

Head of Development Information Pack

Thank you for your interest in applying to work with Impact Arts.

This pack outlines:

- Summary of Job Information
- The application process
- Who we are
- Further detailed information about the role of Head of Development
- The benefits of working with Impact Arts

Summary of Job Information

Job Title	Head of Development
Salary	£40,000 - £46,000 dependent on experience
Location	The Boardwalk, 105 Brunswick Street, Glasgow G1 1TF Travel will be required to other locations where Impact Arts has a presence e.g. North Ayrshire, Edinburgh, Renfrewshire, North Lanarkshire.
Travel	May be required between Impact Arts projects
Reporting to	Chief Executive Officer
Responsible for	Development Manager (PT), 2 x Development & Fundraising Officers, Evaluation & Compliance Coordinator
Duration of contract	Permanent
Working Hours	37.5 hours per week
Closing Date	9am on Monday 2 nd March 2026
Interview Dates	Friday 6 th March 2026. Interviews will take place at The Boardwalk in Glasgow
Expected Start Date	ASAP



Impact Arts are happy to discuss any flexible working requests.

Glasgow & The West

Impact Arts
105 Brunswick Street,
Glasgow G1 1TF

T: 0141 575 3001

South West Scotland

60 Bank Street
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T: 01294 273 051

mail@impactarts.co.uk
impactarts.co.uk [facebook.com/impactartsofficial](https://www.facebook.com/impactartsofficial)
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The Application Process

Please click this link to download an application form: [Impact Arts application form](#)

An equality and diversity monitoring form is also available on our website. Completion of this is encouraged but is voluntary. All data collected is confidential and will only be used for monitoring purposes.

Please be as specific as possible in your answers, as shortlisting will be based on the information you supply. CVs will not be considered.

The deadline for applications is **Monday 2nd March 2026 at 9am.** All completed applications should be sent to jobs@impactarts.co.uk by this deadline.

If you are invited to interview, we will liaise with you to arrange a time that suits and endeavour to accommodate any other work or caring responsibilities you may have.

We will share interview questions in advance and confirm who will be interviewing you.

If you have any queries or would like to discuss the role in more detail, please contact jobs@impactarts.co.uk or call 0141 575 3001.

Reasonable Adjustments

In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, and welcome all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that recruitment processes are not barriers for applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to share your skills and relevant experience), please get in touch with jobs@impactarts.co.uk or 0141 575 3001.

If you are successful and offered a job, we will also discuss ongoing reasonable adjustments before you start work.

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Who we are

Established in 1994, Impact Arts is an innovative Scottish arts charity tackling inequalities in a diverse range of communities through unique creative engagement techniques, including painting, drawing, printmaking, sculpture, photography, filmmaking, animation, and music.

Impact Arts specialises in using creative engagement to address the challenges of poverty, improve health and to excite, involve and deliver meaningful impacts for each member of the communities we work in. The common challenge faced by all is that of poverty and its side effects, particularly poor mental health and life chances.

It is our mission to tackle inequalities in Scotland through creative engagement, and we envisage a Scotland where everybody believes in the power of creativity to transform lives.

In 2024/25 3460 people actively engaged with Impact Arts in creative activity and in 83 different projects were delivered across central Scotland. You can learn more about [Our Impact](#) here.

To achieve our aim of tackling inequalities through creative engagement, Impact Arts offers several services, including those working with young people, children, older people and communities. For further information on [What We Do](#) please visit our website.

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

We have over 50 staff and 50 sessional artists working on services across Central Scotland with our Head Office in Glasgow City Centre as well as a permanent base in Irvine, North Ayrshire, and services currently offered in Edinburgh, North Lanarkshire, Renfrewshire, Falkirk and Dumfries.

As a compassionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work. More information about the [benefits of working with us](#) can be found on our website.

We work with multiple partners and funders all with a strong shared ethos that #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government's CashBack for Communities, Creative Scotland, National Lottery Community Fund, multiple local authorities, as well as a range of other foundations and trusts such as the Corra Foundation and Robertson Trust.

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Our Values



Detailed information about the Role of Head of Development

Purpose

The Head of Development will play a key role in the Leadership Team, working alongside the CEO, Head of Operations and Head of Finance & Corporate Services to achieve the Strategic Goals as set out in Transforming Lives Through the Arts, our Strategic Plan 2023-28. This is a results-driven role focused on delivering measurable and sustainable income growth, while managing and inspiring a high-performing team.

They will contribute to the strategic leadership at Impact Arts promoting the vision and values and representing Impact Arts across networks in the arts, social enterprise, public, private and voluntary sector.

They will lead the development and evaluation of Impact Arts' fundraising and other associated strategies (e.g. stakeholder engagement, donations and corporate engagement) to ensure, through diverse and sustainable income streams that the organisation can deliver on its strategic goal "Sustainable: Build a secure future for Impact Arts through financial sustainability".

Main Responsibilities:

Leadership

As a member of the Leadership Team, work in close partnership with the CEO to shape, implement and review the organisation's strategic direction, translating Impact Arts' mission, values and strategic priorities into clear organisational objectives, delivery plans and measurable outcomes.

Act as an ambassador for Impact Arts at events and meetings and to deputise for the CEO on occasion.

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Work collaboratively across departments within Impact Arts, ensuring alignment with organisational goals.

Lead on the design of new innovative services or the amendment of existing services in line with the organisation's Service Design Process and emerging participant and societal needs and Scottish Government or local authority public policy aims.

Contribute and report to Impact Arts' Board and relevant committees as required.

Income Generation

Develop an innovative fundraising strategy across all relevant streams - trusts and foundations, local authority contracts, donations, digital fundraising, corporates and commissioned services, ensuring that Impact Arts has a strong funding pipeline and meets its annual c £2.5m income generation targets.

Oversee the development plan and bid pipeline for each funding stream and thematic area of work, ensuring appropriate decisions are made on bid suitability and allocation of resource.

Oversee quality of the Development Team's work and write compelling content for funding bids, tenders and proposals that reflects funder objectives and Impact Arts' learning.

Create and manage full cost recovery development budgets that reflect Impact Arts' business plan ambitions.

Oversee marketing campaigns and strategic developments that increase customers and contribute to the success of The Boardwalk social enterprise in generating unrestricted income.

Stakeholder Engagement

Lead the development of strategic partnerships in line with our Stakeholder Engagement Strategy which bring value to Impact Arts.

Grow and maintain Impact Arts' networks with relevant stakeholders across Government, local authority, trusts & foundations in line with our Stakeholder Engagement Strategy.

Attend network and membership events and conferences to share learnings from Impact Arts work and grow our influence.

Impact & Evaluation

Communicate across the Development, Delivery and Finance teams to ensure developments are informed by learning and evaluation and that Delivery teams have clear outcomes and targets set and that Financial and compliance requirements of funders are understood.

Lead on the evaluation and impact of Impact Arts' work together with our Evaluation and Compliance Coordinator, ensuring key learning and outcomes are shared with funders and more widely.

Carry out any other duties appropriate to the post in line with Impact Arts' needs.

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Person Specification:

Impact Arts is looking for people with the following qualities, experience, knowledge and competencies.

Qualifications and Experience

Essential

Minimum 3 years' management experience in a public, third sector or private CSR role

Minimum 3 years' experience in leading and managing a staff team

Proven experience in developing and managing partnerships, establishing credibility with relevant (including senior) contacts and working through fundable solutions for sole/joint applications.

Experience of securing significant levels of funding through tenders, grants, funds and/ or donations

Networks across the public and third sectors with specific knowledge of key partners and funders across the following themes: employability, education, mental health, homelessness, regeneration & culture.

Experience in preparing multi-year/ multi-location funding bids as sole proposer or member of a consortium. Experience in generating total cost recovery budgets for funding bids.

Desirable

Senior Fundraising experience

Professional qualification in a relevant discipline e.g. fundraising or management

Experience in generating total cost recovery budgets for funding bids

Experience in generating unrestricted and/or capital funding

Technical Skills and Knowledge

Proven project management and leadership skills

Excellent interpersonal, organisational and planning skills

Excellent networking skills

Strong financial knowledge and expertise

Excellent communication skills, both written and oral, including the ability to describe and contextualise the project when communicating with a wide range of people including staff, partners, funders and audiences

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Proficient IT skills including MS Word, Excel, CRM, PowerPoint and Outlook

Understanding the national and local policies and strategies that affect Impact Arts' work e.g. employability, education, health, family support, child poverty, regeneration

Knowledge of statutory and voluntary sector funding sources and practices

Personal Skills and Qualities

Ability to lead a team effectively and motivate others

Ability to build and maintain rapport internally and with existing and new partners

Strong positive and resilient attitude and an ability to find creative and flexible solutions.

Resilience when faced with a high workload, deadlines or changing situations

Ability to think strategically and imaginatively

Effective time management and ability to meet deadlines

Ability to prioritise and delegate tasks

Self-motivated and able to act on own initiative, solving problems

Approachable and empathetic able to act as ambassador for Impact Arts, at ease with people from a wide variety of backgrounds

Disclosure Scotland

Successful candidates will be required to undergo a Basic Disclosure check.

The cost of this will be covered by Impact Arts.

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