

## BRITISH FASHION COUNCIL

### *Development Director - Job Description*

#### *Introduction*

Thank you for your interest in the British Fashion Council (BFC) and the role of Development Director. As the organisation looks to the future, following the recent launch of our new organisational strategy – BFC 2030: Access, Creativity, Growth - we are seeking someone to join us to develop and lead our fundraising strategy.

The Development Director will take responsibility for securing philanthropic income to support BFC's activities through the British Fashion Council Foundation, ensuring we continue to support, defend and promote British fashion globally. They will create and deliver a robust and ambitious fundraising strategy and will ensure the highest level of stewardship and care is given to our existing donors and future prospects. The role is responsible for delivering against agreed income targets which form part of our wider organisational strategy.

Reporting to the Executive Director & Chief Operating Officer, the Development Director will be a key part of BFC's senior team enabling the delivery of our BFC 2030 strategy. The Development Director will be someone who can act as a senior ambassador for the organisation, as well as someone with the ability to develop and deliver fundraising growth from high level philanthropy, patrons programmes and strategic events. This is an exciting new opportunity for an experienced fundraiser combining strategic thinking, creative growth and hands-on relationship management and delivery.

#### *About the British Fashion Council*

The British Fashion Council (BFC) exists to support, defend and promote British fashion globally. We have a particular focus on nurturing talent, widening access to opportunities and building a more inclusive, responsible and sustainable industry.

At the heart of our work is a commitment to designers and designer businesses – the creative engine of British fashion. Through charitable prizes and programmes, grants and industry initiatives, the BFC supports creatives at every stage to develop their skills, build sustainable careers and grow resilient businesses, both creatively and commercially.

By bringing together voices from across fashion, education and business, the BFC fosters collaboration and creates opportunities for individuals and communities to thrive.

Our vision is a future where British fashion is economically valuable, creatively vital and globally respected.

*BFC 2030: Access, Creativity, Growth*

In April 2026 we launched our newest strategy – *BFC 2030: Access, Creativity, Growth*. This focuses on building a resilient fashion future and sets out our pathway towards ensuring that British fashion remains a global cultural powerhouse.

Our approach will establish BFC as the industry’s incubator, shifting decisively from promotion to practical, sustained support. The strategy brings together funding, education, skills, space, partnerships, and global access into a connected system designed to nurture creative excellence, strengthen commercial resilience and drive long-term growth.

We believe meaningful impact comes from collaboration, clear purpose and a commitment to excellence. Working as one team, we prioritise initiatives that create real opportunity for designers, build strong partnerships and expand the global influence of British fashion.

At the BFC, we are committed to an inclusive, high-performance culture where talent can grow, ideas are shared openly, and innovation is supported by practical action. Our ambition is to create the conditions that enable creativity to thrive alongside sustainable business success.

*Fundraising at BFC*

The BFC Group brings together a not-for-profit organisation and its charitable arm, the British Fashion Council Foundation, working to support and strengthen the UK fashion community.

Supported by Patrons, Donors, Corporate Partners and public funding, the BFC plays an important role in shaping a more open, innovative and internationally recognised fashion industry.

As part of BFC 2030 we will realise ambitious and sustained growth in our income model with a particular focus on increasing fundraising through the British Fashion Council Foundation from Patrons, Major Donors, International Donors (via a new International Friends of the BFC Programme) and through Events.

At present philanthropic income is raised through an established Patrons of the BFC Foundation Programme (actively and generously supported by Co-Chairs of our Fundraising Subcommittee, Narmina Marandi and Tania Fares), and philanthropic partnerships around key initiatives including the BFC Scholarships programme.

Going forward fundraising will be led by the Development Director supported directly by the Fundraising Programme Executive and working closely with key BFC internal and external colleagues. Key internal relationships and collaborators include with the BFC Events team, BFC Brand Partnerships team (who lead on all corporate partnerships for BFC), the Board of Trustees, Co-Chairs of the Fundraising Committee and the BFC’s Executive team.

### *Main Purpose of the Role*

The Development Director is responsible for the overall leadership, strategy and delivery of philanthropic income for the British Fashion Council Foundation.

The role is focused on high-value income generation, including the identification, cultivation and conversion of major donors, and the development of long-term philanthropic partnerships.

This is a strategic leadership role, combining income generation, pipeline ownership and senior stakeholder influence. The postholder will act as a senior ambassador for the organisation and will lead the development of a strong, organisation-wide fundraising culture.

The Development Director holds full accountability for achieving agreed income targets, as set out in the organisation's 4-Year Financial Plan.

### *Role Scope & Ways of Working*

This role is focused on strategic income generation and senior-level donor engagement. The Development Director is responsible for overseeing the strategic development of the Patrons Programme. Operational delivery and day to day coordination of the Patron Programme, including events, communications and stakeholder logistics, is managed through the BFC Events team the Fundraising Programme Executive role (which is line managed by the Development Director).

### *Main Duties of the Role*

#### Fundraising Strategy and Delivery:

- Develop and deliver a data informed and performance driven fundraising strategy aligned to the BFC Foundation's priorities and the BFC Group's long-term strategy
- Own and manage the fundraising pipeline, ensuring clear tracking, performance management and conversion of opportunities
- Be accountable for raising income against targets set out in the 4 Year Financial Plan
- Hold full accountability for income performance, including forecasting, monitoring and reporting against agreed financial targets

*Main Duties of the Role continued...*

Major Donor Fundraising:

- Take direct responsibility for the identification, cultivation, solicitation and stewardship of high-value donors
- Lead all major gift cultivation, asks and relationship management, including multi-year and six figure contributions, activating the Executive Board to unlock high-value opportunities
- Own and actively manage a robust donor pipeline, with clear strategies for conversion and growth
- Develop compelling and tailored funding propositions aligned to key programmes and initiatives

Patron Programme Leadership:

- Lead the strategic transformation of the BFC Foundation Patron Programme into a high-performing fundraising platform, with clearly defined income pathways, segmentation and donor progression routes
- Define fundraising objectives, performance metrics and income contribution of the Patron Programme, ensuring alignment with organisational income targets
- Retain strategic oversight of the BFC Foundation Patron Programme, while operational delivery, coordination and execution are led by the Fundraising Programme Executive and the BFC events team.

International and Strategic Development:

- Establish and grow an International Friends of the BFC programme (with an initial focus on the USA)
- Identify and pursue new opportunities for major gifts and long-term partnerships

Board & Stakeholder Engagement:

- Work closely with the Board and Co-Chairs of the Fundraising Committee to identify and unlock networks and opportunities
- Provide clear direction on priority relationships and introductions
- Support senior stakeholders in donor engagement where appropriate
- Harness a well-connected network to create distinctive donor engagement opportunities, including exclusive events, influential hosts, and unique experiences that deepen relationships with the Foundation
- Work closely with the BFC Events and Brand Partnerships team to develop and deliver a joined-up approach to BFC partner and donor stewardship and cultivation

Major Events:

- Generate income from individuals in support of key BFC annual events including The Fashion Awards
- Work closely with the Events and Comms team to develop income-generating opportunities with a focus on donor cultivation, conversion and return on investment

*Main Duties of the Role continued...*

Leadership & Collaboration:

- Lead and support the Fundraising Programme Executive to ensure effective delivery of fundraising operations
- Collaborate closely with Events and Communications to deliver a high-quality donor experience
- Ensure effective use of CRM systems and data to inform decision-making and relationship management

*Who We Are Looking For*

We are looking for someone with a proactive, dynamic and strategic approach to fundraising who would enjoy the opportunity to collaborate with BFC colleagues, senior stakeholders, and high-net-worth philanthropists to shape the future of British fashion through sustained income growth. You will be someone with a passion for British fashion and the role that BFC plays in supporting designers and the wider sector to realise its full potential in terms of creativity and impact. You will be someone who can build trust, lead, and inspire others to give in support of our vital mission.

Your experience and knowledge will include high level individual giving fundraising at a major gift level. You will have experience of stewarding relationships at the highest level and will approach fundraising growth creatively.

*Equity, Diversity, and Inclusion*

The BFC is committed to being an Equal Opportunities Employer. Diversity, Equality and Inclusion are more than just words. We celebrate and champion multiple approaches and points of view. We believe diversity drives innovation. So together we're building a culture where difference is valued. Our commitment to inclusion drives us forward every day internally and externally. Everyone is welcome, as an inclusive workplace the BFC encourages our employees to bring their trust self to work, and we commit to develop your skills and advance your career in a culture of creativity.

*Person Specification*

Knowledge & Experience:

- Significant experience in fundraising, with a strong track record of securing major gifts from high-net-worth individuals
- Experience developing and delivering fundraising strategies
- Experience developing and maintaining a robust donor pipeline
- Strong relationship management skills, with the ability to engage and influence senior stakeholders
- Experience working with Boards, Trustees and/or Senior Committees to support fundraising activity
- Ability to develop compelling cases for support and funding propositions
- Understanding of charitable governance and fundraising best practice

Skills & Attributes:

- Highly credible, confident and externally focused
- Strategic thinker with strong commercial awareness
- Strong communication and interpersonal skills
- Results-driven with a clear sense of ownership and accountability
- Comfortable operating in a lean, high-impact environment

Desirable:

- Experience within fashion, culture or creative industries
- Experience managing membership or patron schemes
- International fundraising experience, particularly in the US

*Terms and Conditions*

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| Reporting to:       | Executive Director & Chief Operating Officer  |
| Department:         | Office of the COO   |
| Direct Line Report: | Fundraising Programme Executive   |
| Key Relationships:  | Executive Board, Co-Chairs of the Fundraising Committee, Trustees, BFC Patrons, Benefactors and Major Donors, Events, Communications and Creative BFC Team Leads  |
| Contract:           | Permanent   |
| Working hours:      | Full Time. Standard company working hours are 9.30am – 5.30pm   |
| Location:           | The team work a minimum of 3 days a week in the office at Soho Works, 180 Strand, London.   |
| Salary:             | £70,000 per annum   |
| Annual leave:       | 25 days per annum plus Bank Holidays  |
| Other Benefits:     | Full benefits provided on offer but include:<br>Vitality' Private Medical Insurance, inc. access to a Virtual GP<br>BUPA Employee Assistance Programme<br>2 Wellness Day off per year for rest, self-care and activities to help you recharge and maintain balance<br>Enrolment into BFC Pension Scheme<br>Option to swap UK bank holidays with other days based on your own beliefs or identity (for example Diwali, Eid, Pride etc)<br>A half day of leave on your birthday each year<br>Summer working hours<br>Tax-Free Childcare Scheme<br>Electric Car Scheme |

*How to Apply*

We are working with [Achates](#) as our recruitment partner for this role. To apply for the Development Director role at the BFC, please send a supporting statement outlining why you want to work for BFC and how you meet the person specification, and your CV to [recruits@achates.org.uk](mailto:recruits@achates.org.uk). Achates will review all applications on our behalf before sharing them with the BFC team for shortlisting.

If you would like an informal, confidential conversation about this role before application, please contact Vicki Grace at Achates Recruits on [vicki@achates.org.uk](mailto:vicki@achates.org.uk). These conversations will not influence our selection process.

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| Closing date for applications          | 9am Tuesday 7 July |
| Initial Longlisting Calls with Achates | Monday 13 July     |
| First Round Interviews                 | wc 20 July         |
| Second Round Interviews                | wc 28 July         |

If you require any of this information in an alternative format, then please email [recruits@achates.org.uk](mailto:recruits@achates.org.uk).