



 GABRIELI

Director of Development
Candidate Pack



Welcome

Led by Artistic Director Paul McCreesh, Gabrieli's vision is of a vibrant society in which inspirational choral music is accessible to and enjoyed by all. Our mission is to change the cultural landscape through excellent performances, and to drive a revival of singing in schools by delivering impactful participatory youth singing programmes.

Gabrieli is an internationally recognised choir and period instrument orchestra, renowned for emotionally powerful performances of transformational music. Under Paul McCreesh's leadership, our musicians' research and knowledge provides the foundation for invigorating, imaginative interpretations that inspire audiences and set us apart in a crowded market.

Gabrieli Roar is a youth singing programme working in partnership with school, youth and church choirs nationwide. We increase access to great music and remove the barriers between professional and participatory music-making, bringing people from all walks of life together in immersive musical experiences.

Gabrieli's Director of Development will play a pivotal part in enabling us to achieve our ambitions, providing young people's first experiences of choral music; building sustainable, connected communities of performers, participants and audiences; making culture welcoming and accessible to all; and challenging, exciting and empowering audiences with performances that enhance and transform lives.

Thank you for your interest in this vital and exciting role.

Susie York Skinner, CEO



Who we are Why we're here

Gabrieli occupies a unique position as an organisation in which performance and education are equally valued and important, sitting side-by-side in a mutually beneficial partnership.

Our international reputation for excellence is derived from ground-breaking, exciting and emotionally powerful recordings and performances: they are the bedrock of our brand.

Gabrieli Roar is characterised by that same excellence and passion, and an unerring determination to engage young people in core culture. Our work proves lack of opportunity to be one of the greatest barriers to young people's enjoyment of great choral music; we are determined to remove that barrier, to share the joy of participatory music-making widely and generously.





Gabrieli

Gabrieli is a critically-acclaimed choir and period instrument orchestra. Under the artistic direction of founder Paul McCreech, we have cultivated an international reputation for excellence, innovation and ambition.

At the heart of Gabrieli is a collective of principal musicians who have worked together for decades, shaping interpretations and building relationships with audiences at home and abroad. Our ground-breaking performances and recordings are rooted equally in expert scholarship and an unerring love of the music.

We are known for pushing the boundaries in all that we do, from the scale of our forces to the detail of our research. Recent successes include new editions, recordings and an ongoing series of performances of Purcell's *The Fairy Queen* and *King Arthur*; and the first ever period-instrument recording of Elgar's *The Dream of Gerontius*, which won both Gramophone and BBC Music Magazine awards.



Gabrieli Roar

Gabrieli Roar is an ambitious education programme that provides choral singing opportunities to young people nationwide. Working in partnership with school, youth and church choirs, we nurture a love of choral music in young people. We bring leading professional musicians, educators and participants together to enable young people to learn and perform major works of the choral repertoire. In doing so, we share the widely acknowledged benefits of participatory music-making, expanding young singers' ability to learn, building confidence and improving both physical and mental health.

Gabrieli Roar is led by Paul McCreesh, whose ambition and driving passion for sharing great music with young people is facilitated by the pedagogical expertise of Creative Directors Emily Dickens and Charles Béquignon-MacDougall. The programme consists of four activity areas:

- ❖ **Roar Explore:** First-access workshops for organisations with limited existing provision.
- ❖ **Roar Evolve:** Projects focusing on making short baroque works accessible for all abilities.
- ❖ **Roar Empower:** Annual residential offering progression opportunities, singing major oratorios.
- ❖ **Roar New Leaders:** Training and early professional experience developing early career artists' educational skills.



Gabrieli Roar 2026-27

- ❖ **Roar Explore:** First access workshop days engaging 1500 participants, their schools and teachers
- ❖ **Roar Evolve:** Purcell *Dido and Aeneas* – projects in Oxfordshire and Northamptonshire, engaging 400 participants and their teachers
- ❖ **Roar Evolve:** Baroque Masterpieces – a Norfolk project engaging 300 participants and their teachers
- ❖ **Roar Evolve:** Handel's Christmas Story – a 10-city national tour for 6000 participants and their teachers
- ❖ **Roar Empower:** Handel *Saul* – a 6-day residential course providing progression for 200 young singers, culminating in a professional performance at Ely Cathedral
- ❖ **Roar New Leaders:** Programme graduates develop workshop leading skills as paid apprentices supporting project delivery

Working in partnership with organisations nationwide, each project makes a significant contribution to the Continuous Professional Development available to educators and choir directors across our sector.



Our Fundraising

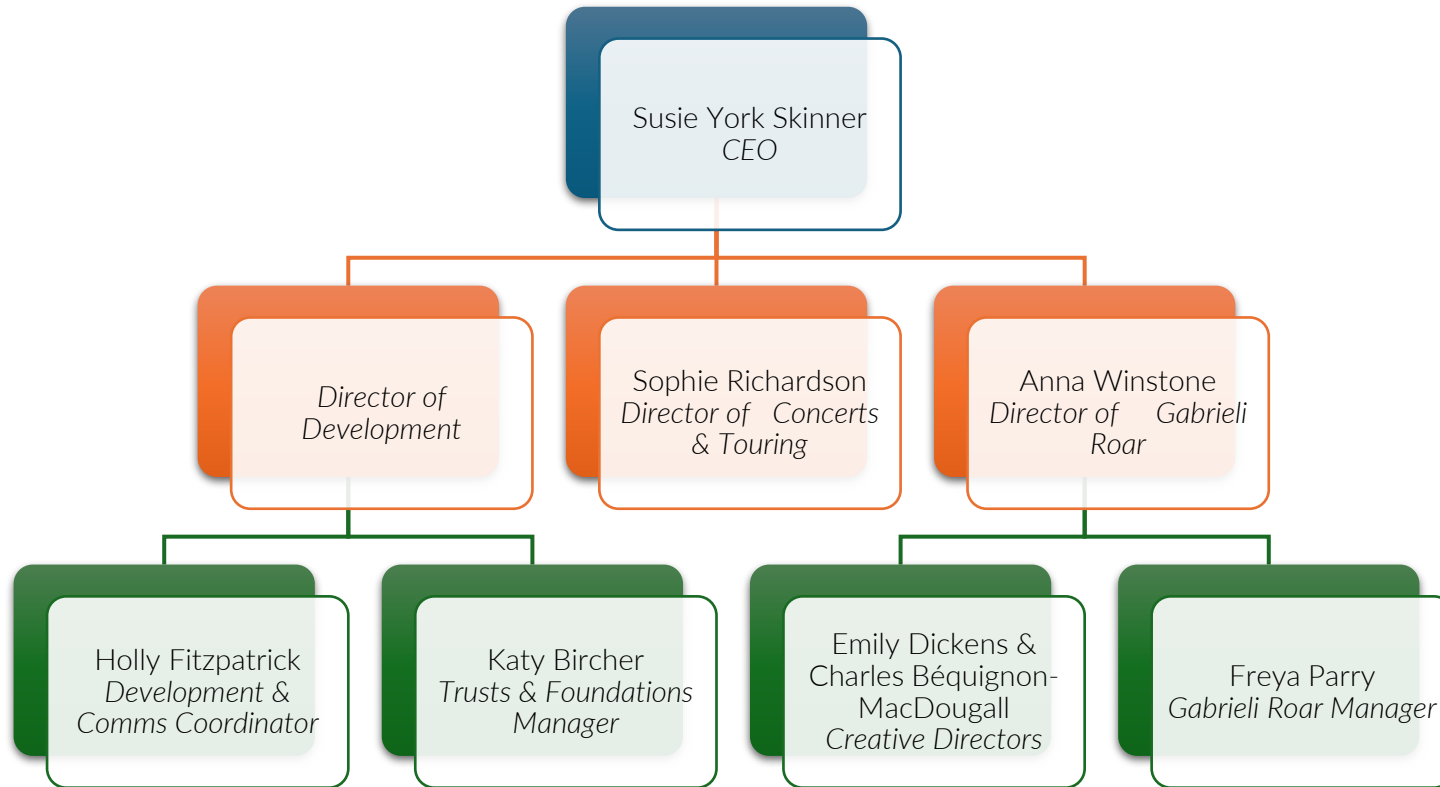
Throughout its history, Gabrieli has operated on project-to-project funding. In 2024 we were delighted to secure our first significant core funding, with a grant of £1,000,000 over five years from The Vinehill Trust. This investment has enabled us to invest in activity, as well as expanding our organisational and artistic leadership to include a Chief Executive and two Creative Directors for Gabrieli Roar. Our challenge now is to meet increased fundraising targets to support the continued expansion of our activity and reach: in 2026-27 we will work with over 8,000 young people nationwide.

Our fundraising targets are ambitious but strategic. Our 2025-26 fundraising target is £600,000. In 2026-27 we have a significant, planned step change in targets, increasing to £730,000, of which we anticipate securing £550,000 from Trusts and Foundations (including Vinehill and Arts Council England).

We are not a National Portfolio Organisation but receive frequent Project Grant support. During the past year, investments in evaluation and philanthropy consultancies have strengthened our fundraising and advocacy, preparing for planned growth.

Our staff and trustees understand fundraising to be an organisation-wide activity that must be built on strategically focused programmes which are responsive to need and have clarity of purpose. We are passionate about our work and our role in the sector and are ready to work with a committed fundraiser to ensure success.

Organisational Structure



Gabrieli is led by a small senior staff team of a CEO, Director of Concerts & Tours and Director of Gabrieli Roar, and the Director of Development.

The Director of Development is supported by a Trusts and Foundations Manager (freelance, 10 days per month), and a Development & Communications Coordinator (full time). The CEO is an experienced fundraiser and the Artistic Director is actively involved in philanthropy. Our Trustees, led by Chair Patrick Harrison are supportive, experienced and actively engaged in fundraising.

The core staff team is augmented by specialist freelancers, including two Creative Directors, leading the educational content and workshop delivery for Gabrieli Roar, and an Artistic Planning Consultant, engaging performers and educators for each project.

A large group of students, mostly young women, are gathered in a church, singing from spiral-bound songbooks. They are wearing blue t-shirts and lanyards with ID badges. The background shows the interior of a church with stone walls and a stained glass window. The text "Role Description & Person Specification" is overlaid in white on the image.

Role Description & Person Specification



Person Specification

Gabrieli's main fundraised income streams are grants from Trusts and Foundations, and philanthropic donations. Our strategic aims for the next 3-5 years are to increase the number and level of multi-year grants that we secure, and to build on our warm, long-established donor relationships to create an impactful Major Donor programme.

We are therefore looking for an experienced relationship fundraiser who can target resources strategically and deliver effective stewardship. We are looking for an excellent team member, who understands how to deploy staff, trustees' and musicians' knowledge and enthusiasm to our best advantage, so that we stand out in a crowded and competitive market.

The CEO is actively involved in the strategic development of Gabrieli's fundraising and will work with the Director of Development to identify areas of opportunity and challenge, setting ambitious but achievable targets that enable us to realise our exciting delivery programme.

We are a small team who believe wholeheartedly in Gabrieli's mission and work; we hope to recruit a warm, empathetic individual who is keen to be part of a supportive, committed team delivering excellent work.

Strategy and Planning

In partnership with the CEO, the Director of Development will:

- ❖ Adopt and implement a Fundraising Strategy and compelling Case for Support that are responsive to activity developments and fundraising successes;
- ❖ Establish areas of strategic focus and financial targets for different income streams, with systems for monitoring income and reporting against budget;
- ❖ Identify areas for growth, long-term investment and external expertise required to create longer-term income or a step change in growth;
- ❖ Provide leadership to staff and trustees as an exemplary relationship fundraiser;
- ❖ Contribute to wider strategic discussions about activity programmes, communications and brand;
- ❖ Manage department staffing structure, allocating work and nurturing staff so that they are enabled to work efficiently and understand their contribution to the organisation's development;
- ❖ Regularly attend activity in order to have an in-depth understanding of the charity's value and potential;
- ❖ Support colleagues to build a robust impact and evaluation framework, ensuring excellent evaluation practices that both inform programme development and strengthen fundraising bids;
- ❖ Continually seek out new opportunities.





Trusts and Foundations

In partnership with the Trusts & Foundations Manager, the Director of Development will:

- ❖ Establish an annual pipeline of existing and new funders, with clear deadlines and carefully assessed bid levels;
- ❖ Devise and, with colleagues' support, deliver the necessary schedule of grant applications;
- ❖ Maintain clarity on the value of the pipeline and likely success rates to inform budgets and reporting throughout the year;
- ❖ Establish excellent relationships with prospective and existing funders;
- ❖ Maintain a strong awareness of sector developments and trends.

Philanthropy

With the support of the Development Coordinator, and in conjunction with the CEO, the Director of Development will:

- ❖ Uphold the charity's ethos of excellent donor care for all, establishing excellent professional relationships with donors and prospects;
- ❖ Devise and deliver a clear stewardship plan for all donors, supporting senior and junior colleagues to deliver their stewardship requirements;
- ❖ Develop excellent donor relationships, working with both prospective and existing supporters to expand our network and increase income;
- ❖ Plan and execute major fundraising campaigns, including crowd- and match giving-campaigns such as The Big Give Christmas Challenge and Arts for Impact;
- ❖ Oversee an annual programme of events, from interval drinks to bespoke private events, with appropriate planning and administration.



Skills and Experience

- ❖ At least three to five years' experience as a fundraiser, ideally in an arts charity.
- ❖ Excellent relationship building skills and a detailed understanding of the fundraising landscape, across all disciplines and income streams.
- ❖ Experience of setting and achieving significant fundraised income targets.
- ❖ A track record of excellent line management, nurturing and inspiring colleagues to flourish.
- ❖ Demonstrable experience of engaging non-specialist staff, musicians and trustees in fundraising, enabling them to advocate persuasively for the charity.
- ❖ Evidence of exceptional communication, relationship- building and management, and negotiation skills.
- ❖ The ability to devise and implement clear record-keeping and reporting systems for company-wide use
- ❖ Knowledge of fundraising and data protection legislation.

As in any small charity, there is both opportunity and need for staff to contribute outside the confines of their job description. We hope that the post holder will be keen to engage in project delivery, so that they experience and understand our work, enabling them to advocate effectively for us.





Employment Details

- ❖ **Salary:** £52,500 (full time equivalent).
- ❖ **Hours:** A permanent role, available on a full time or 0.8 basis.
- ❖ **Annual Leave:** 20 days per year, plus bank holidays.
- ❖ **Location:** Working from home, office space at King's Place Music Foundation is available as required. Staff are expected in London at least monthly for meetings, with additional travel to events as necessary. Approved travel expenses are reimbursed.
- ❖ **Pension:** Auto-enrolment pension (5% employer; 3% employee).

Gabrieli strives to be an Equal Opportunities employer, ensuring that no job applicant, employee or participant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. Individuals will be selected, promoted and treated on the basis of their relevant merits and abilities. We aim to operate an inclusive recruitment process. If you have any particular requirements, please let us know at any point during the process.



How to apply

Applicants should apply by submitting a CV and covering letter to Susie York Skinner, CEO by 9am, 29th January 2026: susie@gabrieli.com.

Prospective candidates are welcome to contact us for a discussion about the role. Please note that our office is closed from 23rd December to 2nd January.

Photography:
Andrew Staples, Studio 2359;
Frances Marshall, Marshall Light Studio