



## Development Manager – Patrons & Major Gifts

Full-time, Fixed Term to 30 June 2027

Salary £46,218 - £51,725

Plus generous benefits package

Hybrid / flexible working

### About the role

We are seeking a Development Manager – Patrons & Major Gifts with strong experience and confidence in their field to lead and grow philanthropic income from individual supporters at the National Galleries of Scotland (NGS).

Reporting to the Head of Development, this key fundraising role is responsible for leading relationship-based fundraising across major donors, patrons, individual giving, legacies, public fundraising campaigns and appeals. A core focus of the role will be to increase income from major gifts, with particular emphasis on unrestricted support to strengthen NGS's long-term financial resilience.

The postholder will play an important role in developing and delivering the organisation's approach to individual philanthropy, including major gifts and the Patrons programme, working closely with colleagues across the Development team and wider organisation.

This role requires strong stakeholder management skills and the ability to work effectively with Trustees, senior leaders and colleagues across multiple teams to support the planning and delivery of fundraising activity.

### The difference you'll make

As Development Manager – Patrons & Major Gifts, you will play a central role in growing and diversifying NGS's philanthropic income and strengthening long-term relationships with individual supporters.

Reporting to the Head of Development, you will:

- Lead, develop and deliver a coherent, relationship-based approach to major gifts, our Patrons programme and other forms of individual giving (such as legacies and mid-level campaigns and appeals).
- Manage NGS's pipeline of major donors and high-potential prospects, delivering tailored cultivation, solicitation and stewardship strategies.
- As a People Leader, you will act as a role model of our values and culture, coaching and supporting colleagues to achieve their goals and contribute to the delivery of our organisation's ambitious strategy and priorities. You will foster a supportive environment where colleagues feel valued, engaged, and able to perform at their best, championing diversity, inclusion and collaboration.

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- Lead the ongoing development and delivery of the NGS Patrons programme, including recruitment, engagement, stewardship and progression of members, ensuring a high-quality and strategically aligned programme that supports major gift development.
- Work with the Head of Development to ensure effective senior-level engagement with Patrons and key individual supporters, ensuring NGS provides thoughtful stewardship and a high-quality donor experience.
- Work in partnership with other Development Managers in the team to ensure aligned approaches to prospect management, planning and donor engagement across income streams.
- Manage international donor cultivation and stewardship activity, working with senior colleagues and Trustees to engage supporters in key markets, particularly North America and Asia.
- Be responsible for effective prospect and pipeline management across individual giving activity, so that donors are appropriately researched, prioritised and progressed.
- Collaborate closely with colleagues across the Development team to ensure joined-up planning, reporting and stewardship.
- Design and deliver effective high-level donor cultivation events, briefings and bespoke engagement opportunities, working with colleagues across NGS.
- Ensure accurate use of the CRM system and contribute to forecasting, performance reporting and internal monitoring as required.
- Represent NGS professionally and confidently in interactions with donors, partners and external stakeholders, which will on occasion require working outside of normal hours.

## Who we are looking for

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

- Demonstrable experience in securing philanthropic income from individuals through relationship-based fundraising, including major gifts of six- and seven-figures.
- A proven track record of developing and managing a major donor pipeline within a large or complex organisation.
- Experience working with Patrons, high-value individual supporters and legacy donors within structured fundraising programmes.
- Strong understanding of pipeline management, prospect development and long-term stewardship planning.
- Strong understanding of Gift Aid and relevant fundraising legislation, including data protection and charitable giving frameworks, and how these apply to donor relationships, gifts and fundraising practice.
- Experience of effectively managing or mentoring colleagues responsible for defined income streams, including supporting performance, providing coaching and contributing to the professional development of colleagues

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- Excellent written and verbal communication skills, with the ability to develop compelling cases for support and influence senior supporters.
- Confidence working with senior stakeholders, including Trustees, Directors and volunteer advocates.
- Ability to manage complexity, multiple priorities and competing stakeholder expectations with sound judgement and diplomacy.
- Knowledge of the UK charitable giving environment, including major gifts and legacy fundraising.
- High levels of professionalism, discretion and integrity.

**It would also be great if you have:**

- Experience of international donor cultivation and stewardship, particularly in North America and/or Asia
- Experience fundraising in the arts, culture, heritage or education sectors.
- An understanding of the value of unrestricted giving in supporting organisational resilience and impact.
- Experience using Spektrix or a comparable CRM system.
- Enthusiasm for the vision and work of the National Galleries of Scotland.

**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 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 2.6m visitors in 2025.

**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.

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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**

£46,218 - £51,725 per annum pro rata. 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.

Flexibility with working schedule is essential and some evening or weekend 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.

### **Where you'll be based**

You will be based at Moderns, Belford Road, Edinburgh, 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 23 June 2026.**

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