



SCOTTISH CHAMBER ORCHESTRA

PHILANTHROPY MANAGER (INDIVIDUAL GIVING)

JULY 2026

CANDIDATE INFORMATION PACK

- 1 Welcome from the Chief Executive
- 2 About the Scottish Chamber Orchestra
- 3 The Orchestra's Year
- 4 Structure and Background
- 5 SCO Development Department
- 6 Job Purpose
- 7 Key Responsibilities
- 8 Person Specification
- 9 Summary of Terms and Conditions
- 10 Application procedure
- 11 Recruitment timetable
- 12 Further Information



Photo © Lightpress Design

1. Welcome from the Chief Executive

Dear Candidate,

Thank you for your interest in the role of Philanthropy Manager (Individual Giving) at the Scottish Chamber Orchestra.

This is an exciting and significant moment to join the organisation. Following our 50th Anniversary celebrations in 2024 and as we look towards the opening of our new home – the Dunard Centre – in the heart of Edinburgh, we are entering a new chapter in the SCO's development.

As part of our ambition to grow philanthropic support and strengthen our fundraising capacity, we are creating this new post within the Development team. Individual supporters play a vital role in enabling the SCO's artistic and learning and participation work, and we see significant opportunities to build and deepen these relationships in the years ahead. Alongside growing annual support, we are increasingly focused on encouraging long-term philanthropic investment, including legacy giving and support for the SCO Foundation, helping to secure the Orchestra's future for generations to come.

The Philanthropy Manager (Individual Giving) will play a central part in this work. Reporting to the Development Director and line managing the Fundraising & Events Officer, the postholder will be responsible for growing income from individual donors, developing meaningful relationships with supporters and prospects, and overseeing the delivery of engaging stewardship and supporter engagement activity. Working closely with colleagues across the organisation, they will help ensure that supporters enjoy a rewarding and inspiring experience of the SCO while contributing to the organisation's long-term fundraising ambitions.

This role offers an exciting opportunity for a relationship-focused fundraiser to help shape the future of philanthropy at the SCO. The successful candidate will join a growing and ambitious Development team at a time of significant opportunity for the organisation.

The Scottish Chamber Orchestra is an equal opportunities employer committed to finding the very best candidate for this position. We aim to create an equal and fair recruitment process open to all. Accessible and welcoming to the diverse communities and partners we engage with, applicants will receive equal treatment irrespective of age, sex, sexual orientation, gender reassignment, race, religion or belief, marital status, disability or pregnancy/maternity.

We look forward to hearing from you and discussing this role in more depth.

With best wishes,



Gavin Reid
Chief Executive

2. About the Scottish Chamber Orchestra

The Scottish Chamber Orchestra (SCO) is one of Scotland's five National Performing Companies and has been at the heart of the nation's cultural life since 1974.

Internationally recognised for the quality and versatility of its performances, the SCO presents a wide-ranging programme of orchestral, chamber and choral music throughout Scotland, internationally and online. Its repertoire spans classical masterworks, contemporary commissions and innovative cross-artform collaborations.

Under the direction of Gregory Batsleer, the SCO Chorus is an auditioned amateur ensemble which has built a reputation as one of Scotland's most vibrant and versatile choirs. As the Orchestra's resident chorus, it performs regularly with the SCO and also presents its own programme of performances and collaborations.

Alongside its artistic programme, the SCO is committed to ensuring that people of all ages and backgrounds can engage with and participate in music. Through its Learning and Participation programme, the Orchestra delivers workshops, participatory projects, performances and resources in schools, communities and health and social care settings.

A particular highlight of recent years was the SCO's five-year residency in Edinburgh's Craigmillar community, which built on the area's rich tradition of community arts and connected local people with a national cultural resource. The learning, partnerships and relationships developed through this work continue to inform the organisation's approach to community engagement and participation.

An exciting new chapter for the SCO began in 2019 with the appointment of Maxim Emelyanychev as Principal Conductor. His tenure has recently been extended until 2031, reflecting the extraordinary artistic success of his partnership with the Orchestra.

The SCO enjoys long-standing relationships with many leading artists working across orchestral, chamber and historically informed performance. The Orchestra is also committed to the creation and performance of new music, having commissioned more than 200 new works from composers including current SCO Associate Composer Jay Capperault, Sir James MacMillan, Dame Judith Weir, Anna Clyne, Errollyn Wallen, Sir George Benjamin and the late Sir Peter Maxwell Davies.

Supported by the Scottish Government, the City of Edinburgh Council and a community of philanthropic supporters, the SCO brings together musicians, staff, Board members and partners in a shared commitment to artistic excellence, creativity and ensuring that great music remains accessible to as many people as possible.

3. The Orchestra's Year

WINTER SEASON

From late September to mid-May, the SCO's Winter Season provides around 23 weeks of own-promoted concerts throughout Scotland, typically with two or three concerts each week – at least 60 concerts in total. These take place weekly in Edinburgh and Glasgow with additional performances in Aberdeen, Inverness, Dumfries, Ayr, St Andrews, and Perth. Touring, recording, Family Festival, New Year 'Viennese' concerts and outside engagements such as Celtic Connections in Glasgow each January, also fall within this period.

SUMMER AND NON-SEASON

Scottish Summer Touring

From mid-May to the end of September, there is a core of 10-12 weeks' work. During the summer months, the SCO undertakes five to six weeks of Scottish regional touring to towns and villages throughout the Country, including remote areas in the Highlands and Islands.

Festivals and Overseas Touring

The SCO is one of Scotland's foremost cultural ambassadors, in demand throughout the world. International touring activities are supported by the Scottish Government. Most recently, the Orchestra visited the Concertgebouw, Amsterdam in May 2026; further trips to Europe and to East Asia are planned in future years. In the UK, the Orchestra regularly appears at the Edinburgh International Festival, the BBC Proms and at the East Neuk and Lammermuir Festivals.

Learning and Participation

The SCO is widely regarded as a leading innovator in the field of orchestral engagement and participation. Reaching over 12,000 people each year, right across Scotland, the Orchestra's Learning and Participation programme gives people of all ages and backgrounds opportunities to participate in, create and enjoy music and music making. The programme is structured into three areas: creative learning, creative communities and creative health and our range of programmes takes our musicians into classrooms, communities and health and social care settings across Scotland.

4. Structure and Background

The administration of the SCO consists of 27 full-time and 4 part-time members of staff. It is led by the Chief Executive, to whom the departments of Concerts, Learning and Participation, Marketing & Communications, Development & Sponsorship and Finance & Administration report (see attached Organisation Chart).

The Orchestra has several named positions including:

- **Maxim Emelyanychev** Principal Conductor
- **Andrew Manze** Principal Guest Conductor
- **Joseph Swensen** Conductor Emeritus
- **Jay Capper** Associate Composer
- **Gregory Batsleer** Chorus Director

5. SCO Development Department

The Development team plays a vital role in supporting the Scottish Chamber Orchestra's artistic ambitions and ensuring that people across Scotland can continue to benefit from exceptional musical experiences both on and beyond the concert platform.

Working closely with individual supporters, trusts and foundations, corporate partners, public funders and other stakeholders, the team is responsible for generating philanthropic income and building long-term relationships that support the SCO's artistic and learning and participation programmes. Funds raised help make possible concerts, tours, recordings, new commissions, community engagement activities and a wide range of creative projects.

The Development Department currently raises approximately £1.3 million annually and has ambitious plans for future growth, with a goal of increasing this to £1.8 million in the years ahead. Alongside annual fundraising, the team is also responsible for growing support for the SCO Foundation, the organisation's endowment fund, which helps strengthen the Orchestra's long-term financial resilience and future sustainability. As the organisation looks towards the opening of the Dunard Centre and the opportunities this will create, philanthropy and partnership support will play an increasingly important role in helping the SCO realise its long-term vision.

To support these ambitions, the SCO is investing in its fundraising capacity through the creation of two new roles within the Development Department. These appointments will strengthen the organisation's fundraising capacity through enhanced philanthropy, prospect development, donor insight and stewardship, supporting the SCO's ambition to increase philanthropic income and build long-term supporter relationships.

The Development team will comprise six members of staff: the Development Director, Senior Philanthropy Manager, Philanthropy Manager (Individual Giving), Trusts & Foundations Officer, Development Officer (Research & Donor Insight) and Fundraising & Events Officer.

Throughout the year, the team works closely with supporters and partners through a vibrant programme of cultivation, stewardship and engagement activity, helping to build meaningful and lasting relationships with those who share the SCO's commitment to artistic excellence, creativity and access to music.

6. Job Purpose

The Philanthropy Manager (Individual Giving) will lead the development and growth of the Scottish Chamber Orchestra's Individual Giving programme, building meaningful relationships with supporters and creating opportunities for deeper engagement with the organisation.

The postholder will be responsible for cultivating, soliciting and stewarding a portfolio of individual donors and prospects, with a focus on growing philanthropic income, increasing donor retention and encouraging supporters to deepen their involvement with the SCO over time. Working closely with the Development Director, Senior Philanthropy Manager and Development Officer (Research & Donor Insight), they will identify and develop opportunities for donor acquisition, renewal, upgrade and legacy giving, helping to strengthen both annual fundraising and long-term support for the SCO Foundation.

The role will oversee the delivery of stewardship, supporter engagement and Individual Giving activity, line managing the Fundraising & Events Officer and ensuring that supporters receive a rewarding, personalised and inspiring experience of the SCO. The postholder will play a key role in developing cultivation and stewardship opportunities that deepen relationships with supporters and encourage long-term philanthropic investment.

By building strong relationships with supporters and delivering a successful Individual Giving programme, the postholder will contribute significantly to the SCO's fundraising ambitions and help secure support for the organisation's artistic programme and learning and participation work, both now and in the future.

7. Key Responsibilities

Individual Giving and Relationship Fundraising

- Lead the development and delivery of the SCO's Individual Giving programme, contributing to the achievement of agreed income targets and fundraising objectives.
- Manage a portfolio of individual donors and prospects, developing tailored cultivation, solicitation and stewardship plans to deepen engagement and increase philanthropic support.
- Identify, cultivate, solicit and steward donors at all stages of the fundraising journey, with a particular focus on donor retention, renewal and upgrade opportunities.
- Work closely with the Development Officer (Research & Donor Insight) to identify, qualify and progress prospects through the fundraising pipeline.
- Develop compelling cases for support and fundraising propositions that align with the SCO's artistic programme and learning and participation priorities.
- Monitor and evaluate the performance of the Individual Giving programme, identifying opportunities for growth and continuous improvement.

Legacy Giving and the SCO Foundation

- Support the development and delivery of the SCO's legacy giving programme, encouraging long-term philanthropic investment in the organisation.
- Build relationships with supporters interested in leaving a legacy gift and help develop a pipeline of future legacy donors.
- Work with colleagues to promote awareness of legacy giving opportunities and support for the SCO Foundation.
- Contribute to the stewardship of legacy pledgers and Foundation supporters, ensuring meaningful and appropriate engagement.

Stewardship and Supporter Engagement

- Lead the development and delivery of stewardship plans for individual donors, ensuring supporters receive a rewarding, personalised and inspiring experience of the SCO.
- Develop cultivation and stewardship opportunities that strengthen relationships with supporters and encourage long-term engagement.
- Oversee donor recognition, acknowledgement and supporter communications, working closely with colleagues to ensure a consistent and high-quality supporter experience.
- Work with colleagues across the organisation to identify opportunities for meaningful donor engagement with the SCO's artistic programme and learning and participation activity.

Fundraising Events and Cultivation Activity

- Develop and oversee a programme of cultivation, stewardship and engagement events that support fundraising objectives and strengthen supporter relationships.
- Work with the Development Director and Senior Philanthropy Manager to identify strategic opportunities for donor engagement through concerts, special events and other activities.

- Lead on guest strategy and relationship objectives for Individual Giving events and supporter engagement activity.
- Work closely with the Fundraising & Events Officer to ensure the successful planning and delivery of fundraising and donor events.

Management and Collaboration

- Line manage the Fundraising & Events Officer, providing support, guidance and performance management.
- Contribute to fundraising planning, budgeting, reporting and performance monitoring across the Development Department.
- Represent the SCO externally and act as an ambassador for the organisation, promoting its mission, values and fundraising priorities.
- Ensure compliance with Data Protection legislation, GDPR, the Code of Fundraising Practice and other relevant regulations.

8. Person Specification

Essential Knowledge and Experience

- Experience of fundraising, philanthropy, relationship management or business development in a charitable, cultural, educational or comparable environment.
- Experience developing and managing relationships with donors, supporters, clients, stakeholders or customers.
- Experience managing a portfolio of relationships and working towards income, fundraising, sales or engagement targets.
- Experience developing and delivering cultivation, stewardship or engagement activity.
- Experience identifying opportunities to increase support, deepen engagement or grow income.
- Experience planning and delivering projects, campaigns, events or initiatives involving multiple stakeholders.
- Experience using CRM or database systems to support relationship management and fundraising activity.
- Experience line managing, supervising or supporting colleagues, volunteers or project teams.

Essential Skills and Attributes

- Excellent interpersonal and relationship-building skills.
- Strong written and verbal communication skills, with the ability to communicate confidently and persuasively with a wide range of audiences.
- Ability to develop meaningful relationships and inspire long-term support.
- Strong organisational and project management skills, with the ability to manage multiple priorities and deadlines.
- Ability to work strategically while maintaining attention to detail.
- Ability to use data, insight and donor information to inform fundraising activity and decision-making.
- Ability to work independently, use initiative and contribute positively within a collaborative team environment.
- Strong IT skills, including experience of CRM systems and Microsoft Office applications.

Desirable Knowledge and Experience

- Experience of Individual Giving fundraising.
- Experience of major donor fundraising or philanthropy programmes.
- Experience of legacy fundraising or working with legacy pledgers.
- Experience within the arts, culture, higher education or charity sectors.
- Experience developing and delivering donor cultivation or stewardship events.
- Knowledge of fundraising regulation and best practice

Desirable Skills and Attributes

- Interest in philanthropy, fundraising and relationship development.
- Passion for the arts, culture and the role they play in society.
- Curiosity, creativity and a proactive approach to identifying opportunities for growth and engagement.

9. Summary of Terms and Conditions

The Scottish Chamber Orchestra is an accredited Living Wage Employer.

Contract	Full-time permanent, starting ASAP.
Salary	£36,000 - 38,000 per annum
Location	The SCO's offices are based at Royal Terrace in Edinburgh city centre. Under current hybrid working arrangements, this role requires the employee to spend a minimum of 60% of their working time at the workplace, as well as at SCO concerts and events.
Working Hours	Normal working hours are Monday to Friday 09.30 to 17.30, with one hour for lunch. You will be expected to work additional hours as necessary, including evening and occasional weekend work, to serve the requirements of the company. It is expected that this may amount to approximately one evening per week, averaged over the course of a year, but this is an estimate only. A TOIL system is in operation.
Holiday	25 Days plus 6 days public holidays, plus 3 days between Christmas and New Year.
Employee Benefits	Company Income Protection Insurance Company Life Assurance scheme Cycle to work scheme
Pension	NEST workplace pension scheme including 10% Employer contributions

We welcome applications from all nationalities. However, we are unfortunately unable to offer visa sponsorship for this role so before you apply, please ensure that you have the right to work in the UK. For more details on eligibility to work in the UK, please visit:

<https://www.gov.uk/check-uk-visa>

If you are invited to interview, we will ask that you provide evidence showing your right to work in the UK (photocopies are not accepted).

10. Application Procedure

Please download and complete the application form from our website.

Please return this form electronically to recruitment@sco.org.uk marked in the subject header with the job title by 09:00 on the specified closing date.

Alternatively, a hard copy of this completed application form can be sent to Operations Manager Heather Innes, Scottish Chamber Orchestra, 4 Royal Terrace, Edinburgh, EH7 5AB.

If you have any specific access requirements, please let us know and we will do our best to meet your needs.

The SCO is an equal opportunity organisation; we value diversity and welcome applications from anyone with appropriate skills. If you are applying for this position, please fill out our online Equal Opportunities Monitoring Form [here](#).

No recruitment consultants at this stage please.

11. Recruitment Timetable

Deadline for Applications	Monday 17 th August 2026 09:00
Interviews	Wednesday 26 th August 2026 in person at the SCO Offices in Edinburgh or via MS-Teams

MS-Teams interviews can be arranged on request, but an in-person meeting will be required prior to any offer. Any second-round interviews will take place on a date to be confirmed. Further details will be shared with shortlisted candidates.

12. Further information

Application Form, Organisation Chart, Strategic Plan, Privacy Notice to Applicants.

Season brochures and other publications available from <https://issuu.com/scomusic>