

Northern  
Ballet

Candidate brief for the position of the

# Head of Philanthropy

June 2025



## Contents

About Northern Ballet	4
A Centre of Excellence	6
Diversity & Equality	7
Academy of Northern Ballet	7
Northern Ballet Learning	8
The Role	10







Cover: Dominique Larose and Joseph Taylor in *The Great Gatsby*. Photo Emily Nuttall.  
Above: Helen Bogatch and Filippo Di Vilio in *Romeo & Juliet*. Photo Kyle Baines.

## Who we are

Northern Ballet is a powerhouse for inventive dance, creating and touring narrative dance at various scales nationally and internationally. Bold and confident in our approach, we engage, involve and move our audiences. We reach a diverse range of people through passionate storytelling, a mastery of classical dance technique and an absolute commitment to our leading role as an international ambassador for world-class dance.

Based in Leeds with a major presence in the city, Northern Ballet tours widely across the UK, creating full-length narrative ballets, mixed repertoire, and productions specifically for children.

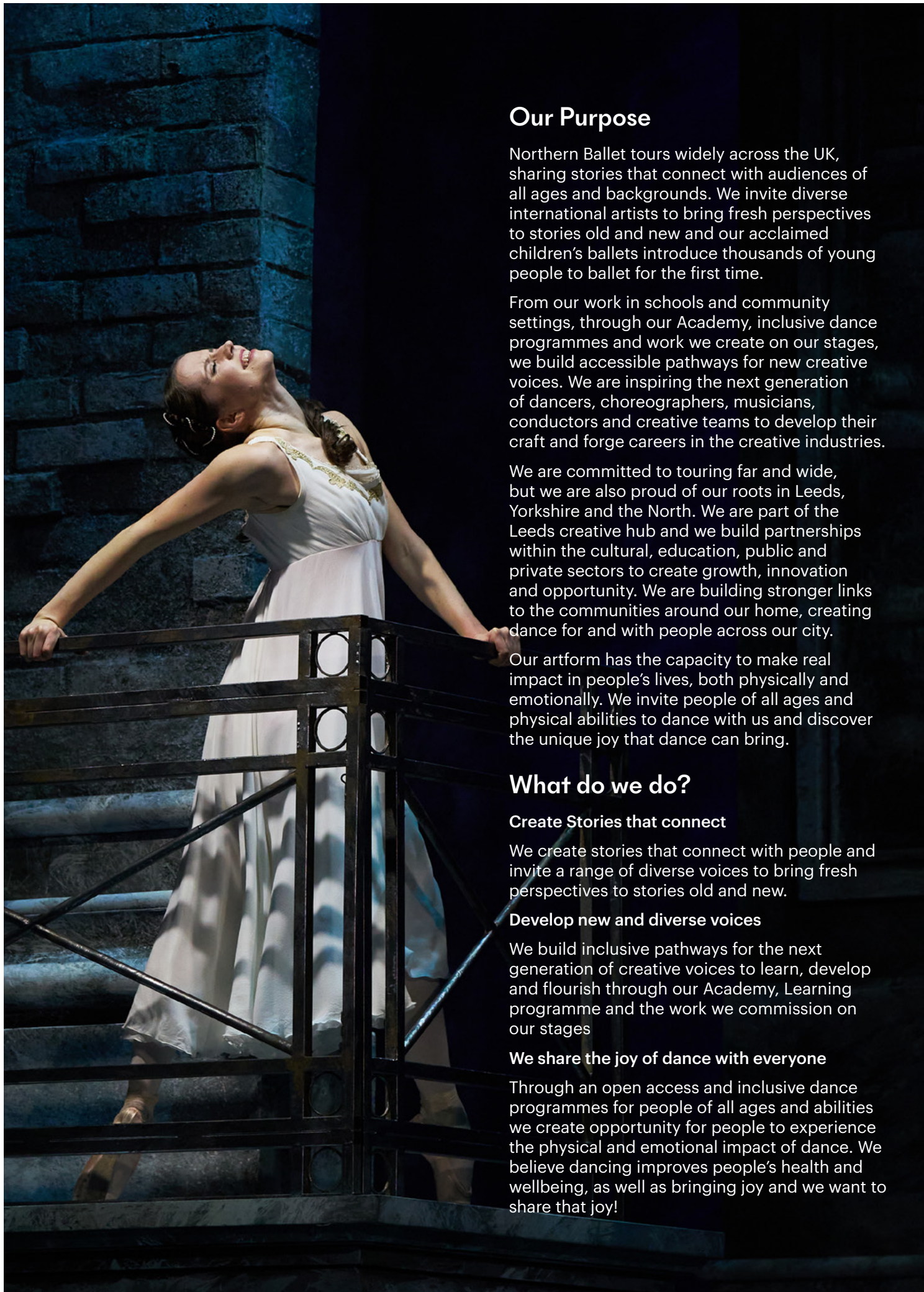
We have our own studio theatre in our purpose-built facility in the city centre, programming dance from UK and International companies. Our programme is supported by a wide reaching learning programme and professional training routes provided by our Academy.

Northern Ballet is a registered charity benefitting from regular funding from Arts Council England (ACE) and this is an exciting time as we embrace the ACE strategy, Let's Create, whilst developing our own new five-year vision and strategy for the Company.

We also enjoy support from Leeds City Council and are a key part of the Leeds culture offering.

The last two to three years have been challenging for most arts organisations, but we have a strong foundation and leadership to take the company on to new heights of success.





## Our Purpose

Northern Ballet tours widely across the UK, sharing stories that connect with audiences of all ages and backgrounds. We invite diverse international artists to bring fresh perspectives to stories old and new and our acclaimed children's ballets introduce thousands of young people to ballet for the first time.

From our work in schools and community settings, through our Academy, inclusive dance programmes and work we create on our stages, we build accessible pathways for new creative voices. We are inspiring the next generation of dancers, choreographers, musicians, conductors and creative teams to develop their craft and forge careers in the creative industries.

We are committed to touring far and wide, but we are also proud of our roots in Leeds, Yorkshire and the North. We are part of the Leeds creative hub and we build partnerships within the cultural, education, public and private sectors to create growth, innovation and opportunity. We are building stronger links to the communities around our home, creating dance for and with people across our city.

Our artform has the capacity to make real impact in people's lives, both physically and emotionally. We invite people of all ages and physical abilities to dance with us and discover the unique joy that dance can bring.

## What do we do?

### Create Stories that connect

We create stories that connect with people and invite a range of diverse voices to bring fresh perspectives to stories old and new.

### Develop new and diverse voices

We build inclusive pathways for the next generation of creative voices to learn, develop and flourish through our Academy, Learning programme and the work we commission on our stages

### We share the joy of dance with everyone

Through an open access and inclusive dance programmes for people of all ages and abilities we create opportunity for people to experience the physical and emotional impact of dance. We believe dancing improves people's health and wellbeing, as well as bringing joy and we want to share that joy!



# A Centre of Excellence



Northern Ballet is one of the world's leading narrative ballet companies.

**'A Company that boasts the best  
dance actors in the world.'**

Dance Europe

**Nominated Outstanding Company  
at the National Dance Awards for 7  
years running**

**Winner of the FEDORA - VAN CLEEF  
& ARPELS Dance Prize 2025 for  
*Gentleman Jack***

**Nominated for Excellence in Touring**  
UK Theatre Awards 2022

**'Northern Ballet is back with a bang'**  
The Telegraph on *Dangerous Liaisons*

**Nominated Outstanding Male  
Classical Performance for  
Joseph Taylor in *Casanova***  
National Dance Awards 2022



**'Northern Ballet has never been a  
company to shrink from a challenge'**  
The Telegraph on *The Great Gatsby*

**Nominated Outstanding  
Achievement in Dance for Sarah  
Chun in *Three Short Ballets* at the  
Royal Opera House**  
Olivier Awards 2025

## Diversity & Equality

We are proud that 40% of our dancers are from global majority backgrounds and we continue to seek opportunities to further increase diversity throughout the whole Company. We continue with our long term strategy by developing the '[Spotted!](#)' programme at local schools to ensure any child with the potential to pursue a career in ballet is nurtured and supported to do so.

We work to an accessible pricing structure in all venues, with premium tickets available alongside entry prices of around £15. Our Children's Ballets continue to be priced accessibly to reduce barriers to attendance, with an average ticket price currently of around just £7.

We offer accessible performances for visually impaired patrons through audio described performances in partnership with VocalEyes.

We continue to deliver relaxed performances of Children's Ballets in the Stanley & Audrey Burton Theatre and work with partner venues to encourage and support them to do the same.

At our state-of-the-art studios we deliver [Ability](#), our dance course for adults with learning disabilities and [In Motion](#), our dance course for wheelchair users and each year we hold [Expressions](#), our festival of inclusive dance.

## The Academy of Northern Ballet

We offer opportunities for people from all walks of life and of all ages and ability to experience the joy and excitement of dancing. Our [Centre for Advanced Training \(CAT\)](#) delivered in partnership with the Northern School of Contemporary Dance, continues to grow and proves highly successful in providing high quality dance training to young people enabling them to succeed in entering vocational training. CAT graduates from the ballet strand have continued onto training at the Royal Ballet Upper School, English National Ballet School, Central School of Ballet, Royal Conservatoire of Scotland, Elmhurst, the School of Hamburg Ballet and National Ballet of Canada School.

Our [Associate Division](#) offers training in classical and contemporary dance and is a less time intensive course with less focus on progression to a career in dance.

Our [Professional Graduate Programme](#) is an exciting one-year classical ballet finishing course designed to make the connection between full-time training and professional performance.

We also offer a range of Open Classes to children, young people and adults of all backgrounds and ability.

### Websites for Further Information

[northernballet.com](http://northernballet.com)

[digitaldance.org](http://digitaldance.org)

[northernballet.com/academy](http://northernballet.com/academy)



# Northern Ballet Learning

Our Learning Team is committed to creating opportunities for people of all ages and backgrounds to experience and learn about dance. We work in schools, theatres, and community settings across the UK to bring the joy of ballet to as many people as possible. From talks at theatres, to regular weekly specialist dance classes, the team works tirelessly to make ballet accessible to all.

We work in schools to support and encourage an active and creative approach to the curriculum, using the Company's narrative dance works as a tool to develop children's physical and emotional wellbeing through projects such as [Rise](#). Our Early Years work is well-established and uses popular stories to encourage creative movement-play with music. We also support teachers and dance practitioners to develop their skills through regular CPD sessions and a range of resources to support the teaching of dance.

Inclusive Dance Practice is key to our success; the team have developed inclusive pedagogy across our output to ensure our teaching methodology is world-class, leading the way in making ballet more accessible. Our specialist courses include [Ability](#), a dance course for adults with additional learning support needs, [In Motion](#), a course for wheelchair users and [Dance for Parkinson's](#). Each year we host [Expressions](#) – a festival of inclusive dance, bringing professional and community dance groups together to perform, learn, and share their passion for dance.

We believe that everyone can enjoy dance. Whether watching or joining in, experienced, or brand new to ballet – all our work is designed to be fun, creative, and inclusive.





# The Role

**Job Title:**

Head of Philanthropy

**Reports to:**

Director of Development

**Location:**

Based in Leeds

**Responsible for:**

Philanthropy Executive

**Department:**

Development

We are seeking a dynamic fundraiser to join our ambitious and supportive team as our Head of Philanthropy. Northern Ballet is at an exciting point in our organisational journey and you will inherit a successful philanthropy programme, with a broad, engaged and growing portfolio of donors, which receives effective and valuable support from our Senior Leadership Team and Board of Trustees.

As Head of Philanthropy, you will be an experienced manager and fundraiser, confident in securing and stewarding donors. You will devise and implement a comprehensive strategy to build income

from individuals across our full suite of giving schemes. You will personally scope, secure and steward new major gifts from individuals, support your line report and manage your own portfolio of current and prospective donors.

This role is integral to our plans to grow both income and the impact of fundraising. If you're passionate about joining a friendly, creative and dynamic working environment where everyone contributes to our success, then we'd love to hear from you.

## We're looking for

- Experience of building and stewarding strong relationships with supporters, with demonstrable success in working to targets and securing significant gifts
- A warm, engaging and tactful communication style, comfortable interacting with supporters, Trustees and colleagues
- A self-motivated and tenacious fundraiser
- A strategic thinker, skilled in written and verbal communication
- Experience in using fundraising CRM software, ideally Spektrix
- Someone highly organised and able to effectively manage competing priorities, with excellent attention to detail
- A collaborative style of working, with experience of supporting and motivating staff and working to a shared goal
- A willingness to work out of regular hours and to travel
- Enthusiasm for and commitment to Northern Ballet's work and values



## Key responsibilities

- Develop and implement a philanthropy strategy across all levels of individual giving, to support future growth targets and deliver budgeted annual income targets
- Be responsible for the growth, development and management of the Benefactor programme
- Research, build and steward a pipeline of high-value prospects and to drive new activity to secure four to six figure gifts
- Personally manage a portfolio of key relationships, developing robust supporter engagement plans to maximise opportunities for support. Meet with and cultivate new prospects and establish long-term, respectful, tailored relationships
- Manage and support the Philanthropy Executive in stewarding donor relationships, supporting the post holder's ongoing development and working together to grow lower level giving as part of the overall individual giving strategy
- Support and work in partnership with the Philanthropy Executive to plan and deliver the annual appeal
- Work closely with the Events & Partnership Executive to create and deliver bespoke events to grow engagement with the Company and generate additional income
- Work with the Events & Partnership Executive and Director of Development, to support the sponsorship programme, overseeing relationships with corporate sponsors to ensure that activities meet the needs of the client and maximise the potential for future giving
- Work with the Director of Development to grow and promote legacy giving to the organisation
- Work with teams across the organisation to develop opportunities for support, to foster open information sharing and ensure donor opportunities, acknowledgments and experiences are delivered
- Monitor fundraising performance and budgets and provide timely reports and analysis to the Director of Development
- Ensure income is tracked and progressed through phased budgets, prospect pipelines and moves management processes, supported by the CRM database
- Contribute to the overall fundraising success of the Development Team, supporting opportunities for collaboration and championing a supportive, high-performing culture
- Ensure that all activities comply with current GDPR legislation, codes of practice and ethical guidelines
- To work with the Artistic Director and Executive Director to plan stewardship of major donors

## Additional criteria

- The role requires the post holder to work some evenings both in Leeds and in touring venues across the UK

## Key deliverables

By the end of the first year the successful candidate will have:

- Received an induction, training and development programme including opportunities to engage with the backstage, technical and artistic areas of the organisation
- Have become a highly valued and trusted member of the Development team, with a confident understanding of the Company, it's work and donor base
- Drafted and made significant inroads in delivering an individual giving strategy for the Company
- Effectively stewarded and grown a portfolio of major donors, with whom you will have developed strong relationships
- Researched and cultivated new leads and have developed supporter engagement plans for existing supporters
- Have developed an effective and supportive working relationship with your direct line report
- Worked in collaboration with colleagues to grow the pipeline of new prospects and developed compelling projects and opportunities attractive to donors
- Worked to agreed KPI's, targets and reporting schedules

We wish you luck with your application and very much hope that you'll want to join our friendly and dynamic team. If you would like an informal conversation about the role please contact Lynne Farnell, Director of Development at [lynne.farnell@northernballet.com](mailto:lynne.farnell@northernballet.com)

## Terms

### Salary:

£40,000 per annum

### Hours:

35 hours per week

### Annual leave:

25 days (full-time equivalent, pro-rated for part-time roles)

### Probationary period:

6 months

### Notice period:

12 weeks subject to successfully completing probationary period

### Pension:

The Company operates a group personal pension scheme, with contributions from both the employer and the employee. Current contributions are Employer 5.75%, Employee 4.25%. Permanent full and part time staff are automatically enrolled after 12 weeks in post

### Interviews:

W/C Monday 14 July

### To apply:

Please submit a copy of your CV, along with a covering letter stating why you would like to be considered for this role, to [recruitment@northernballet.com](mailto:recruitment@northernballet.com) by Friday 4 July 2025, 17.00pm

Please also complete the [Equal Opportunities form](#) found on our website

Northern Ballet strives to understand, respect and champion diversity in all its forms and believes in embracing diversity within our workforce, repertoire and practices. Therefore, we support and encourage people from a variety of backgrounds and experiences to apply. As part of our commitment to the disability confident employer scheme, we guarantee to interview disabled applicants who meet the essential criteria for our vacancies.

If you require any adjustment during any stages of our recruitment process, please contact [hadmin@northernballet.com](mailto:hadmin@northernballet.com) and we will be in touch with you to make the necessary arrangements. Some examples of adjustments could include sending documentation in alternative formats such as large print, braille or audio. Adapting the environment for the interview or allowing additional time for you to answer questions.



# Northern Ballet

[northernballet.com](http://northernballet.com)

