Job description

Job title	Senior Manager, Major Gifts
Department	Development
Contract	Permanent
Salary	£46,895.94 per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Head of Major Gifts
Responsible for	Major Gifts Manager Major Gifts Officer

Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world. We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

You can find further information about Tate on our website: www.tate.org.uk.

About the role

To lead, working in close collaboration with the Head of Major Gifts, on raising income for Tate's core activity with a strategic focus on high-profile multi-year programmes, cross-site activity and Tate St Ives' programmes, exhibitions, learning and other projects.

The role is based in London but will include regular travel (c.3 times a year) to St Ives.

About your team

The Tate Development office was founded in 1990 to raise funds from the private sector for revenue and capital projects at Tate. It has expanded over the years to meet growing gallery needs and is now one of the most successful arts fundraising teams in the UK. The majority of personnel are based in London with staff in Liverpool as well as an independent charity in New York that raises funds in support of Tate's work.

The Development Major Gifts team is responsible for fundraising and providing best in class stewardship for Tate's core activity across three of Tate's sites (Tate Britain, Tate Modern and Tate St Ives) with donations from individuals, trusts, foundations, commercial galleries and at Tate St Ives corporate contacts, as well as legacy gifts.

What you will gain

Motivated, and skilled people are key to our continued success, and we want everyone at Tate to have the opportunity to develop and thrive. In this team, you will be encouraged to contribute your ideas, realise your potential, and learn new skills and knowledge.

What you will do (Main Duties and Responsibilities)

Fundraising strategy

- Lead on the development and implementation of short- and long-term fundraising strategies for high-profile multi-year programmes, cross-site activity and Tate St Ives' programmes, working with the Head of Major Gifts, the Director of Tate St Ives and colleagues to deliver income against agreed ambitious targets. This will include establishing a new regular Tate St Ives Supporters Circle, and critical projects such as the artist residency programme.
- Identify potential donors and prospects and develop individual strategies for cultivating, soliciting and stewarding them for Major Gifts.
- Work closely with the Head of Major Gifts to evaluate team activity, including identifying and evaluating project strategy, approach and outcomes.
- Successfully develop and manage a portfolio of individual philanthropic donors and prospects, with a focus on securing major gifts and long-term engagement.
- Work closely with the Legacy Manager to introduce and oversee a programme of legacy fundraising specific to Tate St Ives.
- Work closely with the Senior New Corporate Partnerships Manager and wider Corporate Partnerships team to identify prospects, build relationships and develop new corporate partnership opportunities for Tate St Ives, including increasing engagement with and raising funds from the Cornish business community. Work collaboratively with the team to ensure new opportunities complement existing corporate relationships, align with Tate's wider partnership strategy and ethics and due diligence policies, and can be effectively delivered and managed by the Corporate Partnerships team.

- Act as the Development point of liaison with the Tate St Ives Advisory Council, utilising its members' networks to increase income for the organisation.

Cultivation and Stewardship

- Understand funders' objectives and aspirations and identify potential links with key priority projects in relation to Tate projects as required.
- Develop effective project proposals and make informed, well-targeted and successful approaches to prospective supporters as part of an agreed strategy.
- Use this knowledge to support and advise the Major Gifts team in making informed, well-targeted and successful approaches to prospective donors.
- Manage a portfolio of prospects and supporters, developing and maintaining their interest in Tate through timely reporting, high-quality stewardship and regular consultation with Tate colleagues.
- Work with the Director of St Ives to cultivate and steward donors, including a to-be-established Tate St Ives Supporters Circle, that will fund projects at St Ives across multiple years.
- Lead on the identification and cultivation of the Tate St Ives business community and related income-generating activity.
- Conduct cultivation and solicitation meetings with potential donors, involving senior volunteers, Tate senior management or curators where appropriate.
- Develop relationships with senior Tate colleagues and designated volunteer leaders and ensure effective access to new networks and contacts.
- Make effective use of the Development prospect management tracking system and ensure the Development database, Raiser's Edge, contains accurate and up-to-date information for reporting.
- Be an expert in institutional crediting practice, advising on best practice and successfully negotiate complex needs, providing advice, strategic input and sign off for Major Gifts of £30,000 and below

Internal Relationships and Relationship Management

- Represent Tate at external events and meetings
- Work collaboratively and build good relationships with colleagues across Tate, including Curatorial, Learning, Tate St Ives colleagues and key stakeholders across Tate to guide solicitation strategy and support a cohesive, strategic approach to cross-site fundraising.
- Develop and maintain relationships with donors and prospects through telephone contact, personal meetings and attendance at Tate events, with the aim of better understanding and encouraging donors' interests in Tate.
- Work collaboratively with all Development teams, including Tate Americas Foundation, and ensure strong information sharing and record keeping across projects.
- Report regularly on progress to Development senior management and other teams, including Tate Americas Foundation.
- Work closely with the Strategic Projects team on capital projects, providing advice and insight into donor relationships, internal and external stakeholders and developing a long-term strategy for associated programme funding.

Management

- Line manage the Major Gifts Manager and the Major Gifts Officer.

- Manage the distribution of workload in the team, ensuring priorities are aligned with income targets and wider Development objectives.
- Carry out staff appraisals and develop team members through regular feedback and coaching.
- Provide effective deputy-leadership of the Major Gifts team as required, including representation at events, sign off and review of documents.
- Provide strategic feedback to funding approaches including reviewing and input to proposals of £30k and below, and supporting on significant asks.
- Manage relevant St Ives Development budgets, monitoring expenditure and ensuring value for money.

Other

- Provide clear and effective reporting on the relationships managed within your portfolio of donors.
- Maintain clear and up-to-date database records on potential donors, prospects and supporters.
- Adhere to best practice in prospect cultivation, solicitation and stewardship, ensuring that Tate ethical policies and practices are followed and working closely with the Development Operations Research team.
- Participate in capital and infrastructure development discussions for Tate St Ives, balancing the need for revenue fundraising and longer-term goals.
- Deliver fundraising activities in line with the Fundraising Code as defined by the Fundraising Regulator and in light of statutory requirements relating to data protection and the General Data Protection Regulation.
- Demonstrate a commitment to, and understanding of, the principles of diversity, creating a positive and inclusive working environment for team members.

What you will bring to the team

- A successful track record of generating significant income targets and soliciting five and six-figure gifts
- Demonstrable experience of devising and implementing fundraising strategies for key projects or programme
- Excellent writing skills, with the ability to create a compelling case for support
- Excellent interpersonal and verbal communications skills, with the ability to liaise confidently and diplomatically both externally and internally to negotiate and build relationships at all levels
- Excellent organisational and project management skills, with the ability to proactively work on a wide range of competing demands and deliver to deadlines
- Proven experience of stakeholder management, which require a bespoke approach and a high level of judgement
- Demonstrable success in stewardship, including complex crediting, and a successful track record of developing and maintaining a network of contacts
- Ability to coach and influence internal colleagues and senior volunteers to achieve results
- Ability to monitor and deliver income against targets and familiarity with financial tracking

- Experience of line managing staff to achieve objectives and encouraging professional and personal development
- Entrepreneurial with a high level of motivation and initiative and a demonstrable desire to succeed and achieve results
- A positive team player who works flexibly and creatively with colleagues to achieve shared goals
- Ability to develop productive relationships with colleagues both within the Development team and wider departments within Tate
- Experience of utilising contact management databases (e.g. Raiser's Edge) to accurately record, monitor and report supporter and prospect strategies and related information
- High degree of computer literacy – knowledge of Windows based applications, including Word, Excel and Outlook as well as Internet applications
- Experience of creating an inclusive and respectful culture within a team and applying the principles of diversity and inclusion in building and maintaining relationships with colleagues, advocates, and partners/donors.
- An interest in and commitment to the work of Tate

The requirements listed here are guidelines, not hard and fast rules. You don't have to satisfy every requirement and we welcome candidates who bring transferable skills. Applying gives you the opportunity to be considered.

Tate for all

Diversity and Inclusion

Our jobs are like our galleries, open to all.

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate's future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our website.

Our Values

- **Open**: we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold**: we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous**: we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind**: we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation
- Subsidised staff catering arrangements and discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out–of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

Safer Recruitment

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:

- Receipt of satisfactory references covering the last 3 years of your employment or education.
- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our 'Guidance Notes for Applicants' document.

How to apply

Our opportunities are open for you to apply online. Please visit: www.tate.org.uk/about/workingattate/ to create an account by registering your details or, if you are an existing user, log into your account.

For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in. If you need an application form in an alternative format

please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is 24 November 2026 by midnight. Interviews will be held from 30 November.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.