



Development Manager (permanent)

Closing date: Wednesday 26 November 2025
Interview date: Monday 08 and Tuesday 09 December 2025
Location: Central Edinburgh
Line manages: Development Assistant
Reports to: Head of Fundraising and Development

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 one of the greatest platforms for creative freedom in the world.

The [Edinburgh Festival Fringe Society](#) was founded by artists to nurture and uphold the Fringe's values of inclusivity, experimentation and imagination. We exist to support, advise and encourage everyone who wants to participate in the Fringe, provide information and assistance to audiences, and celebrate the Fringe and what it stands for all over the world.

Job Purpose

As a registered charity, the Edinburgh Festival Fringe Society relies on diverse revenue streams including the Fringe Friends scheme, corporate partnerships, trusts and foundations, individual giving, major donors, and legacies.

The Development Manager plays a key role in securing and sustaining income from these sources, supporting the delivery of the Society's strategic objectives. The postholder will implement and develop fundraising initiatives, nurture relationships with funders and supporters, oversee the Friends scheme, and ensure the smooth and efficient administration of all fundraising activity.

Working closely with the Head of Fundraising and Development, this role combines strategic thinking with hands-on delivery and line management responsibility for the Development Assistant.

There is scope to shape the focus of the role according to the postholder's experience and strengths, though there is a particular opportunity to grow income from major donors and develop a legacies programme.

The current focus of the fundraising team includes the Fringe Friends scheme, trusts and foundations, corporate partnerships, and public funding. The successful candidate will complement this work, bringing additional expertise and enthusiasm to strengthen and diversify our income base. The ideal candidate will be an organised, collaborative, and confident relationship-builder,



with experience of meeting income targets and a commitment to the Fringe Society's charitable mission.

Key Responsibilities

Fundraising Strategy and Delivery

- Support the Head of Fundraising and Development to implement and evolve the Society's fundraising strategy across all income streams, ensuring alignment with organisational goals.
- Help to set and achieve annual income targets, tracking progress and identifying opportunities for growth.
- Lead on specific areas of fundraising activity according to your experience and strengths - with scope to develop in other areas.
- Build engagement opportunities around the Fringe Society's new year-round home (Fringe Central).
- With support, deliver fundraising and stewardship events.
- Research, identify, and cultivate relationships with prospective funders.
- Prepare and present compelling written proposals, cases for support, and reports.
- Represent the Fringe Society as an ambassador at meetings, events, and networking opportunities.

Relationship Management and Stewardship

- Build and sustain long-term relationships with funders, partners, and donors, ensuring thoughtful stewardship and effective communication.
- Oversee the Fringe Friends scheme with the Development Officer, ensuring excellent supporter care, accurate administration, and development of new engagement initiatives.
- Support cultivation and stewardship events throughout the year, coordinating guest management, logistics, and follow-up communications.
- Work collaboratively across teams to ensure donors and partners are connected with the Society's impact and programmes.

Team Leadership and Administration

- Line manage the Development Officer, providing clear direction and support.
- Ensure efficient administrative systems underpin all fundraising activity, including financial processing, acknowledgements, and record-keeping.
- Oversee management of the donor database, maintaining accurate and GDPR-compliant records, and supporting data analysis to inform decision-making.

Monitoring, Evaluation and Reporting

- Collate and analyse fundraising and engagement data to inform planning and reporting.
- Prepare internal and external reports on fundraising performance, supporter engagement, and campaign outcomes.
- Contribute insights and ideas to strengthen fundraising approaches and supporter experiences.



- Monitor sector trends and best practice in fundraising, bringing forward new ideas and opportunities for innovation.

Salary and benefits

- £36,000 per annum
- 4.5% employer pension contribution
- 34 days holiday (inclusive of six bank holidays)
- Flexible working culture
- Employee assistance programme

Hours of work

Normal working hours are 35 hours worked between 10:00 and 18:00, Monday to Friday. Some additional evening and weekend work may be required. During the festival you may be required to work six days a week (42 hours). Some travel will be required, including international travel. There is no overtime entitlement, but the Society does maintain a Time Off In Lieu policy. We are a flexible working employer and therefore are happy to discuss flexible working at any stage of the application process.

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 Fringe have identified six pillars of commitment around the sustainable delivery of their work, are active members of the Festivals Edinburgh Sustainability Working group and include climate action as one of the headline targets in the Fringe development goals. As part of the commitments of this work, all Fringe staff members are expected to assist with the Fringe Society's environmental goals and consider these in all elements of your work.

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.