



KINGSWOOD

BATH

APPOINTMENT OF

DEVELOPMENT DIRECTOR

February 2026



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HEADMASTER'S WELCOME

Thank you for your interest in joining Kingswood School as Director of Development of the Kingswood Foundation. I hope that this pack gives you a sense of the purpose, warmth and ambition that define our school community.

Kingswood is a remarkable place. Founded by John Wesley in 1748 with a mission of service, it is now a thriving co-educational boarding and day school in the heart of beautiful Bath. Our distinctive ethos combines academic excellence with a profound commitment to care, inclusion and the individual potential of every pupil and member of staff.

As our new Development Director, you will play a vital role in shaping the next chapter of Kingswood's story. Building on a proud history and strong foundations, you will help us to realise an ambitious vision for the future, one that expands opportunity through bursaries, enhances our facilities, and deepens the lifelong sense of belonging across our community.

You will find here a school that is both aspirational and grounded, where generosity of spirit is matched by a determination to make a meaningful difference. Working closely with the Principal, the Foundation Leadership Team and our dedicated Governors, you will have the opportunity to influence and deliver initiatives that will leave a lasting legacy for generations of Kingswood pupils to come.

If you share our belief in the transformative power of education and are inspired by the chance to connect people with a purpose that changes lives, I warmly invite you to consider joining us.

Best wishes,



Andrew Gordon-Brown

SHAPE THE FUTURE OF KINGSWOOD SCHOOL

This is an exceptional opportunity for an ambitious, visionary and strategic Development Director to help shape the future of one of the South West's leading independent schools. At a pivotal moment in Kingswood's journey, you will lead an ambitious programme of philanthropic growth that widens access through expanded bursary provision and delivers a new era of transformational capital development across our historic site, reimagining how our community learns, lives and grows.

An experienced and credible development professional, you will bring a strong track record of securing major gifts and delivering high-impact fundraising campaigns within an educational or charitable setting. Strategic in outlook yet highly effective in execution, you will be confident working at senior level, adept at inspiring others and skilled at engaging a wide range of stakeholders. You will be a compelling communicator, motivated by the power of philanthropy to transform lives and passionate about widening access to a Kingswood education.

Working closely with the Principal and Governors, and as a member of the Foundation Leadership Team, you will lead the Development Office and act as a senior ambassador for the School. With major projects on the horizon, including significant new facilities designed to serve Kingswood for the rest of this century, you will build a confident culture of giving, build lasting relationships across our community and enable Kingswood to realise its boldest ambitions. This is a rare opportunity to lead work that will touch the lives of generations to come.

WHAT SUCCESS LOOKS LIKE

Success in this role will be reflected in the strength and depth of engagement across the Kingswood community, the ambition and effectiveness of fundraising campaigns, and the scale and diversity of funds raised, from new donors through to transformational major gifts. Central to this will be the development of trusted, long-term relationships with priority stakeholders, supported by high-quality events, communications and a robust data and insight strategy that enables sustainable growth.



THE PERSON

You will bring a proven record of delivering successful fundraising strategies and securing significant philanthropic income, alongside exceptional interpersonal and communication skills. A natural relationship-builder and inspiring leader, you will be collaborative, values-driven and comfortable operating with complexity and ambition. Experience within education, familiarity with sector best practice and development systems, and a commitment to continuous improvement will all be important.

Above all, you will share Kingswood's commitment to equality, inclusivity and its Christian ethos, valuing innovation, integrity and the transformative power of education.

EARLY PRIORITIES AND IMPACT

In your first year, you will review Kingswood's development priorities, donor base and historic performance, aligning strategy and delivery plans with clear milestones and KPIs. You will identify prime prospects, lead feasibility activity and develop compelling cases for support for major projects, including STEM and sports, securing early gifts and building confidence across the community.

Alongside this, you will revitalise collective giving, legacy giving and parent, leaver and alumni engagement, setting a strong trajectory towards ambitious 2028 targets. As the strategy matures, you will lead the wider launch of capital projects, embed a strong data and insight framework, and continue to secure significant gifts through exemplary stewardship. Collective and legacy giving programmes will be refined in line with sector best practice, ensuring sustained impact and long-term growth.

LEADERSHIP, STRATEGY AND CAMPAIGN DELIVERY

You will develop and deliver a multi-year development strategy aligned with Kingswood's educational vision and estate plans, leading and mentoring a talented Development Office team. As a senior ambassador for the School, you will drive a confident culture of philanthropy and engagement, contributing at Foundation level to the delivery of Kingswood's wider strategic objectives.

You will shape and lead Kingswood's next major fundraising campaigns, articulating an inspiring vision underpinned by rigorous feasibility work and a standout case for support. These campaigns will focus on increasing bursary provision at the Senior School and delivering key capital priorities in STEM and sports. Working collaboratively with the Principal, senior leaders, governors and the wider community, you will bring people together around shared ambition and deliver meaningful, measurable outcomes.

FUNDRAISING, ENGAGEMENT, GOVERNANCE AND STEWARDSHIP

You will oversee a comprehensive programme of donor engagement and fundraising, increasing participation, deepening relationships and securing gifts at all levels, including major donations at seven-figure scale. You will lead the redesign and relaunch of Kingswood's annual and legacy giving, strengthen alumni data and insight, and ensure stewardship, recognition and reporting reflect the highest professional and ethical standards.

You will work closely with governors and senior colleagues to ensure strong governance, transparency and compliance across all development activity, representing Kingswood with credibility and integrity externally and helping to position the School as a philanthropic leader within the independent education sector.



CHILD PROTECTION

It is your responsibility to help promote and safeguard the welfare of children and young persons for whom you are responsible, or with whom you come into contact, and to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, you become aware of any actual or potential risks to the safety or welfare of children in the School, you must report any concerns to the School's Designated Safeguarding Lead. Protecting children from the risk of radicalisation is part of the School's safeguarding duties (under the Prevent Duty).

PAY AND BENEFITS OF SERVICE

Kingswood School has high expectations of staff and looks to reward them with generous conditions of service.

This post is a senior management role and will be remunerated accordingly.



APPLICATION PROCESS

Saxton Bampfylde Ltd is acting as an employment agency advisor to Kingswood School on this appointment. Candidates should apply for this role through Saxton Bampfylde's website at www.saxbam.com/appointments using code TBXPA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter. Shortlisted candidates will be required to fill out a school application form.

Closing date: Monday 23 February 2026 at noon.
(early applications are encouraged).

Should you have any further questions, please email Jo Ogilvy at **jo.ogilvy@saxbam.com** before the closing date. Early declarations of interest are encouraged.

GDPR Personal Data Notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due Diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. You will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

As an equal opportunities employer, Kingswood School is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We offer a welcoming and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.



KINGSWOOD

BATH

recruitment@kingswood.bath.sch.uk

www.kingswood.bath.sch.uk