

# Hallé Orchestra

Deputy Director of Development  
Individual Giving & Patrons

Recruitment Information Pack



# Contact details for this role

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## Join the Hallé and help shape the future of world-class music

We are looking for an ambitious, relationship-led fundraiser to join the Hallé as Deputy Director of Development, with a particular focus on Individual Giving and Patrons. This is an exciting opportunity to play a senior role in growing philanthropic support for one of the UK's most celebrated orchestras, building lasting relationships with donors who share our passion for music, creativity, and cultural impact.

### About the role

As Deputy Director of Development, you will lead the strategy for individual philanthropy across regular giving, mid-level donors, major gifts, legacy giving, and Patrons. You will manage and grow a portfolio of major donors and prospects, develop thoughtful donor journeys, and create compelling opportunities for supporters to deepen their connection with the Hallé. Working closely with colleagues across Development, Marketing, and the wider organisation, you will help deliver campaigns, events, communications, and stewardship activity that inspire long-term commitment.

### What you'll do

- Creating and delivering strategies that grow individual giving across all donor segments.
- Managing a portfolio of major donors and prospects, building meaningful and lasting relationships.
- Leading cultivation and stewardship activity for donors, Patrons, and prospective supporters.
- Designing and delivering high-quality donor engagement events and bespoke experiences.
- Strengthening donor journeys, communications, and opportunities for deeper engagement.
- Deputising for the Director of Development when required and contributing across the full Development function.
- Collaborating with Marketing colleagues on fundraising campaigns, messaging, and audience insight.
- Growing the major gifts and Patrons pipeline through targeted cultivation and careful stewardship.
- Promoting and stewarding legacy giving as part of a long-term philanthropic strategy.

# Person specification – what we’re looking for

## About you:

You will be a confident and engaging fundraiser with a strong track record of generating philanthropic income from individuals. You will understand what motivates donors, how to build trust over time, and how to translate an organisation’s mission into compelling opportunities for support.

- Experience across individual giving, major gifts, Patrons programmes, or comparable high-value donor environments.
- A proven ability to secure major gifts or manage major donor portfolios.
- Excellent relationship-building, interpersonal, and donor-focused communication skills.
- Strong writing, storytelling, proposal development, and stewardship skills.
- Experience creating tailored donor cultivation plans and delivering bespoke engagement activity.
- The ability to analyse data, forecast income, manage budgets, and use insight to inform fundraising activity.
- Strong organisational skills, attention to detail, and the ability to balance strategic thinking with hands-on delivery.
- Leadership or team management experience, with a collaborative and supportive approach.

## What you’ll bring

You will be warm, professional, proactive, and motivated by the opportunity to grow income in support of exceptional artistic work. You will be comfortable representing the Hallé with confidence and care, and passionate about creating memorable supporter experiences that reflect the organisation’s mission and impact.

## Why join us?

This is a chance to make a visible and lasting contribution to the Hallé’s future, helping supporters become part of an inspiring cultural story. If you are an experienced fundraiser who thrives on building meaningful relationships and turning shared passion into lasting impact, we would be delighted to hear from you.

## The Particulars

Reports to: Director of Development

Location: Manchester (The Bridgewater Hall, Hallé St Peter’s) and other venues with regular travel to events

Contract: Full time, permanent

Salary: Competitive salary based on experience

Holidays: 25 days annual leave plus public holidays, increasing by an additional day for each 3 years of service up to a maximum of an additional 10 days.

Pension: The Hallé offers an excellent contributory pension scheme with an employer contribution of 5.75%.

Other benefits: Complimentary tickets to Hallé concerts, Support for physiotherapy treatment, Cycle to Work scheme, Employee Assistance Programme, providing advice and support to employees and their families.

Probationary period and period of notice: The first three months of employment will be a probationary period during which the employment may be terminated by either party on giving the other notice of one week.

Pre-employment checks: The appointment is subject to the receipt of satisfactory references.

Right to work: The post is contingent upon the candidate providing satisfactory evidence of entitlement to work in the UK.

# About the Hallé

Kahchun Wong, Principal Conductor & Artistic Advisor

Sir Mark Elder, Conductor Emeritus

Thomas Adès, Principal Guest Conductor

Sir James MacMillan, Featured Composer

Leila Josefowicz and Jonny Greenwood, Featured Artists

In 1858, Sir Charles Hallé held a strong belief: music should be for everyone.

This simple idea turned into a wonderful gift when Hallé founded his groundbreaking orchestra right here in Manchester, bringing world-class music to people's doorsteps.

A lot has changed since then, but we're still committed to sharing Hallé's incredible gift with our great city and beyond. Every year, we change lives, connect communities and enrich the world around us. Together, through the power of music, we reach over 90,000 people in our community.

## Our people

Many music legends have shaped us over the years: Hans Richter, Hamilton Harty, John Barbirolli ... to name a few. The baton passed to Kahchun Wong to start a new chapter in our history as Principal Conductor & Artistic Advisor. Meanwhile, after almost 25 years as Music Director, Sir Mark Elder became our Conductor Emeritus at the end of the 2024/25 season.

## Our players

At the heart of the Hallé, our players create the world-famous sound that moves audiences every day. These extraordinary artists come from across the globe, combining their talents as soloists, chamber musicians, educators and more. At their helm are our dynamic Leaders; the amazingly talented Roberto Ruisi and Emily Davis.





## Our shared passion

Today, we're an orchestra of over 80 musicians, 500 singers across five choirs and a core team of more than 50 passionate music lovers. Together, we're dedicated to honouring Hallé's legacy and to leaving a lasting impact, long after the music stops. From the concert hall to the classroom, we continue to find new, relevant and exciting ways to share Hallé's gift of music with the world. And bring the joy, passion and beauty of music to people's lives everywhere.

## How we do this

Our seasons have plenty to tempt listeners. From breathtaking classics and non-classical music to family performances and relaxed concerts, not to mention bold new works from some of the finest musical talent here and across the world. Every year, our community grows, shaped and connected by the joy, passion and beauty of music.

## Where we do this

In Manchester, a city of incredible musical talent and diversity. We've been proud to call it home for almost 170 years. Originally starting out in Manchester's Free Trade Hall, we're now resident in the specially-built Bridgewater Hall – one of the world's greatest concert venues. Every year, we perform to audiences of more than 100,000 people.

We also have homes in Ancoats. There is Hallé St Peter's, where we rehearse, record and perform, and Hallé at St Michael's, a space for our other activities and community events.

## Our world

As well as bringing world-class talent to Manchester, we also bring Manchester's talent to the world. We hold residencies in major UK cities and often perform at prestigious international festivals like the BBC Proms and the Edinburgh Festival. Not to mention touring overseas. We launched our own record label and regularly broadcast concerts online too. We've been busy winning awards while we're at it – including a 2022 South Bank Sky Arts Award.

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## Diversity, Equity, Diversity Inclusion and Belonging

The Hallé Concerts Society is embedded in its city and aims to reflect the great diversity of Greater Manchester in all areas of its work: musicians, staff, Board participants and audiences.

Our ambition is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result. We're committed to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences and recognise the importance of teams reflecting the activities and communities they serve.

We support flexible working arrangements wherever possible and welcome conversations about how we can accommodate individual needs.

## How to apply

To apply for the role please email a current CV and Cover letter detailing your suitability for the role, specifically responding to the criteria outlined in the person specification.

Submit application by email to HR Manager: [HR@halle.co.uk](mailto:HR@halle.co.uk)

Deadline for applications Monday 6 July, 12pm

Interviews for this role will take place week commencing 6th July.

For further information on this recruitment process, please contact:

Jennifer Stevens, HR Manager

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