

*Candidate Briefing Notes
for the post of*

**DEPUTY
DEVELOPMENT
DIRECTOR**

Stowe



Our Vision and Ethos

Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark settles into its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and colleagues as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and colleague as an individual.



Anthony Wallersteiner

Dr Anthony Wallersteiner
Head of The Stowe Group

Our vision is inspired by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support colleagues, governors and alumni. Yes, we teach pupils how to excel in exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.

**"Stowe is educating
a generation of
Change Makers
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the world."**

Our Vision and Ethos

We are Change Makers

Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures for themselves, their families and the global community. Our World-class facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve. Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. It is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community. We are committed to the development of character with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. We strive to attract and retain employees of the highest calibre.



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Head of The Stowe Group

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Pupils and colleagues have a heightened awareness of their social and environmental responsibility in preserving our unique ecosystem. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.

"Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures."

THE *Stowe* GROUP

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire. Across the four schools, The Stowe Group can offer education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The Schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.



Stowe



SWANBOURNE HOUSE
BUCKINGHAMSHIRE




ASHFOLD
SCHOOL



WINCHESTER
HOUSE 

The Job Opportunity

Appointment of: Deputy Development Director

Department: The Development and Old Stoic team

Accountable to: Development Director

Number of direct reports: 1

Location: Stowe School

Salary: Dependent on experience

"The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues"

The Context

Stowe is very different, in many respects, to what it was in recent years. As recently as the turn of the new millennium, Stowe was a school of just 600 Stoics, mostly all boys; the main Mansion was in poor condition, and the School's facilities were in desperate need of overhaul. Now, in 2025, we are in a wholly different situation and on a much more secure and positive footing - well-positioned to confront the multiple challenges (social, political and economic) that lie ahead.

The Campaign for Stowe – through the remarkable generosity of its donors – has played a crucial part in enabling us to achieve this, with the School's infrastructure now transformed. The leadership and generosity of many Old Stoics and Parents has enabled us to create incredible new opportunities for current and future Stoics: a new Science building, a new Music School and fully restored Theatre, an Art School, a new Athletics Track, all-weather pitches and Equestrian Centre, and soon to become – a new Design Technology and Engineering Centre.

As we look forward to the next hundred years for Stowe and the success of the wider Stowe Group, we are embarking on an ambitious programme of further development. At the heart of this lie a number of strategic imperatives: the growth of our pioneering Change 100 programme for life-changing bursaries, the transformation of our facilities for Sport at Stowe, and the continued improvement of the infrastructure at the Group's Prep Schools.

Purpose of the Role

To work with and support the Development Director and the team in achieving the ambitious fundraising targets and development plans set out for the Campaign for Stowe. Furthermore, when capacity and other priorities allow, to take the lead in working with the three Prep Schools that are part of The Stowe Group, in meeting their fundraising and development goals.



Key Responsibilities

- **Major Gift Fundraising for Stowe** – working alongside the Development Director in approaching Potential Major Donor prospects, principally amongst our alumni community, in support of the School's development ambitions.
- **Legacy-Giving** – promoting the importance and value of legacy-giving as an effective way of supporting Stowe and Schools within the Group.
- **Prep School Fundraising** – working with the Head teachers and leadership teams of our three Prep Schools, when capacity and other priorities allow, in identifying fundraising and development priorities and leading the implementation of appropriate fundraising strategies.
- **Strategy and Project Work** – playing an important role, within our small and dynamic team, in shaping our fundraising strategy and then creating, contributing to, and managing where appropriate, other projects that will support the successful delivery of that strategy

The Role in more detail

Major Gift Fundraising

- Creating and managing a portfolio of potential donors (Old Stoics and Parents); cultivating relationships to build a donor base.
- Creating tailored 'asks' for each of these prospects as appropriate, in line with our goals to raise funding principally for Change 100 and the development of Sport. The role involves working with potential five-figure gift donors and occasionally soliciting six-figure gifts.
- Stewarding and maintaining contact with donors and prospect donors thereafter; being their first point of contact within the development office at Stowe.

Legacy-Giving

- Helping to shape and, thereafter, implement the plan for the promotion of legacy-giving as an effective means for alumni to support the School's future prosperity. Growing the numbers of pledged legacy gifts through 1-1 and community-wide initiatives.
- Liaising with the President of the Roxburgh Society (for those who have left a bequest to Stowe in their wills) on initiatives that will promote membership of the Society.
- Running a small programme of annual events that celebrate membership of the Society and express gratitude to those who give to Stowe in this way.

Prep School Fundraising

- Working with the Head teachers and leadership teams within the two schools to identify a tightly defined set of fundraising projects; thereafter working with other colleagues within the Group to develop costings and a case for support for those projects.
- Approaching and cultivating relationships with an agreed roster of lead donors from within those communities; creating asks and stewarding those donors / prospects as appropriate thereafter.
- Working with the alumni management and support at the Prep Schools in their work to build the two communities and the platform from which fundraising can be developed.

Strategy and Project Work

- Contributing to strategic brainstorming sessions within the team to shape our 3-5 year-strategy and immediate 12-month activity plan.
- Supporting community-wide fundraising with creative planning, strategy and implementation.
- Playing a part in devising initiatives that will help us to deliver that strategy – and leading those initiatives, as appropriate thereafter.
- Getting involved in and supporting the rest of the team in any other project work that contributes to the goals of the fundraising and friend-raising team.

Person specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications	Educated to degree level or equivalent.	
Specialist Skills and Experience	- Exceptional verbal communication skills and strong ability to communicate accurately, elegantly and coherently in written English. - Ability to think strategically, formulate ideas and creative solutions and present them internally and to donor prospects. - Able to communicate and sell a vision; to persuade and influence others; demonstrating the flexibility, sensitivity, diplomacy and tact that is needed when working with professional colleagues and prospective donors - Excellent IT literacy, with the capacity to create presentation materials and to use databases.	- Knowledge of and belief in independent education - Experience in charitable fundraising, not necessarily in education - Experience of managing an individual or small team.
Personal Qualities	- Exceptional inter-personal skills – an ability to get on with and build relationships with all types of people. - Superb organisational and 'plate-spinning' skills, with an ability to work under pressure. - An eye for detail. - A degree of creative flair and an eye for design.	

This specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder.

Terms and Conditions

Full particulars will be provided upon appointment

Hours of Work:

52 weeks p.a. (less holidays), Monday to Friday. There will be a requirement to work some evenings and very occasional weekends because of special events.

Salary:

Competitive, dependent upon experience

Holidays (as per roles at Grade 2 level):

26 days per year, plus statutory bank holidays

Pension:

Automatic enrolment into the contributory pension scheme on commencement of employment

Probationary period:

Six months

Colleague Benefits

- Free School Meals
- Learning and Development Opportunities
- Discounted School Fees at Stowe Group Schools
- Free use of Sports facilities, including the gym and swimming pool, for you and your family
- £85 annual Golf Club membership
- Volunteer Leave – up to 2 days paid leave for volunteering
- Employee Wellbeing programme
- Access to the Stowe Library
- Shopping Discounts through the 'Discounts for Teachers' website
- Free annual flu vaccines





From Stowe School:

Heathrow Airport is an hour's drive away and Luton Airport 40 minutes.

Stowe School has nearby access to main traffic routes the M40, M1 and A5.

Milton Keynes Central train station – with regular trains to London – is a 30 minute drive from Stowe.



We are change makers

THE *Stowe*
GROUP

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SECURITY

BARBARIAN