

DEVELOPMENT MANAGER

Closing date for applications: 12 a.m. midnight Monday 13th May 2024

TAMASHA

ABOUT TAMASHA

Tamasha is a mirror reflecting a nation of continuing change and creativity, of mixings and mergings. British culture needs reminding it has always been global. Tamasha's stirring, audacious work makes sure the nation never forgets what it is. **Yasmin Alibhai-Brown, cultural commentator**

In 2025 Tamasha celebrates 35 years: a rare achievement for a Global Majority (ethnically diverse) led company. We've challenged prevailing conventions, widened our remit from South Asian to represent all GM communities, launched careers, premiered future classics, stirred audiences, and led the debate on what diverse theatre can be. We are a mainstay of British culture, a critical part of the creative ecology, a major contributor to diversifying the sector.

Our vision is to redefine UK theatre with stories that celebrate the world in which we live.

We are a **dedicated home** for both emerging and established Global Majority artists. A powerhouse of new writing, talent development and digital innovation, we platform and invest in stories that celebrate our rich shared histories and cultures. Proudly both artist and audience driven, we're disrupting, dismantling, and inspiring through bold and imaginative storytelling, providing a place to explore our lived experiences and unique perspectives.

Our flagship **Developing Artists** (DA) programme holds space for all GM artists to create and share new narratives. This focus on inter-cultural creative practice is unique. Annually we support 150-200 artists, nurturing voices from nearly every GM community in the UK. Tamasha Digital is unparalleled for a company of our size, trailblazing immersive walking adventures, original audio dramas and insightful podcasts.

We are a truly **national organisation**, cultivating over 50 partnerships in the last five years to support national delivery. Over the same period we have reached over 18,600 live audiences with our touring productions, as well as nearly 300,000 people who have engaged with our work online.

We **champion inclusivity**, recognising how intersectionality can amplify inequalities, and our team and Board are female and GM-led.

Visit tamasha.org.uk for more about the company.

THE ROLE OF DEVELOPMENT MANAGER

Tamasha is marking our 35th anniversary in 2025 and we would like to recruit an experienced development specialist, to work with us on our anniversary fundraising campaign. The campaign will be built around our annual programme of work including an exciting new touring production, our talent development programme, and also the launch of our new archive at Bishopsgate Institute, alongside a focus on increasing Individual Philanthropy and T&F support.

The chosen candidate will have a proven track-record of managing fundraising campaigns and bringing in funds, specifically through individual giving. The Development Manager will support the launch of a major campaign with a six-figure target, working closely with our Development Consultant and the Senior Management Team to realise this amount.

This is a fixed term 18-month contract, with the possibility of extension beyond that point. Following our successful anniversary campaign, Tamasha will be looking to increase core fundraising capacity and the post-holder will be invited to contribute to the onward planning of revenue activity.

Responsibilities

Specific

- Lead on the development of the fundraising campaign strategy and workplan, ensuring Tamasha can establish a clear and coherent offer that maximises reach and has broad appeal to individual givers from a diverse range of backgrounds.
- Lead on stakeholder cultivation and management.
- Manage the workplan delivery, providing regular updates to the ED / AD and Board on progress.
- Manage our prospects database, ensuring that Tamasha effectively targets potential givers with an appropriate approach / ask.
- Work with the Marketing Manager and SMT to develop strong campaign messaging and online materials, and to regularly review and refresh these to keep profile and momentum high over the year.
- Manage the delivery of specific fundraising events and activities over the year, ensuring these are delivered in line with the plan.

General

- Demonstrate a clear commitment to achieving equity within the industry and adhering to best practices in relation to Tamasha's equal opportunities policies and compliance with all HR policies and procedures.
- Commitment to Tamasha's values of inclusive practice, in particular our mission to support global majority artists and theatre-makers.
- Keep relevant company project management systems up to date as required.
- Attend weekly company meetings and monthly programme planning meetings.
- Any other tasks appropriate to the post as required by the Senior Management Team.

THIS JOB DESCRIPTION IS A GUIDE TO THE NATURE OF THE WORK REQUIRED OF THIS POSITION AND IS NEITHER WHOLLY COMPREHENSIVE NOR RESTRICTIVE.

Person Specification

Essential qualities, skills, and experience

- Minimum of two years' experience, in a development or fundraising environment, ideally gained in the performing arts sector. Candidates with comparable experience in fundraising and development in other creative sectors or commercial / charitable experience will also be considered if they meet the key requirements of the brief.
- Evidence of successfully generating funds through fundraising activities and meeting agreed financial targets.
- Experience of managing successful fundraising campaigns.
- Experience of relationship cultivation and management.
- Excellent experience of writing and preparing a broad range of marketing and communications materials.
- Excellent oral communication skills – confidence in dealing with people at all levels, demonstrating professionalism and diplomacy.
- Strong organisational skills and the ability to prioritise activities when working to tight deadlines.
- Willingness to travel and attend cultivation events as needed.
- Ability to work under pressure as part of a small team, meet deadlines, and prioritise and re-prioritise workload around changing demands.
- Efficient and calm under pressure and good attention to detail.
- Good communication and team-working skills, and ability to deal with people at all levels.
- Able to work some evenings and weekends and travel in the UK as required.
- Strong IT skills and familiarity with standard software programmes.

Desirable qualities, skills and experience

- Good networks and contacts within the performing arts sector.
- Experience of event management including health & safety considerations.
- Understanding of donor motivations.

KEY TERMS & BENEFITS

Salary:	£45,000 per annum – the pro rata salary is £27,000pa based on this being a 0.6 fte role
Term:	18 months fixed term, with potential to extend beyond that point
Pension:	The company operates an auto-enrolment pension scheme through NEST pensions and contributes 3% of salary annually (alongside the employee's contribution of 5%)
Hours:	Part-time, 3 days a week (i.e., 24 hours per week including breaks). Tamasha's normal office hours are 10am – 6pm Monday to Friday. Some evening / weekend working will be required.
Holiday:	15 days per annum (plus statutory bank holidays), based on the full-time allowance of 25 days.
Location:	Primarily at Tamasha offices in Camden NW1. The company supports flexible, and hybrid working and will agree the working pattern with the successful candidate on appointment.
Career support:	A bespoke development programme will be agreed as needed on appointment, alongside access to professional mentoring if required.

HOW TO APPLY

Please submit an up-to-date CV (no more than two sides A4) and a one/two page covering letter highlighting:

- Why you are a suitable candidate and how you meet the job description / person specification.
- What you hope to gain from this position and why you want to work with Tamasha.
- Please make sure you also include names and contact details for two employment referees.

Applications should be sent to our recruitment partners at josh@peridotpartners.co.uk.

The deadline for receipt of applications is **midnight on Monday 13th May 2024**. First stage interviews will take place in w/b 20th May at our offices in Camden, NW1.