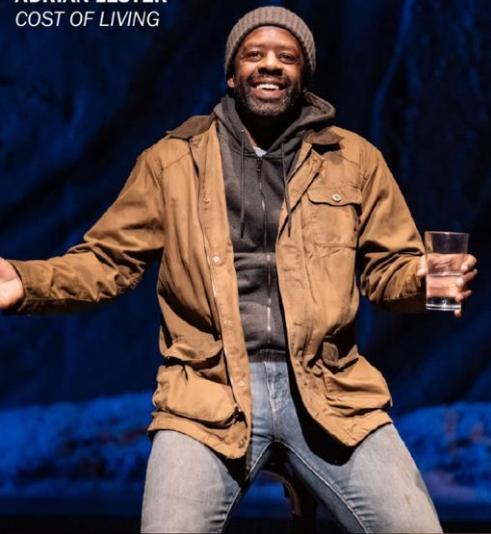




JOB PACK DEVELOPMENT DIRECTOR



ADRIAN LESTER
COST OF LIVING



TAMSIN GREIG
PEGGY FOR YOU



**MAISIE WILLIAMS
& ZACH WYATT**
I AND YOU



**DANNY SAPANI
& TIFFANY GRAY**
BETWEEN RIVERSIDE AND CRAZY



JOB PACK DEVELOPMENT DIRECTOR

OUR MISSION

Welcome to Hampstead Theatre where we champion the original, presenting world-class work on two ever-transforming stages. Since its earliest incarnation in a simple hut over 60 years ago, Hampstead Theatre has always attracted outstanding talent, from Harold Pinter, Mike Leigh and Tom Stoppard to Nina Raine, Roy Williams and Beth Steel - innovators and original thinkers, every one.

As one of London's leading producing theatres we showcase the very best of what's new; taking pride in the premiere of an astonishing debut, an inventive reimagining of an existing work, or an enthralled first-time audience member. We present plays that are ingenious, surprising and accessible.

Our state-of-the-art home is in North West London, offering West End production values – but with tickets at a fraction of the cost. We believe in thought-provoking stories that are intelligently told, leaving audiences entertained and exhilarated. We're passionate about our work, and we can't wait to share it with you.

WORKING TOWARDS AN INCLUSIVE CULTURE

Hampstead Theatre is committed to reflecting the diversity of contemporary England in the work presented on stage, in the colleagues who work here in whatever capacity and in the audience we welcome. Everybody who engages with Hampstead Theatre should feel able to express their full selves and we take seriously our commitment to removing any barriers, whether visible or invisible, which prevent anyone from doing so.

DISABILITY CONFIDENT EMPLOYER

All d/Deaf and/or disabled candidates who demonstrate they meet the essential criteria in the person specification will be invited for interview.

If you require this job pack in another format (eg large print, audio), please email jobs@hampsteadtheatre.com.

If this application process is not appropriate for you due to your access needs, please contact us to discuss an alternative approach by emailing jobs@hampsteadtheatre.com.



IMELDA STAUNTON
GOOD PEOPLE



SIMON RUSSELL BEALE
MR FOOTE'S OTHER LEG



RAY FEARON
& CLARENCE SMITH
THE FIRM



MYANNA BURING
ANTHROPOLOGY



JOB DESCRIPTION

DEVELOPMENT DIRECTOR

INTRODUCTION

After nearly eleven remarkable years at Hampstead Theatre, Cathy Baker will be stepping down from her role as Development Director this summer for a well-earned retirement. During her tenure, Cathy has played a defining role in strengthening our fundraising programmes, deepening relationships across our supporter community, and helping to secure the theatre's future through one of the most dynamic periods in its history. She leaves the department in an excellent position and with a strong platform for continued growth.

BACKGROUND

Hampstead Theatre is a leading new-writing theatre producing groundbreaking work across its Main Stage and the intimate Downstairs studio, presenting world premieres, UK premieres and major revivals. We champion emerging talent, invest in new writing, and engage diverse audiences with high-quality, thought-provoking theatre.

With the theatre now operating without Arts Council England revenue funding, philanthropy plays a central role in sustaining our artistic ambition and ensuring long-term resilience. The *#HampsteadAhead* campaign has already raised over £1.1 million, reflecting the belief and commitment of our community and the strength of our case for support. This vital momentum is complemented by the ongoing generosity of our Patrons, Friends, major donors, trusts and foundations, and corporate partners who contribute to the annual philanthropy target of £1.5m+.

Fundraising thrives here because it is anchored in artistic achievement: in 2024–25 we sold over 100,000 tickets, with productions creating the kind of excitement that inspires donors to invest even more deeply in our work. Recent successes exemplify the powerful link between artistic excellence and philanthropic enthusiasm, including fundraising galas, giving circles and major gifts built around outstanding productions.

As we look to the future, the incoming Development Director will join a dedicated, supportive and collaborative team and organisation. Fundraising is embedded in Hampstead's culture – from artistic planning and communications to audience engagement and Board advocacy – and the Development Director works within a structure designed to help them succeed. Meeting targets is a shared responsibility: colleagues across departments recognise that philanthropy underpins our artistic and community mission and there is strong organisational commitment to supporting the strategies and relationships that drive income.

This is an exciting role for a strategic, ambitious and relationship-driven fundraiser. You will inherit a strong foundation, a deeply engaged donor community, and a culture that believes in – and actively contributes to – development success. The next Development Director will not only sustain this momentum but help shape the next phase of Hampstead Theatre's future.



CAST OF
ROCK 'N' ROLL

EMILIA FOX
& THEO JAMES
SEX WITH STRANGERS

SHARON D. CLARKE
CAROLINE, OR CHANGE

ROBERT LINDSAY
PRISM

Job Title: DEVELOPMENT DIRECTOR

Reports to:

Producer & Chief Executive

Management Responsibilities:

Line management of two Development Managers.

Purpose of the Role

The Development Director leads Hampstead Theatre's fundraising strategy by growing income across all philanthropic streams and ensuring resilience in an unsubsidised environment while supporting ambitious artistic and community work.

This is a senior leadership role which combines strategy, relationship-building, team leadership and hands-on fundraising.

Key responsibilities

1. Strategic Leadership

- Lead and evolve Hampstead's multi-year fundraising strategy to achieve income goals and underpin artistic ambitions.
- Ensure fundraising aligns with the theatre's new revenue model and supports future resilience.
- Contribute actively to Hampstead's Senior Management Team.

2. Fundraising & Income Generation

Major Giving & Individual Philanthropy

- Build strong relationships with major donors; cultivate new prospects; oversee stewardship.
- Develop compelling philanthropic narratives linked to new writing, Hampstead Downstairs, INSPIRE writers' programme, Participation scheme and Access scheme.
- Grow income from major gifts, building on loyal existing supporters recognised across multiple productions.

Patrons Programme

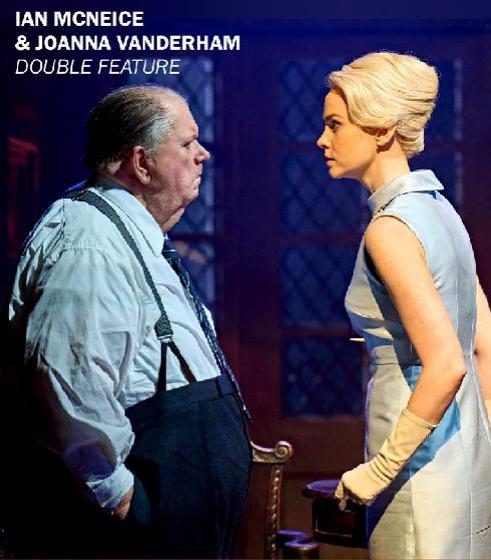
- Lead and develop the Patrons scheme, which provides critical unrestricted income and engages supporters through levels from Audition (£450-£749) to Standing Ovation (£12,000+).
- Ensure Patrons receive high value engagement such as behind-the-scenes access and special events.

Friends & Friends Plus

- Oversee the Friends and Friends Plus scheme, ensuring its role in supporting new plays, emerging artists and low-price tickets for younger audiences.
- Enhance communications and supporter experience.

Production Syndicates

- Grow participation in production support, offering donors close engagement with productions, from rehearsal room bulletins to technical rehearsals and special insights.
- Lead bespoke engagement opportunities for donors across multiple productions.



Trusts & Foundations

- Maintain and grow relationships with high-impact Trust supporters.
- Oversee all grant applications, reporting and compliance.

Corporate Partnerships

- Develop new business partnerships for sponsorship, events and co-branded opportunities.
- Lead stewardship of existing corporate supporters and grow the network.

Campaign Leadership

- Drive future campaign work, building on *#HampsteadAhead*.

3. Events & Stewardship

- Oversee key cultivation events, galas, press night receptions, Patrons' events and Friends' breakfasts.
- Lead major fundraising events such as gala performances.

4. Team Leadership & Finance

- Lead and motivate the Development team to achieve excellence.
- Manage departmental budgets, forecasting, and KPIs.
- Report regularly to the Producer & Chief Executive and Trustees.

The following responsibilities apply to all Hampstead Theatre staff:

- Participating actively in the life of the theatre.
- Complying with Hampstead Theatre's Diversity, Health & Safety, Environmental Sustainability, GDPR and other policies at all times.
- Carrying out administrative work generated by the above activities.

This job description is a guide to the nature of the work required of this position. It is neither wholly comprehensive nor restrictive and does not form part of the contract of employment.



PERSON SPECIFICATION

Essential Experience

- Proven track record of raising significant philanthropic income across major gifts, trusts, individual giving, and corporate support, preferably in a producing theatre.
- Experience developing high-performing fundraising strategies in arts or non-profit sectors.
- Strong experience of donor communications and high-level relationship management.
- Experience managing events and cultivation activities.

Skills & Attributes

- Outstanding relationship builder with confidence and diplomacy.
- Excellent written and verbal communication.
- Strong leadership and team management skills.
- Ability to manage multiple priorities under pressure.
- Commitment to Hampstead Theatre's artistic mission and values.

HOW TO APPLY

The application deadline is **midday on Tuesday 31 March 2026**.

To apply for the position:

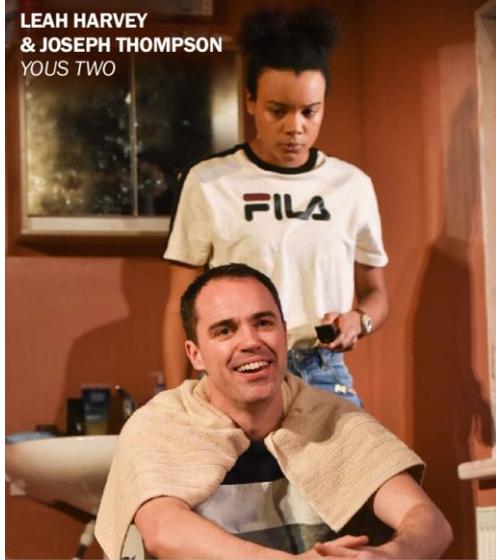
1. Email your CV and cover letter to jobs@hampsteadtheatre.com.

In your cover letter, please outline why you are interested in the role and how your experience, skills and attributes relate to the person specification.

2. Complete the following application form: [Hampstead Theatre | Development Director | Application Form | March 2026 - Fill out form](#)

The form will ask you for your personal details and details of two referees.

3. Complete the personal characteristics form: [Hampstead Theatre | Development Director | Personal Characteristics Form | March 2026 - Fill out form](#)



TERMS & CONDITIONS

Salary: Salary commensurate with experience for a role at this level.

Hours: This is a full-time position based on a 35-hour working week. Due to the nature of the industry and role, regular evening work will be required.

Holiday: Generous holiday allowance of 25 days plus Public Holidays.

Other benefits:

- Interest-free season-ticket travel loans.
- Complimentary tickets for performances.
- After 13 weeks' service, you will be automatically enrolled in our NOW: Pensions scheme which includes an employer's contribution of 3% on qualifying earnings (where the employee also contributes at least 5% on qualifying earnings).
- Enhanced maternity leave, paternity leave and sick pay.
- Stress counselling helpline.
- 10% discount at Hampstead Theatre's Café Bar.

For an informal and confidential conversation about the position, candidates are invited to contact Executive Director, Neil Morris, neilm@hampsteadtheatre.com.

PRIVACY NOTICE

Hampstead Theatre takes its responsibility for protecting your personal information seriously. Hampstead Theatre's job application process will only request data relevant to verifying the identity of a candidate or determining their suitability for a position.

Access to the information contained within your application will be limited only to individuals administering the recruitment process or individuals shortlisting and/or interviewing. Occasionally, Hampstead Theatre may ask external parties to assist with shortlisting and/or interviewing. On these occasions, Hampstead Theatre will ensure external parties commit to following the same data protection principles as the theatre.

Your application and any correspondence will be kept for up to a year following the closing date before being deleted.

Applying for a position at Hampstead Theatre indicates your consent to your data being processed in the manner described above.

More information can be found here:

<https://www.hampsteadtheatre.com/company/privacy-policy/>