Associate Head(s) of Development

Candidate Information Pack

Current opportunities in Humanities, Mathematical, Physical & Life Sciences, Medical Sciences, Social Sciences, Student Support and Foundations & Corporations

Development and Alumni Engagement, University of Oxford

Be part of Oxford's story of excellence

Oxford is entering an ambitious new phase in philanthropy.

In 2026, we launched the Oxford Excellence campaign, bringing together the people, ideas and places that will shape Oxford's future and extend its global impact. Over the past decade, the level of philanthropy supporting the University's mission has more than doubled. Our ambition is for that momentum to continue.

As our fundraising programme grows, we are creating a number of new senior roles within Development and Alumni Engagement's Major Giving team.

We are looking for talented and experienced fundraising professionals to join us as Associate Heads of Development, each leading a small team of major gift fundraisers while continuing to build and manage significant donor relationships personally.

Opportunities are currently available across: Humanities; Mathematical, Physical & Life Sciences; Medical Sciences; Social Sciences; Student Support; and Foundations & Corporations.

We would love to have an initial discussion to identify which of these areas are most aligned with your interests, skills and experience.

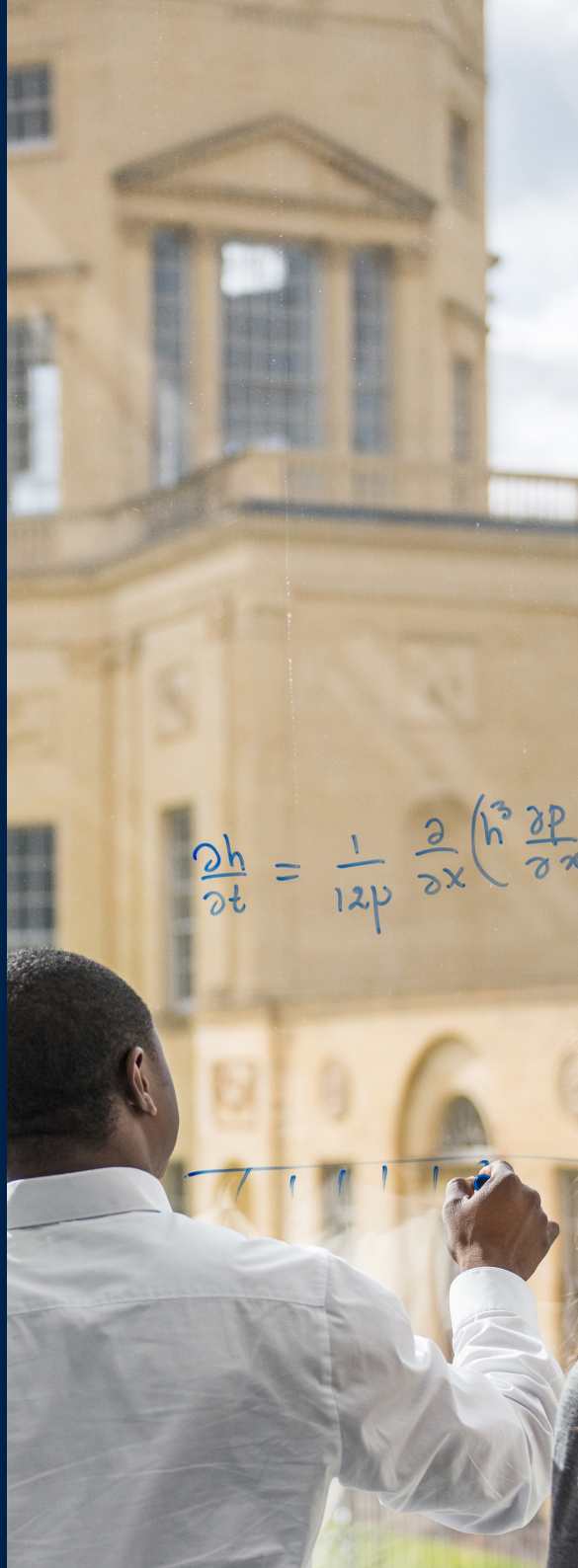
If you are a thoughtful and ambitious relationship builder with a belief in Higher Education and a commitment to fundraising excellence, we would be keen to discuss a career at Oxford with you.



Antony Green
Executive Director of Development



Tannis Walker
Director of Development – Major Gifts



Welcome

Thank you for your interest in joining the Development and Alumni Engagement (DAE) team at the University of Oxford.

For more than nine centuries, Oxford has brought together brilliant people in pursuit of ambitious ideas shaping lives, advancing knowledge, and contributing to a better, safer, more equitable world.

Across our numerous colleges, divisions, departments, faculties, schools and centres, there is a natural culture of collaboration, and a deep commitment to academic excellence.

Our commitment in DAE is to provide world-class Development support to this world-leading University. For the Oxford Excellence campaign, our team is working alongside academic and professional colleagues, and our donors, to enable a greater proportion of our academic mission than ever before to be realised through philanthropic support. To achieve this, we constantly challenge ourselves to reflect on our practice, to keep learning, and to aim high.

In DAE, you will join a group of dedicated and highly experienced Higher Education fundraising professionals. Many people who have begun their careers at Oxford are now in senior development leadership roles both here and at universities around the world, so we have a keen sense of duty to develop the highest standards, not just for Oxford, but for our profession more broadly.

Training fundraisers to the highest level also ensures the best possible experience for our donors, whether they are just beginning to learn about the exceptional work of the University, or long-term philanthropic partners for whom Oxford is a major part of their lives and giving.

We are looking for development professionals who are curious, strategic, collaborative and ambitious for Oxford's mission.

If that sounds like you, please read on, and I hope you will consider Oxford for the next step on your career path.



Liesl Elder

Chief Development and Alumni Engagement Officer

The opportunity – Associate Head(s) of Development

This is an opportunity to help shape the next phase of fundraising at Oxford. The Associate Heads of Development play a pivotal dual role in our fundraising teams, personally securing significant philanthropic support while leading and enabling a high-performing team.

As an Associate Head of Development, you will help ensure that senior fundraising expertise remains close to donors and prospects, while also giving fundraisers the coaching, prioritisation and operational support they need to succeed. The model strengthens accountability, improves the quality and pace of prospect activity, and helps the team scale effectively as Oxford seeks philanthropic partnerships for its most ambitious priorities.

Reporting to one of DAE's Heads of Development, you will be a senior member of the Major Giving team and of DAE more widely. You will line manage 4 - 5 major gift fundraisers, contribute to divisional and/or University-wide fundraising strategy, and deputise for the Head of Development as required. There may also be opportunities to work internationally.

Once fully established in post, you will be expected to raise well in excess of £1.5 million per annum, manage a portfolio of around 100 donors and prospects with capacity to give at the £500k to £5m level, and maintain strong external activity, including an average of at least eight external donor or prospect meetings per month.

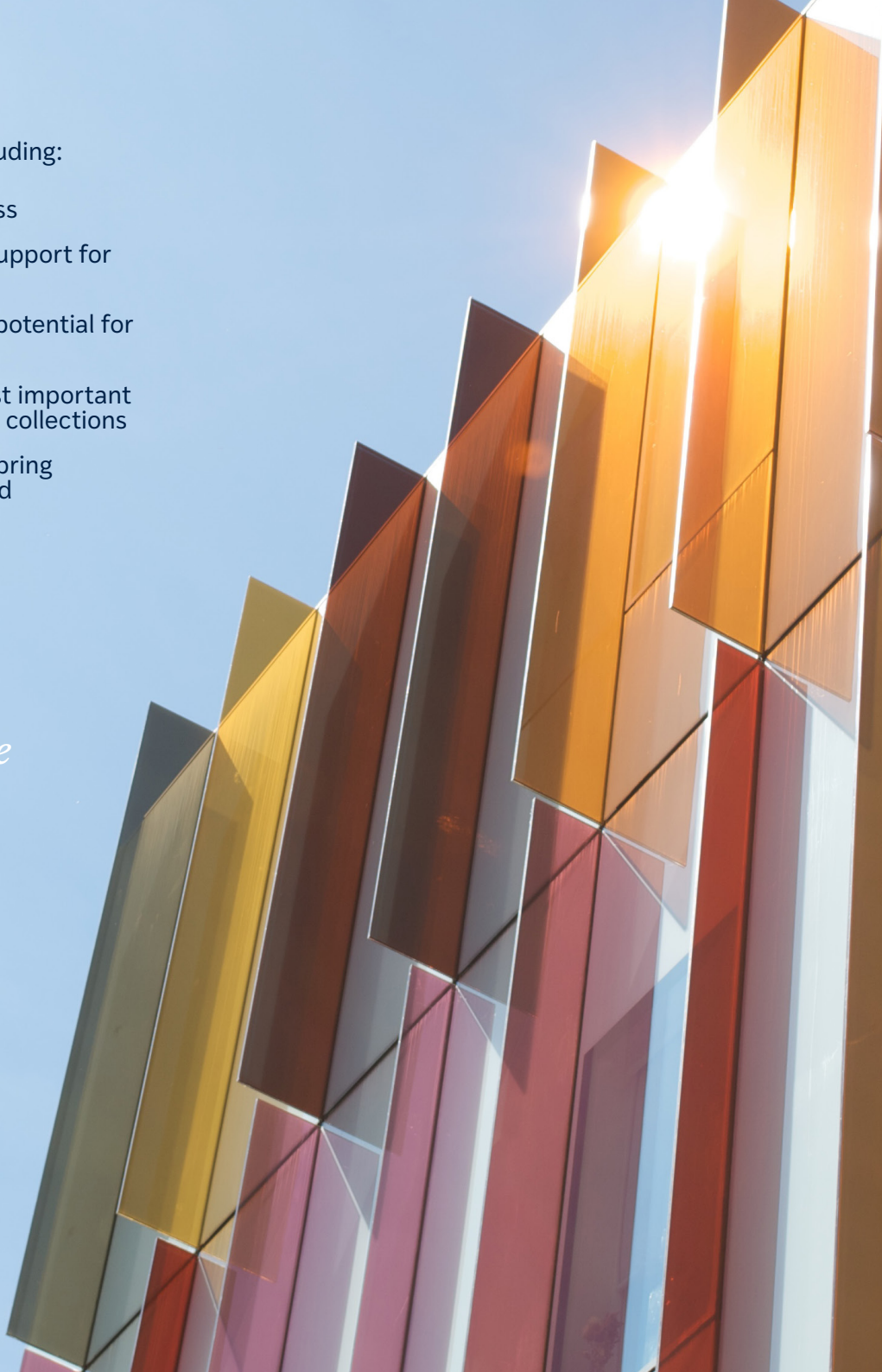
This is sophisticated, relationship-led fundraising. As a fundraiser, it requires judgement, patience, pace and clarity. You will need to understand complex academic ideas, identify where a donor's interests align with Oxford's priorities, and create the conditions for meaningful philanthropic conversations, solicitations and gifts. As a manager, it requires the ability to elicit, monitor, coach and review performance, establishing goals with clear ownership, and reporting on progress.

The work is varied and intellectually stimulating. One day you may be discussing scholarships with a department; another, working with academics on a research proposition, preparing a senior leader for a donor meeting, or working with a prospective donor to identify their areas of interest.

You will help advance priorities including:

- graduate scholarships and access
- endowed academic posts and support for outstanding researchers
- research programmes with the potential for global impact
- support for the University's most important cultural, scientific and historical collections
- interdisciplinary initiatives that bring expertise together across Oxford

These are roles for people who want relationship-building to serve a bigger purpose. The conversations you lead and the partnerships you build will help shape Oxford's ability to educate, discover and serve society.





What success looks like

Success in Major Gifts is about more than securing donations.

Our major gift fundraisers are trusted by donors because they listen carefully and follow through. They are trusted by academics because they take the time to understand their work. They are trusted by colleagues because they share information, respect expertise and care about the wider success of the University.

You will be successful if you can:

- secure and steward significant philanthropic commitments, including six and seven-figure gifts
- build strong relationships with donors and colleagues
- support and develop a team
- bring clarity to complex opportunities
- understand and communicate academic ideas with confidence
- work collaboratively across a complex institution
- manage a portfolio with discipline and purpose
- spot opportunities and act on them
- keep long-term relationships moving without losing sight of detail
- represent Oxford with warmth, credibility and professionalism

What you will bring

We are looking for people who are excited by Oxford's mission and motivated by the role philanthropy can play in advancing it.

Successful candidates will bring:

- a proven track record in fundraising
- confidence initiating relationships, developing opportunities, making the case for support and moving conversations towards decisions
- confidence in taking both narrative- and data-led approaches to fundraising and performance management
- curiosity about academic ideas and the ability to translate complexity into compelling propositions
- sound judgement, discretion and resilience
- strong communication skills
- a collaborative style and the ability to work well across organisational boundaries
- an inclusive approach to colleagues, donors and partners



Why Oxford, why now?

Ranked number one in the world in the Times Higher Education World University Rankings 2026, retaining the top spot for the tenth consecutive year. This recognition reflects something deeper than reputation: the breadth, quality and impact of the work happening here every day.

Oxford brings together outstanding people across the humanities, social sciences, medical sciences, and mathematical, physical and life sciences. It encompasses world-leading teaching and research, internationally significant museums and collections, entrepreneurial innovation, and a collegiate system that creates close academic communities within a university of global scale.

The University's Strategic Plan 2025–2030 sets an ambitious agenda across areas including graduate scholarships and access, teaching excellence, research with impact, innovation, international partnerships, regional growth, environmental sustainability, and the people and places that enable world-class work.

Philanthropy helps turn that ambition into reality

It gives Oxford the ability to back exceptional people and ideas with the scale, pace and confidence they need to flourish — widening opportunity, supporting academic excellence, enabling exploratory research and creating impact that may be felt for generations.

For a major gifts fundraiser, this creates an exceptional environment in which to work: a globally respected university, clear institutional priorities, outstanding academic leadership and a campaign that gives donors the opportunity to help shape what comes next.

Excellence attracts excellence. Funding supports it.

The Major Giving team

The Major Giving team sits at the heart of Oxford's fundraising.

A large and growing team of over 75 fundraisers, we build long-term relationships with donors and prospective supporters who have the capacity to make significant philanthropic commitments.

Major Giving teams are aligned to pan-University priorities, GLAM – gardens, libraries and museums – and the four academic divisions. As part of this wider community, fundraisers can build deep specialist knowledge or develop as generalists, supported by comprehensive training and development and a clear career pathway.

Humanities Division

The Humanities Division at the University of Oxford comprises nine faculties and the Ruskin School of Art. Collectively, they represent one of the world's largest centres for humanities teaching and research, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages. The Humanities effect positive change in the world by analysing complex problems, informing debate, exchanging ideas and influencing for good. They enable us to expand our horizons and allow for other perspectives to be heard in an empathetic way. The Humanities also have the power to help us understand such challenges in their broader context through historical, cultural, political and linguistic lenses. Seven of these faculties are located within the newly opened Stephen A. Schwarzman Centre for the Humanities, a world-class hub bringing academic excellence and cultural activity together.

Mathematical, Physical and Life Sciences Division

The Mathematical, Physical and Life Sciences Division brings together nine outstanding departments whose research and teaching span the fundamental building blocks of life and matter, the Earth and universe, and the technologies transforming our world. Its departments are recognised internationally for their excellence: Computer Science has topped the world rankings for eight consecutive years, while Engineering Science and Earth Sciences are second in the 2026 world rankings. The division is also home to an exceptional academic community, including many Fellows of the Royal Society, and has a distinguished record of prize-winning discovery. By combining fundamental curiosity with interdisciplinary collaboration and an exceptional record of innovation, the Division turns scientific understanding into technologies, companies and solutions with global reach.

Medical Sciences Division

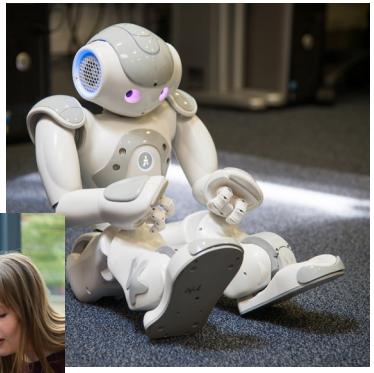
Oxford is one of the world's leading universities in biomedical sciences, recognised for the outstanding quality and depth across the research spectrum – from genes to molecules, to big data and populations. The exceptional medical expertise at Oxford is devoted to identifying the causes of disease, improving diagnosis and developing effective prevention and treatment, for the world. The Division is comprised of 16 specialist departments, their constituent units, institutes and centres. As one of the largest biomedical research centres internationally, our research today spans over 40 countries. Together, over 6,000 academics, researchers and administrative staff, 2,500 graduate and 1,800 undergraduate students contribute to the Division's extensive and exemplary research, teaching and clinical portfolios. This excellence has turned discovery into vaccines, diagnostics and treatments that continue to save lives across the world.

Social Sciences Division

The Social Sciences Division represents one of the largest groupings of social scientists in the world, with over 1,000 researchers and 5,000 undergraduate and postgraduate students exploring major challenges facing humanity, such as climate change, migration, global governance, justice, poverty and international development. In 2025 the University of Oxford ranked second in both the Times Higher Education World University Rankings for Social Sciences and QS World University Rankings for Social Sciences & Management. The fifteen outstanding departments, faculties and schools within the Social Sciences Division create an intellectually fertile environment for social scientists to thrive. Their outputs inform decision-making of current policy and business leaders, and their teaching nurtures the next generation.

Student Support, Sport, and Lifelong Learning

The Student Support, Sport and Lifelong Learning fundraising team works with divisions and departments across the University to support funding which enables the brightest minds to thrive at Oxford, regardless of their social or economic background. From graduate scholarships to school outreach, sports clubs to flexible, part-time courses, the team's work touches almost every aspect of the student experience. Some of the University's most transformational gifts have come through Student Support, leading to, for example, the Crankstart Scholarship Programme, Oxford Bursaries, and the Astrophoria Foundation Year, helping to cement Oxford's place at the forefront of widening participation for UK higher education.









Foundations and Corporations

The Foundations and Corporations team is a pan-University fundraising team that builds relationships with trusts, foundations and corporations to secure major philanthropic support for Oxford's strategic priorities. Working across the University, the team connects funders with opportunities to support world-leading research and education, from tackling major global challenges in areas such as health, the environment and society, to supporting students through scholarships. The team works closely with academics and colleagues across specialist fundraising teams, Research Services and business partnerships to develop compelling opportunities for support and in building long-term relationships with funders.

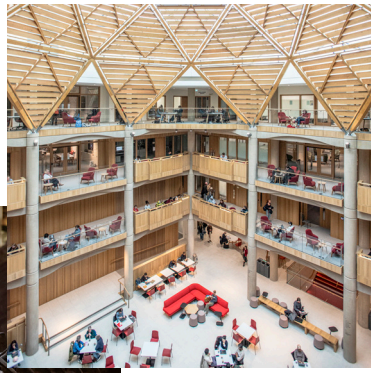
Gardens, Libraries and Museums

The Gardens, Libraries and Museums of the University of Oxford house some of the world's most significant collections. Representing the UK's first public museums and botanic gardens and one of Europe's oldest libraries, our institutions house a collection of c. 32 million objects, specimens and printed items, promoting research, learning and enjoyment and provide important places of scholarly enquiry. They serve as the front door to the wealth of knowledge and research generated at Oxford, welcoming over 3.5 million visitors each year.

Legacies

For centuries, gifts left in wills have played a vital role in the University's success and development. Many of Oxford's world-renowned institutions have been established through generous legacies, including the Sir William Dunn School of Pathology, the Ashmolean Museum and the Oxford University Herbaria.

Legacy gifts can support any aspect of University life, from funding pioneering research that addresses major global challenges, to ensuring that exceptional students can take up their places at Oxford and thrive during their studies. They can also provide long-term stability for vital teaching posts and other core academic activities. By investing in Oxford's future, legacy gifts create lasting impact, helping to shape lives, advance knowledge, and strengthen the University for generations to come.





Why fundraisers join and stay with us

Fundraisers join DAE because Oxford offers unusual breadth: a global alumni community, outstanding academic leadership, a distinctive collegiate structure and fundraising priorities that range from student support to discovery research, cultural collections, innovation and capital projects.

They stay because the work is intellectually stimulating and mission-led.

You can build significant relationships, work closely with senior leaders and academics, continue developing as a fundraising professional and see the long-term effect of philanthropy on students, research and society.

The foundations of DAE's working ethos and culture are embedded in our values.

- **We value each other** – We respect the professional expertise of our colleagues. An approachable, friendly and kind office, we work in an environment where transparency of action and clarity of intent create openness and trust.
- **We work collaboratively** – Whether within our own teams, across DAE, the collegiate University, or beyond, working collaboratively is second nature to us, and enables us to navigate complicated landscapes successfully.
- **We go beyond** – We prize working with a high degree of autonomy and trust, and deliver a wide range of projects to the very highest standards. We are committed to personal, professional development.
- **We are part of something bigger** – Our work supports the strategic priorities of the University of Oxford. We take pride in the contribution we – individually and collectively – make to the University.

The University also offers a wider benefits package, including pension provision, annual leave, wellbeing support and flexible working arrangements where the role allows.

Employee benefits

University employees enjoy:

- **38 days'** paid holiday
- generous **pension** schemes
- **flexible working** options
- support for sustainable travel and other **discounts**

Staff can also access a huge range of personal and professional development opportunities.

More information

Family-friendly benefits

We are a family-friendly employer with one of the most generous **family leave schemes** in the Higher Education sector

More information

Our Childcare Services team provides guidance and support on childcare provision, and offers a range of **high-quality childcare options at affordable prices** for staff.

More information about nurseries and childcare

Supporting health and wellbeing

We are committed to **supporting members of staff with disabilities or long-term health conditions**, including those experiencing negative effects of menopause.

The Staff Disability Advisor can be contacted at staffdisability@admin.ox.ac.uk

Information about equality, diversity and inclusion at the University of Oxford

Membership of the **University Club** is free for University staff. It offers social, sporting, and hospitality facilities.

Staff can also use the **University Sports Centre** on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool.

As part of our wellbeing offering staff get free access to a confidential **employee assistance programme**, available 24/7 for 365 days a year.

More information

Visas

There is a visa loan scheme to cover the costs of UK visa applications for staff and their dependants.

Information and connections

Please see our Life in Oxford webpage for **information on relocating** to and settling into the Oxford area. The website offers valuable guidance, including more details about housing, transportation, finances, healthcare, and other key aspects of living in Oxford and the surrounding region.

The University of Oxford Newcomers' Club is run by volunteers that aims to **assist the partners of new staff** settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area.



Recruitment process

We want the recruitment process to help you understand the role, the team and the opportunity ahead.

At this early stage, you may not know which area of Oxford you would most like to support. Equally, you may feel a strong affinity with one team in particular. Either is entirely welcome.

We will help you learn more out the teams, their priorities and the nature of their fundraising so that we can explore where your experience, interests and ambitions are best aligned.

What to expect

Initial online interview

The process will usually begin with an online interview with the Executive Director of Development and the Director of Development – Major Gifts.

In-person interviews

Candidates progressing through the process will be invited to further interviews in person and the opportunity to meet colleagues from DAE and the wider University.

We will share information about each stage in advance and welcome questions throughout the process.

Could Oxford be your next move?

If you are excited by ambitious fundraising, exceptional ideas and the opportunity to combine senior relationship-building with team leadership, we would welcome a conversation.

Thank you for considering the University of Oxford.

Contact



Antony Green
Executive Director of Development

Development and Alumni Engagement

T +44 (0) 7872 422426
E antony.green@dae.ox.ac.uk



Tannis Walker
Director of Development | Major Gifts

Development and Alumni Engagement

T +44 (0) 7721 817347
E tannis.walker@dae.ox.ac.uk



Deji Akinsanya
Talent Acquisition Partner (UAS)

People Department

T +44 (0)1865 289895
E adedeji.akinsanya@admin.ox.ac.uk

UNIVERSITY OF OXFORD

Oxford Excellence

Images: p2 Tower of the Winds and Antony Green, p3, p7, p10 robot and scientist, p11, p14 John Cairns / Oxford University Images; p5, p6 Public Affairs Directorate / Oxford University; p10 Blavatnik School of Government Darin Roles / Oxford University; p10 students Ian Wallman / Oxford University.