

KING'S
COLLEGE
CAMBRIDGE



CANDIDATE INFORMATION

DIRECTOR OF DEVELOPMENT

Constellate
GLOBAL TALENT

A WARM WELCOME

Dear Prospective Candidate,

Thank you for your interest in the Director of Development opportunity at King's College, Cambridge. I am delighted that you are interested in what we think is one of the most exciting senior leadership roles in advancement.

Founded by Henry VI in 1441, King's has a rich and distinguished history. For many, the College is synonymous with Cambridge itself, thanks in part to the global recognition of our world-famous Chapel. For more than 500 years, King's has given creative and curious minds the opportunity to excel. Throughout our history, we have challenged and inspired and had an impact on the world out of all proportion to our size.

Today King's continues to thrive as a vibrant, diverse, supportive community of Fellows, students, and dedicated staff. Our mission has always been to attract the very best students regardless of background and support them to achieve to the very highest of their ability. At King's, we are already leading the way in UK state school access and have been for many years - and we want to do more.

We are entering a particularly dynamic phase in the College's development. We are on track to deliver our £100m campaign and have ambitious plans to grow our student support programs, enhance our research capacity, and continue the stewardship of our remarkable estate. These initiatives create a powerful platform for our new Director of Development to make a meaningful and lasting impact.

In this role, you will shape and lead the College's fundraising strategy in close collaboration with the Fellowship, supported by an experienced team and a deeply committed global alumni network. We are seeking an experienced fundraising leader with a proven track record of delivering ambitious fundraising goals and a strong understanding of higher education and international philanthropy.

This is a unique opportunity to contribute to the future of a globally recognised academic institution. If this resonates with your experience and aspirations, I would be delighted to hear from you.

Warm regards,



Dr Gillian Tett
Provost



THE OPPORTUNITY

We are looking for our next **Director of Development** to build upon the success of the King's Campaign and to help shape the future of a renowned academic institution. As Director of Development, you will lead the design and execution of a comprehensive, multi-year fundraising strategy that enables King's College to realise the next stage in its philanthropic aspirations. With access to an extraordinary platform - the College's global reputation, its world-renowned Chapel and Choir, and its passionate, international alumni community - you'll work to build, deepen and realise new and existing relationships that result in transformative philanthropic support.

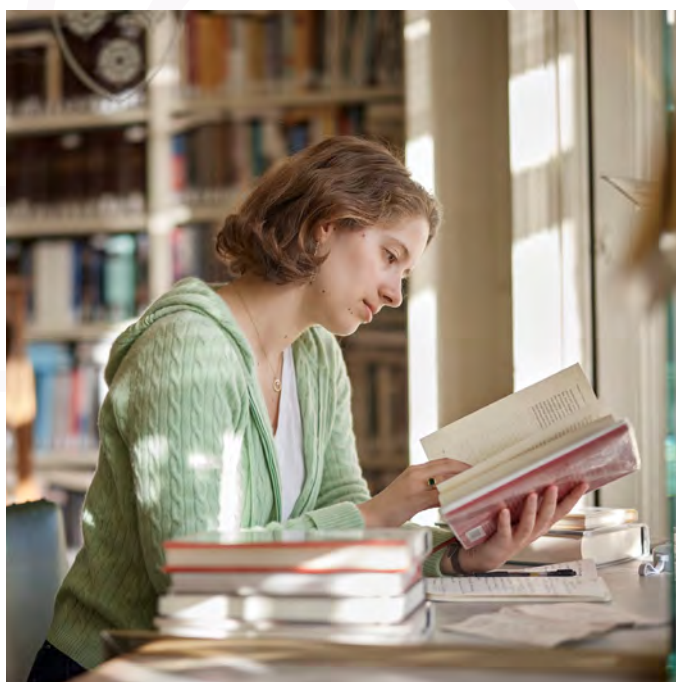
Whilst alumni are central to our success, the College's reach and reputation extend far beyond. You will engage new supporters across sectors – individuals, foundations, and organisations who share our vision and values – and inspire them to engage with the College's mission.

This is a position that calls for strategic vision, creativity, and a collaborative spirit. Working closely with the College Officers and the wider Fellowship, you will align fundraising efforts with the College's long-term priorities: expanding

educational provision and student support, advancing research, preserving the architectural and cultural heritage of our estate, and supporting the Chapel and Choir.

You will lead an experienced and well-resourced team of development professionals, providing coaching, mentoring and support. You will be a key member of the senior leadership team and will be elected to a Fellowship of the College with its associated rights and privileges.

We are looking for an exceptional fundraising leader – someone with a proven track record in securing major gifts, delivering ambitious fundraising goals and building high-performing teams, who is energised by the opportunity to work across a diverse and dynamic community and with our global alumni community. This is an opportunity for a talented major gifts fundraiser who is motivated by the opportunity to have a formative impact on the College's fundraising, recognising that success in this role will be transformational not only for the College but also for their own career.



ABOUT KING'S COLLEGE



King's College is a place for independent thinking and seeing the world differently; a place in which an education charged with creative and intellectual energy is shaped by a unique physical environment. The exceptional undergraduate and graduate students are taught by a remarkable Fellowship at the heart of a great University and share a passion for learning and discovery. Among its former students and Fellows, the College boasts eight Nobel laureates, including Sydney Brenner, as well as influential figures such as Alan Turing, E.M. Forster, Anne McLaren, John Maynard Keynes and Bernard Williams.

We are a college known for our intellectual excitement, open-mindedness and readiness to experiment. The College enjoys an informal and relaxed atmosphere between academics, students and non-academic staff, and combines intellectual endeavour with political engagement and a lively social and artistic scene.

We have long looked to attract and educate the best students, who have the potential to excel, from all

backgrounds. We are mindful of how we can help everyone who studies here thrive – how we support talented students and academics in a unique environment, foster innovation, and achieve the greatest benefit in terms of education, learning and research for students, for the Fellowship and for the College.

King's community extends to over 10,000 alumni. Prominent amongst its living members are the novelists Zadie Smith and Salman Rushdie, astronomer Martin Rees, sociologist Anthony Giddens, anthropologist Caroline Humphrey, former Chair of the Bank of England Mervyn King, philanthropist David Sainsbury, molecular biologist Lesley Anne Glover, entrepreneur and computer scientist Hermann Hauser, and the composers Judith Weir and Errollyn Wallen.

Our academics engage in world-leading and world-changing research, individually and collaboratively, and teach the raw talent and radical thinkers who have changed and will continue to change all our futures.

DEVELOPMENT AT KING'S

King's aims to be at the forefront of providing equality of access to all who could thrive here, and equality of opportunity to our students once they are admitted. Through our students and Fellows, we see King's as a catalyst for change.

King's historic architecture and grounds and our world-famous choir, together with the College's intellectual zest, make King's not just one of the best-known Cambridge colleges, but one that represents the identity of Cambridge University for many people worldwide. We have a duty, too, to protect and preserve this heritage.

The activities of the Development team lie at the heart of this shared heritage. The team is well-established, well-resourced and its individual members bring considerable experience. Thanks to the remarkable support and commitment of our alumni, Development at King's has seen remarkable successes in recent years. In 2018, we launched The King's Campaign to raise £100 million so that we can enable students diverse and under-represented

backgrounds to come to King's and thrive here, deliver world-class academic teaching and research, and maintain and preserve our historic buildings.

The King's Campaign has allowed for a radical expansion in student support and a step change in our ability to engage with students from underrepresented communities. We have delivered several major partnerships and projects, including the construction of award-winning student accommodation. The Campaign has been transformational, not only in its success but in raising the ambition of the College in relation to philanthropy. Securing gifts at the six, seven and eight figure level, we have delivered innovative and enterprising approaches to philanthropy, engaging donors in the exciting initiatives being undertaken here.

The College is now looking to build on these successes with its characteristically high ambition to fund exciting and innovative initiatives.



JOB DESCRIPTION

PURPOSE OF THE JOB

The Director of Development has overall responsibility for delivering the College's development programme. Working closely with the Provost, other College Officers and the Development Committee, the Director of Development is responsible for developing and implementing the College's development and alumni relations strategy to advance the College's long-term development goals.

The Director of Development is personally responsible for cultivating and raising major gifts for the College through face-to-face solicitations, and for stewarding existing major donors through meetings and regular communication.

The Development Director will be elected to a College Fellowship and, as such, become a member of its Governing Body.

Reports to: The Provost

Key Relationships: Provost, First Bursar, other College Officers, Fellows

KEY RESPONSIBILITIES

Strategy

- Lead the development and implementation of the College's fundraising strategy, working with the Development Committee and College Council to align the College's strategic priorities with long-term prospects for giving from alumni and non-alumni donors
- Engage the whole Fellowship in the fundraising strategy to ensure both their approval of the projects for which funds are raised and their active participation in the raising of those funds
- Report to Council, through the Development Committee, on progress against the strategy, demonstrating measurable impact and making recommendations for any 'course corrections' over time
- Develop and work with an Advisory Board of alumni to provide strategic advice and guidance as appropriate
- Work with the First Bursar and Development Committee to ensure the resourcing and configuration of the Development team aligns with delivery of the fundraising strategy

Fundraising

- Identify and cultivate relationships globally with alumni, major individual donors, trusts and foundations, legacies and sponsorship
- Create solicitation approaches for the College's wealthiest prospects, including bespoke funding proposals
- Solicit and secure major philanthropic gifts from individuals, trusts and foundations, and corporates as appropriate to meet the College's prioritised funding needs
- Personally manage a portfolio of the College's most significant donors and prospects, leading on some of these relationships and supporting the Provost and/or other Fellows to lead on relationships where more appropriate
- Work to agreed metrics and KPIs, formulated as part of the College's planning processes, and agreed with the Development Committee
- Coach and oversee stewardship strategies of team members
- Lead on specific propositions put to a major prospect, facilitating interactions with the Provost, Officers, Fellowship and others as appropriate
- Ensure systematic approaches to legacy giving and regular annual giving
- Responsible for best practice in prospect cultivation, solicitation and stewardship, including use of due diligence

JOB DESCRIPTION

Alumni relations

- Responsible for a strong programme of alumni relations activities with the aim of increasing participation
- Further development of a range of 'contact points' for alumni, enabling them to give back through non-financial means
- Ensure accurate recordkeeping of all Development activity
- Oversee an ongoing programme of domestic and international travel to cultivate international alumni and donors
- Oversee publications for alumni

Management

- Responsible for the day-to-day operational management of the Development team
- Agree and set metrics and KPIs for the Development team, leading and motivating them to deliver these
- Oversee research on the potential for major gifts from alumni and all fundraising approaches to alumni, individuals, and organisation for short term and long-term support
- Responsible for fostering collaboration and connections across the College and, where appropriate, the wider University
- Recruit and develop a team of Development professionals, supporting with specific career goals, as well as integrating into the collegiate environment
- Oversee development and implementation of appropriate systems and processes to ensure the team's effectiveness and efficiency

Governance

- As a College Officer, to work closely with the wider Officers' group to provide leadership and day to day running of the College
- Serve ex-officio on the Chapel Committee, Communications Committee, Concerts Committee and Development Committee. The Development Director is also expected to be in attendance at Buildings & Safety Committee and the Human Resources Committee
- Lead on Development reporting into College governance, including to the Governing Body, Council and Development Committee
- Ensure strong awareness among the Fellowship of Development activities
- Lead on relationships with Cambridge University Development and Alumni Relations (CUDAR) and Cambridge in America, and represent King's on the intercollegiate Development Directors Committee

PERSON SPECIFICATION



Required Knowledge, Skills, Qualifications, Experience

Essential

- Educated to degree level or equivalent career experience
- Outstanding major gifts fundraiser, ideally with campaign experience, and a significant track record of fundraising at a senior level
- Excellent interpersonal skills, personable and capable of building and developing relationships at every level
- Clear track record of strategic leadership of a fundraising function at a senior level
- Dynamic and proactive individual who inspires the confidence, enthusiasm and support of colleagues and donors
- A commitment to the aims and values of the higher education sector and in particular King's College and the University of Cambridge
- Excellent administrative, organisational and project management skills and the ability to ensure deadlines are met by self and others
- Ability to work flexibly outside of typical office hours, including attendance at evening and weekend functions, as reasonably required
- Ability to undertake overseas travel as required for development events and meetings

Desirable

- Experience of working in a higher education setting
- Ability to work through complex governance structures and familiarity with committee procedure and decision-making
- An understanding of the collegiate nature of the University of Cambridge or other collegiate universities
- Working knowledge of the Charities Act and other legal aspects of fundraising
- Experience of working with volunteers, alumni or donor development boards
- Outstanding oral and written communication skills
- Strong IT skills including knowledge of how digital technology can support fundraising

TERMS AND CONDITIONS

Salary

Starting salary in the region of £90,000 with scope to go beyond for a leading professional with outstanding experience and track record.

Benefits

The Director of Development enjoys all the benefits of a College Fellowship, including free meals, annual research grant, free car parking, access to a private healthcare scheme, a Cycle to Work scheme, and use of a gym. A single Fellow may reside in College accommodation.

Pension

Eligible for the USS pension scheme, which includes a death in service benefit

Contract type

Full-time, permanent

Hours of work

The nature of the work is such that there are no normal or fixed working hours. The successful candidate will be required to work such hours as are reasonably necessary (during both Full-Term and vacations) for the proper performance of the role and will be expected to carry out the duties in such a way and at such times as to make themselves available, amongst other things, for Governing Body and College Committee meetings. Working with a degree of flexibility is expected and will include some evenings and weekends, as well as occasional travel (UK and international) involving nights away from home.

Location

King's College
King's Parade
Cambridge
CB2 1ST, United Kingdom

Probation period

Six months

Annual leave

40 days per year – including statutory holidays.

Equal Opportunity

King's College is committed to developing its policies to promote equal opportunities in its employment. We seek to employ a workforce that reflects the diverse community at large, and value the contribution of everyone, regardless of sex, age, marital status, disabilities, sexuality, race, colour, religion, ethnic or national origin.

Please let us know of any reasonable adjustments that we would need to make for you to attend an interview.

How to Apply

To apply, please send your CV and cover letter no later than midnight on Sunday 25 May 2025 to info@weareconstellate.com

King's College is partnering with Joanna Logan and Erin Hall-Westfall of Constellate Global Talent on this search. If you would like to have a confidential discussion about the position, please email info@weareconstellate.com

Constellate

GLOBAL TALENT

WEARECONSTELLATE.COM

