



Protests and Suffragettes

Full Job Description – Business Development Lead

Role title: **Business Development Lead**
Organisation: **Protests and Suffragettes CIC**
Location: **Glasgow (Kinning Park Complex, G41 1BA) + hybrid**
Contract: **Part-time Freelance, 2 days/week (flexible working)**
Fee: **£13,000 gross over 9 months**
Deadline: **24 November 10am**
Start: **5 January 2026 (or ASAP)**
Reports to: **Director**
More at: protestsandsuffragettes.com/about/work-with-us

Help write women back into Scotland's history — and our future

At **Protests and Suffragettes CIC**, we're building a Scotland where the stories of suffragettes and women changemakers aren't hidden footnotes but **vibrant, public, and everywhere** — in schools, museums, murals, and on the open web. Over the next three years, we're scaling workshops, murals, creative commissions, and a national community that will reshape how women's history is remembered, celebrated, and taught — ramping toward the 2028 Centenary of the Equal Franchise Act (which gave all women in the UK the right to vote).

We're hiring a **Business Development Lead** to turn momentum into **sustainable growth**. If you're a creative doer who loves turning relationships into revenue and purpose into partnerships, come build this with us!

Purpose

Drive sustainable, mission-aligned growth across our income streams: shop merchandise (online and in brick and mortar stores), educational resources, creative commissions, workshops, events/tours/consultation, and Patreon/subscription. This role turns relationships into revenue and purpose into partnerships so that more communities can access, celebrate, and co-create women's history across Scotland.

Key responsibilities

Business Development & Partnerships

- Build and manage a healthy pipeline for the shop (online and wholesale to museum/boutique stockists), creative commissions (murals, co-created artworks), creative workshops, events/tours, consultation, and our Patreon.
- Develop and nurture relationships with aligned corporations, museums, schools and HEIs, libraries/archives, local authorities, and national partners.
- Alongside our Director, expand our network and identify new partnerships, sponsorships, and opportunities for growth
- Prepare proposals, quotes, and basic MOUs; coordinate with the Director on pricing and scope; follow through to close.
- Represent Protests and Suffragettes at meetings and relevant events.

Marketing & Communications

- Execute lightweight, on-point marketing: newsletters, social scheduling, partner mailouts, and targeted campaigns (Women's History Month, Winter retail).
- Write punchy copy for web/social/one-pagers; maintain a tidy asset library (decks, one-pagers, case studies).
- Coordinate with the Creative Workshop and Administrative Assistant and our Director to gather content, photos, testimonials, and impact stories.

Operations & admin

- Keep CRM, calendars, and files organised; schedule bookings; prepare simple contracts/POs.
- Support order processing, wholesale onboarding, and invoicing; liaise with the bookkeeper as needed.
- Maintain basic dashboards for pipeline, bookings, stockists, Patreon, and progress vs targets.

Success indicators

Aligned to our **Year 1 targets and working with our Director**, you'll help us grow these income streams:

- **Shop:** Grow wholesale stockists and increase our online sales
- **Creative commissions:** Support booking of murals/creative commissions
- **Events/tours/consultation:** Help programme event stalls + walking tours + consultation
- **Patreon:** Co-launch and grow our subscribers by Summer 2026
- **Workshops:** Help sell our creative workshops and women's empowerment workshops
- **Partnership development:** Maintain an active pipeline covering **Glasgow & Renfrewshire** and foundations for **Fife, D&G, Perth, Midlothian and across Scotland** (Y2).
- **Operational excellence:** on-time proposals/invoices, CRM up to date weekly.

Person specification

Essential

- Track record in business development, partnerships, sales, or fundraising (any sector).
- Confident communicator: relationship-builder, great emails, tidy follow-through, comfortable asking for the sale.

- Natural relationship-builder who enjoys networking and problem solving
- Basic marketing execution (newsletters, social scheduling, simple decks/one-pagers).
- Organised and reliable: CRM discipline, invoicing/POs, calendar management.
- Alignment with our **vision, values, and mission**; commitment to inclusion and community co-creation.

Desirable

- Experience with museum/boutique wholesale; education/HEI engagement; Patreon/subscriptions or membership models.
- Familiarity with arts/heritage/social enterprise networks in Scotland.
- Comfortable with basic data/metrics dashboards (spreadsheets, etc).
- Full UK driving licence.

Working style & culture

- Collaborative, kind, and practical
- Willing to pitch in and learn new tools
- Proactive about improvements
- Comfortable in a dynamic, early-stage social enterprise

Safeguarding & data

- Adhere to our policies on safeguarding, EDI, data protection (GDPR), and ethical storytelling.

Job Details

We're looking for the right person to join our brilliant and growing team – could it be you? You'll work (hybrid/flexible) alongside our Director and Creative Workshop and Admin Assistant in Glasgow and hybrid/online.

Please note we are seeking a freelancer, this role is not offered for an employee or service. Freelance contract will be offered for a fixed fee over nine months, as follows:

- **Freelance**
- **2 days per week (Part Time)**
- **9 month contract**, option to renew
- **Fee: £13,000 gross over 9 months**
- **Location: Flexible working. Glasgow + hybrid**
- Willing to consider applications from wider Scotland. Some presence in Glasgow required.
- **Start: 5 Jan 2026 (or ASAP)**

How to apply

Send a CV (max 3 pages) and a **one-page cover note** explaining how you've helped to grow income, partnerships &/or campaigns – and why our mission inspires you? Feel free to include links to any relevant work (campaigns, decks, shop/wholesale wins).

Email: hello@protestsandsuffragettes.com with 'Business Development Lead Application' in the subject line

Deadline: Mon 24th Nov 10am

Interviews: Mon 1st Dec

Start: 5 Jan 2026 (or ASAP)

By applying you agree to be available for interview on Mon 1st December.

If you are invited to interview, you will be asked to deliver a 10 minute presentation outlining your strategy/plan for helping us grow our income streams and achieve our goals. This can be as formal or informal as you would like – we suggest you focus on quick wins, medium and long-term wins.

Have questions? Let's talk!

We'd love to meet you! Drop in and chat to our Director via zoom anytime listed below – email for the link (at least 24 hours prior). You can also send your questions via email or DM us on socials – we're open.

- Thurs 6 Nov 11am-12
- Tues 11 Nov 2-3pm
- Fri 14 Nov 1-2pm
- Wed 19 Nov 2-3pm or 7-8pm
- Sat 22 Nov 12-1pm

Equity & Inclusion

We welcome applications from everyone. We encourage applications from self-identifying women* – including trans women, and from non-binary and intersex people. We also encourage applications from those who are underrepresented in the arts/heritage and social enterprise sectors (including people from LGBTQI+ communities, the global majority, and/or working-class backgrounds). Adjustments may be available on request.

*We define women inclusively: protestsandsuffragettes.com/about/gender-inclusion-policy

Links

More about Protests and Suffragettes CIC via our website and socials:

www.protestsandsuffragettes.com

[Facebook](#) | [Instagram](#) | [Bluesky](#) | [Threads](#) | [X](#) | [YouTube](#) | [LinkedIn](#)

Vision and Mission of Protests and Suffragettes CIC

OUR VISION

We see a future where the stories of Scottish suffragettes and women changemakers are not hidden footnotes, but vibrant, accessible narratives that inspire and empower current and future generations. Through collaborative creative projects — including workshops, murals, educational resources, and walking tours — we are transforming how Scottish suffragettes and women* changemakers are remembered and shared. Our vision is to shift women's history from academic obscurity to a vibrant tool for community empowerment.

We aspire to create a Scotland where:

- Every community has access to the rich heritage of women's activism in their local area
- Young people grow up knowing they are part of a long tradition of powerful changemakers
- Historical research and storytelling happen collaboratively, empowering others to recover these stories
- Underrepresented communities are equipped and inspired to continue recovering and celebrating these stories themselves
- Women's voices from the past fuel continued progress toward justice and equality
- Underserved communities contribute to the production of knowledge about the past, and are inspired to create change in the present

We envision a Scotland where women's historical activism is fully recognised, celebrated, and woven into the cultural fabric of our communities. By co-developing creative heritage projects with communities across Scotland, we're not just writing women back into history — we're equipping the next generation with the knowledge and inspiration to continue making change themselves.

Ultimately, we envision our work contributing to a more equitable society where understanding our shared history of activism fuels continued progress toward justice and equality. By writing women back into history, we're writing a better future for everyone.

**By women we mean all self-identifying women. We use the word women in the broadest sense, inclusive of trans and intersex women. We recognise that in historical contexts this terminology was not used, and that women from the past may not have been able to self-identify in these ways. See our gender inclusion policy [here](#).*

MISSION STATEMENT

To inspire the next generation of changemakers and encourage civic participation by writing women back into Scotland's history.

We exist to:

- Empower communities to engage with local history and recover the stories of past changemakers
- Equip the next generation with inspiring stories of Suffragettes and other historical activists
- Transform how women's histories are remembered and celebrated
- Increase civic engagement by demonstrating that ordinary people can create extraordinary change
- Facilitate and empower changemakers in underrepresented communities (including elders, New Scots, young women, those from working-class backgrounds, or who score in the lowest percentiles of SIMD)

OBJECTIVES

- Objective 1: To deliver collaborative workshops, co-create murals, develop walking tours, and other public art projects that celebrate local women's activism.

- Objective 2: To create and sell dynamic educational materials, merchandise, and resources that make women's histories in Scotland accessible and engaging.
- Objective 3: To sell and/or distribute free and subsidised Education Packs, Suffragette Trumps playing cards, and learning materials to schools and community groups across Scotland.
- Objective 4: To conduct archival research on Scottish women's activism and teach others to do the same through workshops and collaborative partnerships.
- Objective 5: To increase online representation of Scottish women's histories through Wikipedia editing workshops and digital knowledge production.
- Objective 6: To co-create memorable, robustly researched and beautiful merchandise, public art, and educational resources in collaboration with underrepresented communities (including elders, New Scots, young women, and those from working-class backgrounds or areas in the lowest percentile of SIMD).