



MILLFIELD

Appointment of Director of Development
TBLCD

Saxton Bampfylde

Welcome from the Headmaster

Millfield is often characterised by its scale, its diversity, its determination, and its sense of momentum. Our community is comfortable being different and at a time of turmoil in society, and especially in independent education, we enjoy the freedom that this position gives us. Millfield is looking to operate a needs-blind admissions process. More children benefit from financial support at Millfield than at any other school, and we seek to extend this in the coming years. Our diversity is a vital part of Millfield's offer and the Director of Development is central to the work of broadening access to our transformational learning environment.

Millfield is a strong and inspirational community with a positive alumni who are seeking opportunities for engagement. Our relationships with key individuals are growing, and we have a Foundation Board which is ready to act in support of the school's fundraising. This is a demanding but exciting opportunity for someone who has a genuine desire to advance Millfield's offer. I invite you to get in touch to discuss the role further, and I do hope that as a result of that you will be interested in applying.

Gavin Horgan
Headmaster



An Introduction to Millfield School

Millfield School was founded in 1935 by R.J.O. Meyer, affectionately known as 'Boss' Meyer, following his return from India with six princes. The school was originally based in Millfield House in Street, Somerset, and grew steadily from these modest beginnings. From the outset, Meyer's vision was distinctive: as early as 1939, Millfield became one of the first independent schools in the country to be co-educational. The school also pioneered inclusive education. In 1942, Martin Attlee joined the school to overcome 'word-blindness', and the Millfield method proved so successful that he went on to university, earning the school recognition as the first in the country to deal successfully with dyslexic students.

Millfield is not like other schools; it never has been. It is diverse in a way that others are not, of a scale that others are not, and holds ambitions for its children that others do not. The Millfield Way is an attitude that brings together key staff in a child's life in a way that does not happen in other schools, with an excellence of teaching and coaching placing the child at the centre. This philosophy runs from the youngest pupils all the way through to Sixth Form: from the moment children arrive, aged two onwards, Millfield helps them develop their character, resilience, relationships, abilities, skills and knowledge. Once a child finds their passion, Millfield tailors an education programme that is right for them, wherever their talents lie.

As one of the largest co-educational boarding and day schools in the UK, with over 1,300 students at Millfield and 440 at Millfield Prep, the school has the resources to offer world-leading teaching and coaching. Millfield is set in 200 acres and features a 50m Olympic-sized swimming pool, golf course, equestrian centre with stabling for 90 horses, indoor cricket and golf centres, a concert hall, 450-seat theatre, art gallery, world-class music centre and cutting-edge science facilities. Class sizes are typically between 8 and 12 at Millfield, optimised for personal attention so staff can stretch the most able and support those who need an extra helping hand. Millfield is also a name synonymous with sport, and its representation at the Olympics and Commonwealth Games evidences the unique environment athletes access at Millfield, which helps set them on their path to success.

Today, Millfield stands as one of the UK's leading independent schools for boys and girls aged 2 to 18. Along with Millfield Prep, the school has some 1,700 students and over 1,000 employees, yet its founding philosophy remains unchanged: to help every individual child achieve their full potential and discover their brilliance. That ethos is perhaps best reflected in its remarkable alumni, who span sport, the arts, politics and business. Notable Old Millfieldians include Welsh rugby legend Gareth Edwards, Olympic gold medallists Duncan Goodhew, Peter Wilson and Helen Glover, Formula One driver Lando Norris and Stewart Copeland of the legendary rock group The Police.





Purpose, Vision & Mission

Our Purpose

To break the mould as an activist educator and provide an education and an experience that honours the individual.

Our Vision

To be the world leader for the development of children.

Our Mission

Discover brilliance in every child and transform lives through education. Be the world's best at immersing children in limitless academic, creative and sporting opportunities, in a full boarding environment. Create an environment which fosters disruptive leadership and wellbeing.

We pride ourselves on providing an exceptional, all-round education that enables each child to try everything on offer, to find out what they really enjoy and are good at. The capacity to engage children at many different levels is central to life at Millfield and we offer countless opportunities across many different learning contexts both inside and outside the classroom. Talented and committed staff work with our children to achieve these ends. The school is grounded in the strength of relationships that are the bedrock of all great communities. Millfield is tremendously diverse in terms of the academic, cultural and sporting backgrounds of its children, and we celebrate this diversity. Millfield is committed to build on its legacy to look forward without losing sight of what has come before.

Our Values

As a community we have established a collective set of values for all: every child, every employee and every volunteer. Our values will act as a target and a guide, in our learning, our work and our life at school. They will help each individual to discover their own brilliance: Be Curious. Be Disruptors. Be Brilliant. Be Authentic. Be Kind.

Fundraising & Philanthropy

Philanthropy is woven into Millfield's founding story. When Boss Meyer established the school in 1935, his guiding principle was simple: those who could, should help those who could not. That spirit remains central to Millfield's identity today, and the school actively cultivates a culture of giving across its alumni, parent, and wider supporter networks. Millfield is a registered charity (No. 310283) and works with the Fundraising Regulator to ensure the highest standards of philanthropic practice.

Following extensive work with More Partnership, Millfield has a detailed fundraising strategy in place that looks ahead to the school's 100th anniversary in 2035. Structured around three distinct pillars, this strategy provides a framework for philanthropic giving at Millfield.

The Three Pillars of Philanthropy:

- The Millfield Mix: supporting bursaries.
- The Millfield Way: supporting Millfield's unique approach to pedagogy, especially with regards to dyslexia.
- The Millfield Place: supporting the capital master plan, which will be delivered in October 2026.

Supporters can direct gifts towards these priorities, and others including Teaching and Learning, Pastoral Support and Wellbeing, and Sport, through both regular and one-off giving. Named funds, including the Sir Gareth Edwards Scholarship Fund for rugby talent, the Johnson Sixth Form Academic Fund, and the RJOM Old Millfieldian Fund, offer donors the opportunity to give to causes that resonate personally. The school publishes an annual Donor Impact Report, celebrating the collective generosity of the Millfield community.

Beyond institutional fundraising, students themselves are active participants in charitable life. Well over £150,000 has been distributed to a range of causes over the last ten years through events organised at house, year group, and whole school level. The school's Charity Committee meets regularly to discuss fundraising initiatives, with students voting for the school's nominated charities each year — in 2025, these span the Trussell Trust Food Bank, Young Lives vs Cancer, and the Lalibela High School and World Food Programme. It is a culture that instils in students a genuine and lasting sense of social responsibility.





Scholarships & Bursaries

Millfield awards scholarships annually across a broad range of disciplines — Academic, Art, Chess, Dance, Drama, Music, Product Design and Sport — with entry points at Year 9 and the Lower Sixth. At Millfield Prep, scholarships are available in Academic, Art, Drama, Music and Sport for entry into Years 6, 7 and 8. Scholarships carry a fee reduction of up to 10%, and families who do not require financial assistance are encouraged to accept the award on an honorary basis, ensuring that recognition of talent is never contingent on financial circumstance.

Bursaries are means-tested awards designed to augment a scholarship where genuine financial need exists. The level of support is assessed confidentially, taking into account family income, capital assets, sibling fees, and parental contributions. High-value awards are prioritised for children of exceptional talent where financial need is greatest.

The breadth and generosity of Millfield's scholarship and bursary programme is made possible in large part by the philanthropic support of donors, alumni, and friends of the school. It is this giving culture that allows Millfield to admit outstanding students who might otherwise be unable to access the school, preserving the extraordinary diversity of the Millfield community that has defined the school since its earliest days.



The Role

Millfield is seeking an exceptional Director of Development to lead and shape the school's fundraising strategy at a pivotal moment in its history. Reporting directly to the Headmaster, this is a senior leadership role with real scope to build a transformational giving culture – one that will directly expand access to a Millfield education for talented young people from all backgrounds.

Main Duties and Responsibilities

Strategic Development and Implementation

- Ensure close and highly effective relationships with the Headmaster, Executive Groups, Governors and Trustees of the Millfield Foundation to review, further develop, lead and manage Millfield's fundraising strategy to support Millfield in becoming a market leader in transformational bursaries and experiences for socially and financially disadvantaged children.
- Develop ambitious and aspirational fundraising plans in respect of major gifts, regular giving, legacies and trusts and foundations, based on qualitative research and quantitative database intelligence.
- Undertake ongoing research and testing of development assumptions and goals to ensure that the objectives and targets identified remain achievable on time and within budget.

Alumni and Stakeholder Relations

- Ensure that all enquiries from alumni, parents, donors, prospects, well-wishers and other members of our community are managed in a timely, welcoming, friendly and helpful manner.
- Ensure that a carefully curated and sustainable programme of events and communications for Old Millfieldians and other stakeholders is further developed, delivered, evaluated and evolved based on regular research and feedback, ensuring engagement across all ages and segments and optimum ROI.
- Maintain regular communication through a range of channels including e-mail, the alumni website, the Potentiality community platform, social media and printed materials.
- Actively engage with the Old Millfieldian Society (OMS), communicating as required with the Chair and individual members, to optimise the relationship between the Society and the school for the benefit of OMs and the school.
- Optimise the Potentiality database to deliver an online community for alumni, parents, friends and supporters.
- Actively build and maintain relationships with prominent and influential OMs both in the UK and overseas.
- Establish strong relationships with the Common Room to raise the profile of the work of the Development Team and generate support for activities, particularly with parents.

Fundraising

- Leadership and management of all fundraising and stakeholder activities in support of the school's 'Discover Brilliance' fund.
- Take a leading role in the 90th anniversary programme of fundraising activities, inheriting the work done to date and building a strong foundation for ongoing support.
- Undertake ongoing development of cases for support for the 'Discover Brilliance Fund' that align with the Millfield School strategy and clearly articulate why philanthropic funds are needed for transformational bursaries, and potentially in the future, for capital projects and other priorities.
- Identify and take personal responsibility for a portfolio of principal and major gift prospects. Work with the Headmaster, Foundation Trustees and other senior colleagues and volunteers to research, plan and undertake donor solicitation meetings.
- Research, engage and steward potential major donors and key stakeholders through ongoing development and careful management of a donor pipeline.
- Work effectively with the Millfield Foundation and ensure KPIs for bursary funds are achieved.
- Work closely with, inspire and mentor members of the Millfield Foundation and future campaign boards to support fundraising and build a long-term culture of giving at Millfield.
- Develop a comprehensive fundraising programme, ranging from regular giving through to major gifts and legacies, and implement strong supporting activities, systems and policies for potential donor identification, research, engagement and management, donor stewardship and recognition, gift management and accounting and ethics.
- Maintain positive working relationships with Old Millfieldians, parents, former parents and other stakeholders to ensure they remain connected with the Millfield Way, and encourage lifelong engagement, networking, advocacy and support of fundraising initiatives and other strategic school activities.
- Ensure the school website is updated, accurate and user-friendly in relation to the work of the Development department and maximise use of technology for donations e.g. using online forms and direct debits.

The Role

Reporting and Communications

- Liaise with the Finance Director to ensure the fundraising strategy is supported by policies, procedures and systems in accordance with charity and fiscal law including Charity Commission and HMRC requirements.
- Deliver best-practice fundraising policies, protocols and practices, adopting the highest standards of fundraising practice in line with the UK Fundraising Regulator's Code of Fundraising Practice, GDPR and PECR and following best practice as established by professional bodies such as the Institute of Fundraising, the Council for Advancement and Support of Education and the Institute of Development Professionals in Education.
- Ensure the fundraising plan is supported with timely, relevant and accurate reports to the Headmaster and Governing Body on progress and projections on Development and Alumni strategic objectives.
- Support Millfield's overall public benefit strategy by liaising with the Head of Marketing to provide bursary reports for public consumption.
- Ensure, through the Foundation Office Manager and Foundation Engagement Manager, that the Development and Alumni database is kept up to date with relevant details of alumni, donors and other supporters so that it can supply bespoke and tailored reports to support data analysis.
- Ensure that donors and volunteers are appropriately thanked, regularly updated on progress towards the schools' goals and appropriately recognised for their contribution.
- Represent the school at internal and external events.
- Prepare and manage the Development budget ensuring robust financial management of both income and expenditure.
- Ensure that all donations comply with the Donation Acceptance Policy.

Leadership and Management

- Line-manage the Development Office and recruit and develop new staff as required, and by agreement with senior colleagues, to deliver a sector-leading team.
- Provide energising and effective leadership to the Development team and communicate its aims, purpose and outcomes to the school, alumni and wider community.
- Set clear objectives and KPIs and provide appropriate support and training to team members and volunteers to ensure activities are in line with the highest standards of fundraising practice.
- Work closely with and advise the Old Millfieldian Society and other supporter organisations on industry best practice for serving their members, optimising their relationships with the school and working with each other.

- The Director of Development will:
 - have regular meetings with the Headmaster, Finance Director, Head of Marketing, Head of Admissions and the Chair of the Millfield Foundation to monitor progress, review and agree on approaches, and take key decisions relating to fundraising.
 - work closely and collaboratively with the Head of Marketing and Head of Admissions to ensure alumni and other stakeholder activities are aligned with the Development Plan and the fundraising strategy and all development activities support the Millfield brand.
 - coach and mentor senior management, Millfield Foundation Trustees and other staff concerning development objectives and securing donations.
- Attend:
 - Old Millfieldian Society Board meetings
 - Alumni Events
 - Foundation Board meetings
 - Executive Group meetings

Additional

- Ensure a flexible approach to working hours and overseas and UK travel to win support for Millfield's fundraising objectives, maintain Old Millfieldian connections and represent Millfield Admissions where appropriate.
- Ensure all duties are carried out in accordance with current fundraising practices, safeguarding and health and safety regulations.
- All staff are responsible for the safeguarding of children in line with the Millfield School Safeguarding and Child Protection policy.
- To undertake any training and development for the better fulfilment of the post.
- To undertake additional duties that are appropriate to the role as directed by the Headmaster.

Team

- The team currently includes:
 - Director of Development (advertised role)
 - Associate Director of Development
 - Philanthropy Manager
 - Engagement Manager
 - Operations Manager
 - Archivist

Location & Facilities

Millfield Pre-Prep, Prep and Senior Schools are situated in the beautiful rural south west of England in the county of Somerset. Millfield Prep and Pre-Prep is in the historic town of Glastonbury, within an eight-minute drive of Millfield Senior, which is located in Street. London is 135 miles away, and major air links via Bristol, Heathrow and Gatwick airports, rail connections at Castle Cary and Yeovil, and road links via the A303 and M5 are all within easy reach. The prep and senior schools are set across 450 acres of Somerset countryside, with pupils living in 19 boarding houses at the senior school. Houses feature excellent facilities including kitchens, common rooms, open-plan living areas and ample spaces for prep.

The sporting facilities at Millfield are among the finest of any school in the country. The 50m Olympic-size swimming pool, built to FINA/AASA standards, is the most impressive training facility of any school in the country, and the 400-metre athletics track offers world-class training for all 20 athletics disciplines, enabling Millfield to host regional and national schools' championships as well as elite pole vault competitions. Beyond this, the campus features 11 full-sized football pitches, three world-class water-based hockey AstroTurfs, six squash courts, three indoor tennis courts, a purpose-built fencing salle with ten training pistes, and extensive golf facilities including a 350-yard driving range. The Indoor Riding Arena spans 30,300 square feet with stabling for 53 horses, and the Millfield Institute of Sport and Wellbeing supports pupils across nutrition, physiotherapy, performance analysis and strength and conditioning.

Academic facilities are equally world-class. The Music School is one of the largest in the UK, featuring a concert hall, over 30 dedicated teaching and practice rooms, two professional recording studios and a Steinway Model D Concert Grand piano. The Johnson Hall, seating 350, is one of the finest concert halls in the South West of England. The Meyer Theatre seats 400, the Media Studio is equipped with industry-standard cameras and editing software, the Product Design Department features the latest 3D printing and CNC technology, and the library holds over 23,000 texts alongside extensive digital and multimedia resources.

Student wellbeing is central to campus life. The Wellbeing Hub is staffed by four counsellors available Monday to Friday, with a dedicated common room and quiet snug for students who need support during the day. The purpose-built Dining Hall overlooks the Sir Gareth Edwards pitch and includes a Sixth Form Café with a full barista bar, social seating and study spaces. The Medical Centre is staffed 24 hours a day, seven days a week during term time, ensuring students have access to healthcare whenever they need it.





Terms of Appointment

As well as the opportunity to lead development at one of the UK's most distinctive schools, Millfield offers a generous remuneration base in the region of £100,000, alongside benefits including fee remission (subject to the admissions process), workplace pension, and private medical insurance for the employee. Millfield is happy to consider relocation or accommodation support for the right candidate, where required.

Location is Street, Somerset

Safeguarding:

Millfield School is committed to providing a safe and inclusive environment for all. We are a community that celebrates diversity, supporting our pupils and employees to be brilliant as individuals. We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Specific safeguarding responsibilities for this position are outlined in the job description. Offers of employment are subject to satisfactory safeguarding checks including, but not limited to, Enhanced DBS clearance. All positions within the school are exempt from the provisions of the Rehabilitation of Offenders Act 1974.

Be kind, be authentic, be disruptors, be curious, be brilliant. Millfield School, where being an individual is recognised as the key to brilliance.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Millfield School on this appointment.

Candidates should apply for this role via roles.saxbam.com using code TBLCD. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. Please address your application to Gavin Horgan and no more than two pages plus CV.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is 9am Monday 22nd June.

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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. You may also be required to complete an application form later in the process.



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