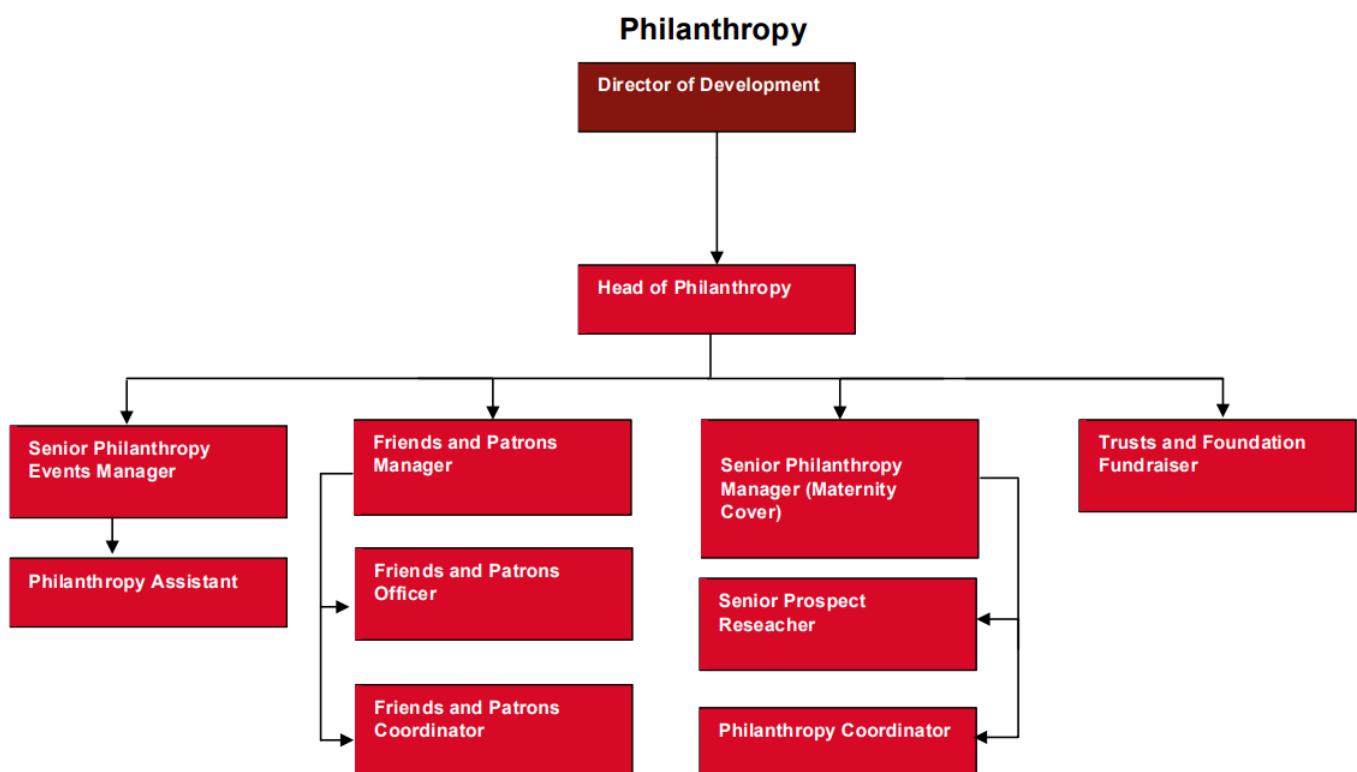
Note:

Essential criteria refer to the minimum skills, abilities, knowledge, experience, and professional qualifications required for the role. These are non-negotiable and individuals who do not meet these basic requirements cannot undertake all the duties required for this role.

Desirable criteria are those that are important, but not essential for an individual to perform the duties of the role. They are criteria that an individual can develop while they are in post through training and other developmental type activities.



Department chart





Your first six months

During your 6-month probationary period, our focus is on setting you up for success, so we will invest in giving you skills and knowledge to perform your role.

It is also vital that you build an understanding of our unique working environment, intimately tied to our Grade I listed building, and that you immerse yourself in the Hall's culture. This means exploring our historic building where history has unfolded for over more than 150 years and where legends have performed on our stage, building strong relationships through face-to-face interactions with your line manager, engaging in relevant in-person training and investing quality time with colleagues and peers to foster strong working connections and where possible attending events.

Embracing your team's working pattern, whether hybrid or on-site only, is essential to ensuring a smooth transition and a successful start. The magic happens in our building, so it's vital that you have a regular on-site presence to support us in creating the amazing.



Application

Thank you for your interest in working at the Royal Albert Hall. We have collaborated with Quarter 5 for this vacancy. To apply for this vacancy. Please send your CV and cover letter to Ed at ed@quarterfive.co.uk

[Vacancy Search Results - Royal Albert Hall](#)

Provisional dates for interviews are:

First round interviews:

w/c 16 Feb 2026

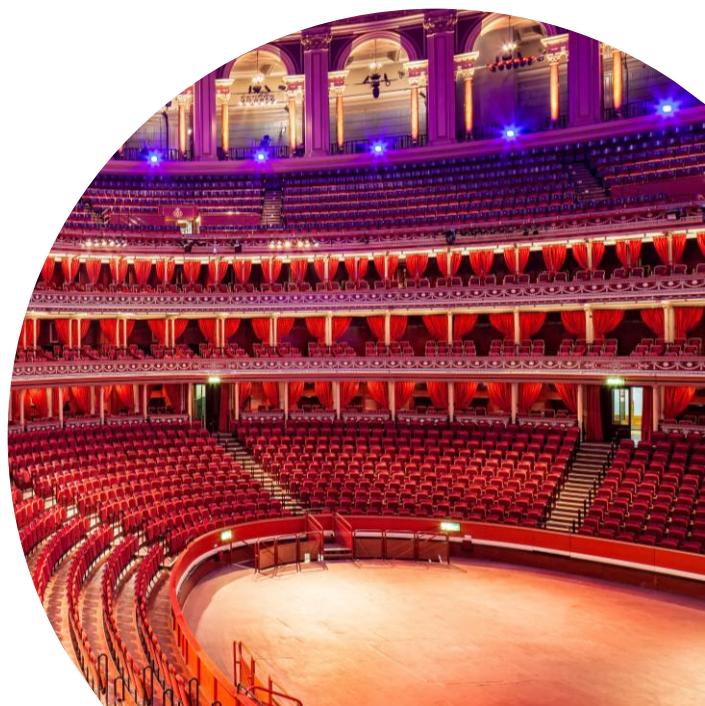
Second round interviews:

w/c 23 Feb 2026

The closing date for applications is 12pm on 3 Feb 2026

The Royal Albert Hall is a registered charity (no. 254543) and strives to be an equal opportunities employer.

The Royal Albert Hall is committed to creating a diverse and inclusive environment in which everyone can thrive. We encourage candidates from all cultures and backgrounds to apply. If you believe you need a 'reasonable adjustment' with the recruitment process, then please email the People and Culture team via peopleandculture@royalalberthall.com. Please state 'Request for Reasonable Adjustments' in the email subject header and provide details of your preferred contact method.





Staff Benefits

Our commitment to you

Our people are our greatest asset and play a role as active ambassadors for the Hall. In recognition of your commitment and in support of the work that you do, these are the health, wellbeing and staff benefits that are available to you as a staff member.



Annual Leave

Entitlement is 25 days per year, with the opportunity to buy or sell up to five days holiday per calendar year.



Personal development

Development is really important to us and there are a variety of options available to staff at the Hall.



Family leave

We offer enhanced pay during maternity, paternity and shared parental leave.



Life assurance

This is 6 x your basic salary.

Care first

Employee assistance programme

Care First offers support, information, expert advice and specialist counselling to help you when you need it.

Aviva DigiCare+

Mental health and wellbeing app

Access to expert care and tailored resources – helping you stay well and feel supported.



Cycle to work scheme

This allows you to obtain a new bike to use to ride to work. You can then repay it through your salary.



Interest free season ticket loan

We pay for the ticket, and you repay the money out of your monthly salary



Employee discounts scheme

From groceries to wellness products, travel and more, with our employee discount scheme you can start saving more money right away, on things you're already buying using our Backstage portal.



Wellbeing

We take the health and wellbeing of our staff at the Hall seriously. We have a dedicated Wellbeing Committee and Mental Health First Aiders. Well-being sessions are run throughout the year, some of the recent sessions run included Menopause and Emotional resilience training.



Pension

When you join us, we'll automatically enrol you into our pension scheme. You will have the option to join our stakeholder pension scheme after 6 months service and successful completion of your probation at six months.



Complimentary tickets

Following three months continuous service, you will be eligible to apply for complimentary tickets to performances within the auditorium at the Hall.



Staff canteen

Our canteen offers free hot and cold meals, including vegetarian options to staff whilst at work.





Royal Albert Hall
royalalberthall.com

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