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About the London Symphony Orchestra



The LSO with Sir Simon Rattle on the Barbican stage

The London Symphony Orchestra was established in 1904, as one of the first orchestras shaped by its musicians. Since then, generations of remarkable talents have built the LSO's reputation for uncompromising quality, and inspirational repertoires.

Today, the LSO is ranked among the world's top orchestras, with a family of artists that includes Chief Conductor Sir Antonio Pappano, Conductor Emeritus Sir Simon Rattle, Principal Guest Conductors Gianandrea Noseda and François-Xavier Roth, Conductor Laureate Michael Tilson Thomas and Associate Artists Barbara Hannigan and André J Thomas.

The LSO is Resident Orchestra at the Barbican in the City of London. The Orchestra reaches international audiences through touring and artistic residencies – in cities including Paris, Dortmund and Tokyo, at the Aix-en-Provence Festival, across Australasia and Latin America, and with the Music Academy in Santa Barbara – and through digital partnerships and an extensive programme of live streamed and on-demand online broadcasts.

Through a world-leading learning and community programme, LSO Discovery, the LSO connects people from all walks of life to the power of great music. Based at LSO St Luke's, the Orchestra's community and music education centre and a leading performance venue on Old Street, LSO Discovery's reach extends across East London, the UK and the world through both in-person and digital activity.

LSO musicians are at the heart of this unique programme, leading workshops, mentoring bright young talent, performing at free concerts for the local community and using music to support adults with learning disabilities. LSO musicians also visit children's hospitals, and lead training programmes for music teachers.

The ambition behind this work is simple: to share the transformative power of classical music with people who would not normally experience it. The impact is unrivalled, and every year, LSO Discovery reaches thousands of people of all ages.

In 1999, the LSO formed its own recording label, LSO Live, and revolutionised how live orchestral music is recorded, with over 150 recordings released so far. Overall, the LSO has made more recordings than any other orchestra. As a leading orchestra for film, the LSO has entertained millions with classic scores for Star Wars, Indiana Jones, The Shape of Water, and many more. The LSO also uses streaming services to reach a worldwide audience totalling millions of music-lovers who listen online every month.

Through inspiring music, educational programmes and technological innovations, the LSO's reach extends far beyond the concert hall. Thanks to the generous support of The Corporation of the City of London, Arts Council England, corporate supporters and individual donors, the LSO is able to continue sharing extraordinary music with as many people as possible, across London, and the world.

About the Role



Ayanna Witter-Johnson performing at the Barbican



A Lunchtime Concert at LSO St Luke's

This is a newly developed position, responsible for the day-to-day management of the Development department. The role reports to the Director of Advancement, who has overall responsibility for LSO fundraising, with a particular focus on launching and leading a new international campaign in support of the LSO's endowment fund. The role also works closely with the LSO's Managing Director and Heads of Department across the company. The position will lead the team with responsibility for implementing the LSO's strategy to grow fundraised income and will work with colleagues to further develop this strategy and ensure that revenue fundraising targets are met.

Relationships are central to this role and the ability to build and strengthen relationships with existing and prospective supporters of the Orchestra is critical. The ability to work effectively with internal stakeholders including members of the Orchestra and other staff members is essential. Knowledge of and an interest in classical music is highly desirable, although not essential.

As well as maintaining an overview of fundraising activity, the Head of Development is responsible for ensuring that individual donors receive appropriate recognition for their support, that contractual obligations with sponsors are met, and that the terms of grants from trusts, foundations and statutory funders are observed. Overseeing the delivery of events – from small recitals to large fundraising galas – is also an important element of the role.

This role offers the opportunity for an experienced fundraiser to play a central role in contributing to a successful organisation with a high profile internationally and ambitious plans for the years ahead.

Comprising 13 members of staff, the Department's objective is to generate income from corporate supporters, trusts and foundations, individual donors, special events and the statutory sector, in support of the LSO's activities both in the UK and abroad. Fundraising activity is supported by the Managing Director, the Board and the Advisory Council.

Management

- Lead the Development team, which currently comprises 12 staff (in addition to the Head of Development and the Director of Advancement), directly line managing 4 roles to ensure effective implementation and delivery of the fundraising strategy, maintaining the outstanding standards that LSO supporters expect.

- Agree financial targets and budgets for each aspect of the fundraising strategy and monitor, evaluate and review the success of each strand of activity.
- Ensure that all fundraising activity complies with relevant charity and tax laws.
- Ensure effective use of systems, including use of the Raiser's Edge fundraising database.

Fundraising Strategy

- Work with the Director of Advancement, the Managing Director and other senior Development colleagues to devise and implement a fundraising strategy that reflects and responds to the aims and objectives of the LSO's business plan.
- Take overall responsibility for all revenue funding from corporates, individuals, trusts and foundations, and events.
- Lead one-off fundraising appeals and campaigns which may be run from time to time in addition to on-going revenue fundraising activity.
- Contribute effectively to the development of the LSO's future plans, ensuring that income-generating potential is maximised where appropriate.

External Relationships

- Drive recruitment of new support while working with the team to deliver outstanding donor care, ensuring supporters feel appreciated and inspired to retain and expand their relationship with the LSO.
- Develop and maintain the LSO's relationships with a wide range of funders and opinion formers and represent the LSO externally as necessary.
- Take particular responsibility for cultivating relationships with major donors and principal corporate sponsors.
- Work closely with the LSO Board, Advisory Council, ALSOF and Endowment Trustees and other external advisors to ensure the effective introduction, nurture and cultivation of contacts at the highest level.

General

- Attend evening concerts and events as required within the nature of the post.
- As a senior manager, contribute to the effective overall running of the LSO.

About You



LSO Brass at St Paul's Cathedral



LSO East London Academy young musicians

We are looking for someone with experience in:

- Managing a team within a target-based environment with high standards of excellence
- Building and maintaining strong relationships with a wide range of individuals and organisations
- Successfully implementing a fundraising strategy
- Working in an arts organisation or a similar environment

The capabilities and characteristics we are looking for:

- Strong interpersonal skills including the ability to grow, develop and support staff to achieve ambitious targets
- Proactive leadership, with the ability to inspire both staff and potential donors
- A strategic and creative thinker, with an ability to see the bigger picture and collaborate with colleagues to achieve the LSO's objectives
- Articulate and persuasive both in person and in writing
- Excellent knowledge of fundraising theory and practice, including key legislation relating to development activity
- Strong problem-solving skills

Working at the London Symphony Orchestra



Young musicians performing on-stage at BMW Classics in Trafalgar Square

Location:

Based at the LSO's offices at the Barbican Centre, with the option to work remotely for up to two days per week.

Hours:

37.5 hours per week.
Core hours are 9.30 am to 6.00 pm, Monday to Friday.
Some additional evening and weekends are required at LSO concerts, on a rota, with a time-in-lieu policy in place.

Salary Range:

£50,000 - £65,000 per annum

Company Benefits:

25 days annual leave, plus bank holidays.
Interest-free loan for a season travel ticket.

Subsidised catering facilities are provided by the Barbican Centre.

Membership of the company pension scheme as follows:

- In line with auto-enrolment regulations during first year of service.
- 5% enhanced employer contributions and 2% employee contributions after 1 year's employment.

Cycle-to-Work scheme.

Employee Assistance programme.

Free tickets to LSO concerts at the Barbican and Lunchtime Concerts at LSO St Luke's (subject to availability).

** After completion of one year's employment:*

- Company income protection insurance*.
- Eligible to opt in Non-contributory private healthcare scheme

How to Apply



A workshop at an LSO Discovery Family Concert

The closing date for applications is Tuesday 1 October 2024.

If you would like to apply for this role, please visit lso.co.uk/jobs, where you will be asked to complete our application form and equal opportunities form. If you are unable to complete the application form please contact nicky.levy@lso.co.uk for assistance.

If you have any questions about this role, please contact liana.richards@lso.co.uk.

First interviews will be held on Monday 7 and Wednesday 9 October at the LSO's offices at the Barbican Centre, with the option of an online (Zoom or Teams) interview for anyone who is unable to attend in person. Second interviews will take place w/c 14 October.

When completing the application form please ensure you include examples which demonstrate your experience in the About You section above and explain why you are interested in the role.

Please provide your contact details, ideally both a mobile number and email address.

As an equal opportunities employer, the LSO is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the LSO.