



Head of Development

Full-time and Permanent

Salary £52,406 - £60,809 per annum (pay award pending)

Plus generous benefits package

Hybrid/ flexible working

About the role

We are looking for an ambitious and strategic Head of Development to lead the National Galleries of Scotland's fundraising and philanthropic efforts at an exciting time for the organisation. This pivotal role will deliver our long-term strategy to increase our philanthropic income.

You will lead and shape the future of fundraising, supporting key major projects such as The Art Works and the Upper Mound Level Galleries (UMLG). You will play a central role in helping us achieve our target of raising £50 million over the next five years to 2030. This will come from multiple income streams, and a key challenge of the role will be to establish philanthropic income as the core of our regular income sources. Annual targets will be agreed in partnership with the Director General and Director of Audience and Development.

You will be an experienced fundraising professional who is entrepreneurial, innovative, and passionate about philanthropy. You will have a deep understanding of fundraising principles and methodology, with a proven record of turning strategy into action.

As a natural leader, you will motivate and develop a high-performing team, setting direction while coaching colleagues to deliver objectives and priorities. You will be confident in building meaningful relationships with senior supporters and inspiring them to invest in the vision and mission of the National Galleries of Scotland (NGS). Excellent communication and interpersonal skills are essential, as you will represent NGS to key stakeholders, donors, and external partners.

This is a rare opportunity to join NGS at an exciting time, leading a programme of philanthropic growth that will have a lasting impact on Scotland's national collections and ensure the galleries remain accessible, inspiring, and world-class for generations to come.

The difference you'll make

The Development team is part of the Directorate of Audience and Development alongside, Marketing, Communications, Digital Content, Audience Insight, and the Trading Company. The Audience and Development directorate is responsible for overseeing the commercial and philanthropic income and promoting NGS to the widest possible public.

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National Galleries of Scotland is a charity registered in Scotland No. SC003728

VAT No. GB 1001904 82

Reporting directly to the Director of Audience and Development, your responsibilities will include but not be limited to:

- Devising and implementing the fundraising strategy to significantly increase the sums raised for both revenue and capital projects.
- Working across the galleries with key stakeholders to create and develop suitable and achievable projects to attract funding, specifically working with the Leadership Team (LT) and Heads of Department.
- Developing the pool of potential supporters, identifying, and accessing individual, corporate and trust prospects and developing personal relationships with senior and influential individuals likely to support the activities of NGS on an ongoing basis.
- Developing and coaching all colleagues in the team into ambitious, enthusiastic team colleagues driven by results.
- Managing a range of fundraising programmes and being proactive in delivering new fundraising programmes, from increasing gifts for visitors, legacies, and introducing new fundraising techniques.
- Developing a comprehensive strategy for membership across the existing programmes of Patrons and American Patrons, with a view to increasing both the number of members and the number of people participating in annual giving.
- Ensuring that excellent fundraising administration supports the fundraising campaigns from database management, processing of donors and gift aid and detailed reporting to LT Income Group.
- Representing NGS as part of the management team at various external bodies about philanthropy, presenting fundraising strategies and annual plans to Trustees, senior management, and senior stakeholders.
- Being ultimately responsible for research into potential donors, monitoring any gifts and corporate support and ensuring that there is no risk involved in acceptance.
- Overseeing the volunteer strategy for the organisation, ensuring ongoing alignment with overall organisational strategy and people strategy ensuring outcomes are delivered.

Key workstreams will include:

- Working with the Director of Collection Access & Care (the Project Sponsor for The Art Works) to deliver against The Art Works Funding strategy which includes £20M through philanthropic means.
- Working with the Chief Operating Officer (the Project Sponsor for Upper Mound Level Galleries) to create a new philanthropic strategy and lead the fundraising efforts to achieve the agreed target.
- Launching new fundraising campaigns and building support across the organisation and with key stakeholders.
- Creating an ambitious programme of activities to increase the number of potential supporters (individuals, corporate and trusts) engaged with the organisation.
- Creating plans to advance Patrons (UK and USA) with a view to creating vibrant Patrons groups, with Individual Fundraiser grow individual giving, appeals, symbolic giving, lead and support the Development Manager, Trust, and Foundations to grow income to £2.8M by 2026/27.

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- Working with the Growth Marketeer and communications to build philanthropy and the giving message as a core part of our communications strategy, including digital media.

Who we are looking for

To succeed in this role, you'll need the following range of knowledge, skills, and experience:

- A significant track record of successful professional fundraising, with demonstrable experience in areas of major gift fundraising, individual and trusts, membership fundraising and giving and corporate sponsorship.
- Excellent people management skills to motivate and inspire the team.
- A demonstrable understanding of the principles and methodology of fundraising.
- Excellent project management skills, with ability to scope and implement projects.
- Outstanding communication and interpersonal skills, from written reports, formal presentations and one to one meetings, with the ability to present the work of the institution succinctly and with enthusiasm. In particular, to demonstrate the ability to ask and secure gifts from senior supporters and to develop long term relationships with key donors.
- The ability to create a strategic approach to fundraising, engaging NGS staff, trustees, and volunteers.
- An ability to manage a wide ranging and varied portfolio of projects, meeting tight deadlines and being flexible to meet new opportunities.
- A working knowledge of fundraising infrastructure including fundraising database (Spetrix), donor processing, and gift aid.
- An ability to monitor and evaluate the success of fundraising programmes and initiatives.
- An entrepreneurial approach, demonstrating creativity, innovation, and passion with regard to philanthropy.

It would also be great if you have:

- An interest in fine art and the cultural sector in general.
- Experience in working with press and marketing.
- Knowledge of digital fundraising.
- Good financial and accounting knowledge.

We are National Galleries of Scotland

Our three Edinburgh galleries are the National, Modern and Portrait. We house and look after Scotland's amazing world-class art collection – one of the finest in the world. Step inside and explore treasures from Botticelli and Titian to the very best modern art to contemporary portraits of pop culture icons. And, as you'd expect, the world's greatest collection of Scottish art, our national collection. We also have an outstanding collection of Western art from the late Middle Ages to the present day.

We're a space for thinking, dreaming, doing, and playing. Soak up the art. Meet friends in the cafés. Have a family picnic surrounded by the sculptures in the Modern grounds. Be inspired by our amazing art

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films. Choose your own experience. There is no one way to enjoy Scotland's national collection. We are yours to discover.

As well as displaying our art at our three Edinburgh sites, we also share it through an active programme of partnership across Scotland, the rest of the UK and abroad, as well as online.

We conserve and research our collections and we are committed to reaching the widest possible audience through our ambitious plans. Visitor numbers to our sites in Edinburgh totalled an average of 2.5m visitors a year in the years prior to the global pandemic.

What's important to us

We make art work for everyone. That's our purpose and it drives everything we do. This is an exciting time for us, as we move forward with our engaging strategic vision: Art for Scotland: Inspiration for the World.

We're putting our audience at the heart of what we do. Matching Scotland's rich collection, our expertise, and creativity with the needs and wants of our visitors. Finding new ways to connect with more people and create an innovative, inclusive organisation that can meet the challenges of our ever-evolving world.

We're committed to looking at how we operate as well as how we engage our audiences. We will play our part in tackling the Climate Emergency, and we're embedding Equality, Diversity, and Inclusion (EDI) in the way we work. We want everyone to feel a sense of belonging and freedom to be themselves at work or at play with us.

What's on offer for you

Our colleagues will tell you great things about working here. We aim to ensure the National Galleries of Scotland is a great place to work, where our people thrive in a culture where we are trusted, empowered, and engaged to achieve our true potential. We offer a range of benefits to promote healthy working lifestyles for all our colleagues. Details specific to this role are:

Salary

£52,406 - £60,809 per annum (pay award pending). Starting salaries will normally be at the minimum rate depending on experience.

Hours

35 hours per week excluding a one-hour unpaid lunch break each day. Occasional weekend work, flexibility with working schedule and some early evening work may be required. We're also committed to supporting flexible working options for everyone which includes flexible working, working remotely and flexitime policies.

Holidays

When you first join, you'll get 36.5 days holidays per year (including public and privilege holidays). After 5 years your annual leave will increase to 41.5 days.

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Where you'll be based

You will be based at Modern Two, 73 Belford Road, Edinburgh, EH4 3DS where free car parking is available on site. However, you'll work across all of our Galleries based in the heart of Edinburgh - the National, Portrait, and Modern (One and Two).

Pension

We are a [Civil Service Pension](#) employer. You get to choose if you want a defined benefit or stakeholder pension. The benefits of joining the scheme include [generous employer contributions](#) to your future pension, life assurance, and options to increase your pension. If you join the alpha Civil Service pension scheme our contribution will be 28.97% for this role.

Other benefits

Family friendly working policies, free or discounted entry to various visitor attractions, staff discount at our shops and cafés, Cycle to Work Scheme, wellbeing support and services including our Employee Assistance Programme.

The closing date for completed applications is 12 noon on Tuesday, 02 December 2025.

Please note that the successful candidate will be subject to Basic Disclosure Scotland security clearance.