

A group of performers in black outfits are on a stage. In the foreground, a man is holding a woman up, and another woman is holding a horizontal bar above him. A large blue circular logo with the text "fringe society" is in the top right corner.

fringe
society

Head of Fundraising and Development

Circa: Humans 2.0 (2022), Underbelly
Photo: David Montieth-Hodge

Head of Fundraising and Development

Closing date: 10:00 Monday 16 January 2023
Interview: Week commencing 23 January 2023
Start date: ASAP

Salary: The salary range for this post is £45,000 - £50,000 per annum.
Pension: 4.5% employer pension contribution.
Leave: We offer 34 days annual leave including six public holidays.
Reports to: Deputy Chief Executive



Rob Mudge: My Son's a Queer (But What Can You Do) (2022), Underbelly
Photo: David Monteith-Hodge

Who we are

The idea at the heart of the Edinburgh Festival Fringe is simple: anyone with a desire to perform and a venue willing to host them is welcome. No individual or committee determines who can or cannot perform at the Fringe.

It all began in 1947 with eight companies – six of them from Scotland – taking a risk, turning up uninvited and performing on the 'fringe' of the inaugural Edinburgh International Festival. Over 75 years later, the Fringe has grown to become the greatest platform for creative freedom in the world, second only to the Olympics in terms of global ticketed events.

The Edinburgh Festival Fringe Society is the charity that was established in 1958 by artists to protect the founding principles of the Fringe and to be the glue that binds together the Festival's thousands of moving parts. We exist to support, advise and encourage everyone who wants to participate in the Fringe, provide information and assistance to audiences, and promote the Fringe and what it stands for all over the world.

As we emerge from the significant impact of Covid on the culture and events sector, the Edinburgh Festival Fringe Society faces a significant and ongoing challenge in stabilising the future of our own organisation and rebuilding for the future. Alongside this, we have an enormous opportunity to use our convening power to fundraise for the future of the Fringe itself. We are fundraising for a Fringe Society and Fringe committed to our core principles of access, fairness, inclusion, sustainability, aligned to our Vision and Values and [Fringe Development Goals](#).

The Fringe Society is not a core funded arts organisation – we are a charity who receive a small annual grant from the City of Edinburgh Council and recurring project funds from Creative Scotland's EXPO and Platforms for Creative Excellence funds. Our funds are generated through the services we provide to artists, and with these fees frozen for over 15 years we are required to fundraise to ensure the service delivery does not reduce in these crucial recovery years.



Circus Abyssinia: Tulu (2022) Underbelly
Photo: David Montieth-Hodge

About the job

The Fringe Society is looking for a senior fundraising and development expert to lead us to success in three key areas; public funding and trust funding; individual giving, from Fringe Friends to International Donors; and maximising opportunities for funding and support for the wider Fringe. You will seek and grow new investment across these three key areas.

You will manage key relationships with funding bodies, trusts and foundations and individual donors, as well as developing and nurturing new relationships for the long term. You will utilise the strategic ambitions of the Development Goals to build engagement and investment in the Fringe Society's charitable activities.

You will work alongside the Head of Marketing, Communications and Sponsorship to effectively navigate the nuances between donors, funders, investors and corporate partners, ensuring the best alignment of values and deliverables for mutual success.

You will lead on building our donor portfolio across the globe, maximising the positive power of the Fringe brand and the passion of many of its fans. A key part of this will be working with the Chief Executive and Senior Management team to grow our alumni activation, and further develop our Patrons scheme – led by our President, Phoebe Waller-Bridge.

In this job you will:

- Lead on the development and implementation of successful fundraising strategies, seeking to diversify and grow investment in the Fringe Society and the Fringe and draw additional revenues to support delivery and help us meet our Development Goals.
- Lead on the management and development of our relationships with funders, trusts and foundations, aligning values and objectives to maximise public support for the Fringe Society.
- Develop and grow our fledgling US Donors programme, maximising the brand and reputation of the Fringe to build lasting relationships with individuals in the US, working in partnership with our Head of External Affairs.
- Lead the development team to deliver compelling case for support documents, applications and reporting; working across the organisation to understand, evaluate and successfully articulate our needs, priorities and objectives, and successes and learnings year on year.
- Lead on the growth of our alumni database and activation, including supporting the Chief Executive and President in developing our Patrons programme.



A Ladder to the Stars (2022), Gilded Balloon
Photo: David Montieth-Hodge



Malachi Frost, Fringe street events
Photo: David Montieth-Hodge

- Champion the Fringe Society's charitable status, ensuring opportunities to showcase our charitable work and build support can be realised; you'll work with our Marketing and Communications team to ensure our house style and corporate content reflects this important work.
- Work with the wider Fringe to understand how we can grow support for artists, venues and industry professionals, utilising the talent and expertise of the Fringe community for our mutual benefit.
- Ensure your team have the capacity to experiment, test and develop creative ideas, both within and outwith the Fringe, to activate supporters and donors, including our Fringe Friends, Angels and Patrons.
- Have access to a wide range of information, data and insights to inform and support big, ambitious thinking and calculated risk taking to fully realise the potential of the Fringe's reputation and fanbases.
- Champion a high-quality service and experience for our supporters and work to increase organic advocacy and support for the Fringe Society in a range of individual professional and personal networks. You will have the enormous asset of the Fringe to support you in building memorable, personal and Fringe-y experiences that will attract and engage donors across the world.
- Work with the Deputy Chief Executive, project leads and the Finance Manager to support budget management and reporting, working with colleagues to streamline processes and reporting to ensure accurate and timely information is provided where required.

About you

- Demonstrable experience of major fundraising success, across a range of stakeholders. If this is arts and/or Scotland based then that's helpful but it is not essential.
- A strong network of existing relationships is desirable.
- An excellent relationship builder and manager with individuals at all levels internally and externally, able to build rapport and trust effectively for positive working relationships. You will have strong emotional intelligence to support this.
- A collaborative and confident relationship manager, able to work with a range of partners (internal and external) to mutual benefit and in line with the values of the Fringe Society. You will need strong written and verbal communication skills to support this.
- A confident project manager, able to hold responsibility and strategic objectives alongside delivery in an often deadline driven environment. This will include budgeting, revenue management and contracting, in collaboration with the Finance Manager and Development Manager.
- A skilled communicator both in application and reporting, and in presentation and one-to-one engagements.
- Knowledge and understanding of key fundraising and donor legislation. Those relevant to Scottish Charities would be helpful but knowledge/skills development will be provided if required.
- A supportive and nurturing leader, with strong skills in developing your team's potential and skills, confident to take risks and learn collaboratively and able to manage change and uncertainty for yourself and your team.



Additional information

Normal working hours are 10:00 to 18:00, Monday to Friday. Some additional evening and weekend work may be required. There is no overtime entitlement, but the Society does maintain a TOIL policy outwith the festival period. We are a flexible working employer and therefore are happy to discuss flexible working at any stage of the application process. We would also be happy to consider this role as a secondment opportunity and interested in a discussion of terms and conditions for the right applicant.

During the festival you may be required to work six days a week (42 hours). Due to intense activity during certain periods of the year, the fact that no TOIL is accrued during the festival period and that only six public holidays are recognised, the Society feels that employees benefit from an extended holiday over the Christmas and New Year period. The Society will award six "Festival Fringe" days over and above your annual holiday entitlement to count towards this period.

Some overnight travel outside Edinburgh, and attendance at events outside normal working hours, may be required.

We use positive action under section 159 of the Equality Act in relation to disability or race. This means that if we have two candidates of equal merit in our process, we will seek to take forward the D/deaf, disabled, Black, Asian or ethnically diverse candidate in order to diversify our staff team.

The Edinburgh Festival Fringe Society is committed to reducing its environmental impacts in its everyday operations. We are also committed to maintaining the open-access policy of the Edinburgh Festival Fringe. We are an equal opportunity employer and welcome applications from all sectors of the community. We are also proud to be a Disability Confident Employer and aim to successfully employ and retain disabled people and those with health conditions. We expect employees to support these commitments and to assist in their realisation.



Muse by Flip Fabric (2022), Assembly
Photo: David Monteith-Hodge

Receptionists (2022), Summerhall
Photo: David Monteith-Hodge



fringe society

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