HOSPITAL ROOMS



OPPORTUNITY

COME WORK WITH US AS A HEAD OF DEVELOPMENT



THE ROLE

Cover: Rubbena Aurangzeb-Tariq, Untitled, Sunflowers Court, Goodmayes Hospital, North East London NHS Foundation Trust. Photo © Hospital Rooms (Studio Damian Griffiths)
Recovery College. Photo © Hospital Rooms

Title: Head of Development

Reports to: Managing Director, Alison Acampora

Hours: 37.5 hours

Notice period: 2 months

Salary: £50,000

Place of work: Hospital Rooms Offices with some travel as required

Introduction to Hospital Rooms



Hospital Rooms co-founders: Niamh White and Tim A. Shaw

The arts and mental health charity Hospital Rooms was founded when artist Tim A Shaw and curator Niamh White's friend was sectioned and admitted to an NHS mental health hospital. They were shocked to find the hospital environment cold and clinical, especially at a time when she was so vulnerable. Having worked in the arts for 10 years, Tim A Shaw and Niamh White felt they had the skills and community to transform these spaces with unique and site-specific artworks.

Hospital Rooms envisions a world where abundant and meaningful creative opportunities are readily accessible to people with severe and enduring mental health diagnoses and where mental health hospital environments are inventive cultural spaces offering solace, comfort and dignity.

We work with established and emerging artists to radically transform clinical settings with world-leading contemporary art. We are a fast-paced, enthusiastic team with a knack for problem-solving, driven by a shared mission to blaze a creative path for others to follow. To thrive in this role, you will need to be highly self-motivated, committed to being a supportive and collegiate team member, and an open, effective communicator.

Liz Elton, Rosebud Centre. Photo © Hospital Rooms

Our Impact

Hospital Rooms has undertaken more than 20 acclaimed projects completed in some of the country's most challenging mental health settings. A roster of artists is carefully selected for each project according to the needs of each community. Our co-production process involves:

Research and Development - We learn our collaborators' needs, challenges, and preferences in crafting project aims, artist selection, and creative programme design.

Co-Production Workshops - Artist-led art workshops for service users and staff conjure new ideas about how mental health services should look and feel.

Installations - Artworks that are awe-inspiring and relevant to those who encounter them are fabricated.

Public Programme - Ambitious local and national public exhibitions celebrate the contributions of all those involved in our projects. We attract widespread national and international press coverage, including the Guardian, the New Yorker, the FT, and the BBC.

Legacy - Our Digital Art School and partnerships forged with local cultural organisations and artists provide ongoing artistic opportunities for service users and staff.

Impact Evaluation - Collaborations with The Baring Foundation, WHO, universities, and NHS partners support our efforts to evidence our impact and influence the wider sector.



Alvin Kofi, Sunflowers Court, Goodmayes Hospital, North East London NHS Foundation Trust.
Photo © Hospital Rooms (Studio Damian Griffiths)

Role Description

This is an exciting moment to join Hospital Rooms. As we celebrate ten years of extraordinary art in mental health hospitals, our Head of Development will be a critical driving force behind our financial success and influence, leveraging our legacy to lead us into our next decade.

Working closely alongside the Managing Director, CEO, Artistic Director, and Development Committee, the Head of Development will be pivotal in maintaining current and securing new fundraising opportunities and partnerships aligned with our strategic vision. This dynamic role manages multiple, crucial income streams, including grants, donations, and high-value corporate partnerships.



Toby Ziegler, Sunflowers Court, Goodmayes Hospital, North East London NHS Foundation Trust.
Photo © Hospital Rooms (Studio Damian Griffiths)

PERSON SPECIFICATIONS

Key Objectives

• Working with the Executive Team, design, lead, and execute an ambitious multi-year strategy for all donated income streams to hit annual revenue targets.

• Identify, research, develop, agree and lead on Hospital Rooms' fundraising strategy, including grants from trusts and foundations, donations, gifts and legacies, corporate sponsorship.

• Serve as a principal ambassador for Hospital Rooms, building deep, high-value relationships with the Arts Council England (ACE), major donors, corporate partners, and foundations.

• Partner with Head of Impact and wider teams to leverage creative human stories, clinical data and economic ROI narratives into compelling philanthropic propositions.

Main Duties

Leadership

• Act as the executive lead and primary point of contact for the Hospital Rooms Development Committee, collaborating closely with the Executive Team and Chair of Trustees.

• Oversee and expand our high value supporter networks including the Gallery Circle, maximising engagement, retention, and lifetime value of patrons and high-net-worth supporters.

• Champion a culture of fundraising, partnerships and income generationand partnership value across the wider team, guiding colleagues to meet funder reporting requirements.

• Attend weekly Heads of Department meetings and collaborate with the Managing Director, Head of Curatorial and Head of Impact to ensure fundraising strategies align with curatorial, evaluation, digital and operational delivery, while identifying, cultivating and securing new supporters and philanthropic prospects in the UK and internationally.

• Advocate the importance of partnerships and broker buy-in from colleagues providing guidance and support to achieve fundraising targets and meet reporting requirements.

Strategic Planning

• Generate, secure and nurture new strategic (corporate) partnership leads, focusing on long-term collaboration.

• With Managing Director and CEO, develop and implement comprehensive fundraising strategies that align with Hospital Rooms overall goals and mission, nationally and internationally.

• Take ultimate accountability for the successful delivery of all grant requirements; ensure rigorous adherence to funder Terms & Conditions, maintain flawless reporting schedules, and meticulously manage the balance between restricted project funding and unrestricted core income to protect the charity's financial health.

• Consult and collaborate across teams to identify and develop future fundraising initiatives to support the charity's long-term strategy.

• Make data-led recommendations to improve income diversification and long-term sustainability

• Monitor market trends, corporate social responsibility (CSR) patterns, and innovation-funding contexts (e.g., tech, social enterprise) to source new pipelines.

• Support the organisation's active Anti-Racism and Sustainability objectives by sourcing partners who align with our core values.

• Work closely with the Managing Director, ensuring resources are allocated appropriately to deliver priorities across corporate fundraising, grants and foundations, donations and corporate partnerships.

• Embed partnership value into programme and communications planning.

Reputation and Relationship building

• Support the organisation's active Anti-Racism and Sustainability objectives by sourcing partners who align with our core values.

• Support Hospital Rooms to meet Sustainability objectives, seeking Partners to support this mission.

• Ensure fundraising activities adhere to relevant legal and ethical guidelines and Hospital Rooms Ethical Fundraising Policy.

• Manage a portfolio of core institutional funders ensuring absolute compliance- including meeting Arts Council England (ACE) National Portfolio and Major Grants monitoring and requirements

• Represent the charity externally, including at sector events, conferences, and other networking opportunities to build relationships and identify potential partners.

• Generate and nurture new strategic (corporate) partnership leads, with a focus on long-term collaboration.

• Design and execute a calendar of high-profile donor cultivation events, collaborating with the Production Team and Operations Coordinator to deliver on-brand events on time and to budget.

• As a key CRM user, inform best practice for systems, input and maintain correct information for fundraising, partnerships and memberships.

Budgets & Reporting

• Set, manage, and forecast annual donated income targets, conducting monthly tracking and reporting alongside the Executive Team.

• Work alongside the Managing Director to prepare accurate financial updates and projections for the quarterly finance committee, board meetings, and annual audits.

• Develop and maintain systems to track performance of income streams against KPIs and produce regular internal reports.

• Ensure all fundraising and partnership initiatives are correctly coded and completely adhere to legal guidelines, GDPR, and the Hospital Rooms Ethical Fundraising Policy.

• Coordinate with the Head of Impact to weave our updated evaluation methodologies and impact reports into high-quality end-of-grant reports for institutional stakeholders.

• Work closely with Finance to ensure accurate administration of donations, grants and Gift Aid.

SKILLS

• Demonstrable success in meeting or exceeding ambitious revenue targets across donated and philanthropic income streams including corporate partnerships, trusts, and individual giving portfolios.

• Exceptional interpersonal skills with confidence to build and develop close relationships with a wide group of stakeholders, including corporate partners, philanthropists and funding bodies.

• Clear strategic thinker who uses data and CRM metrics to inform decisions and optimise donor pipelines.

• Exceptional written and verbal communication skills, with the ability to turn complex clinical or service design frameworks into moving, persuasive cases for support.

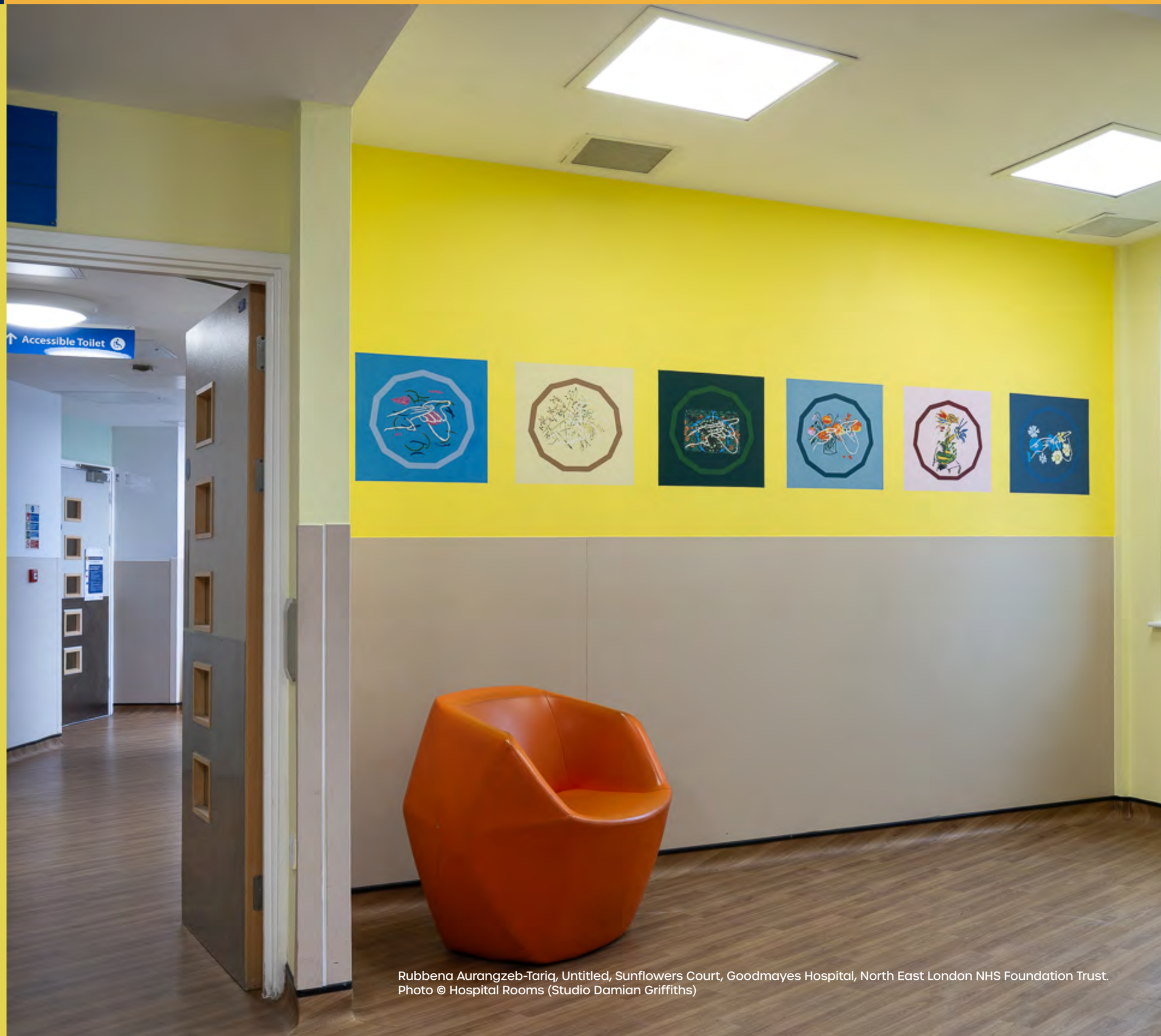
• An innovative and entrepreneurial mindset comfortable working within a fast-growing organisation that is disrupting traditional healthcare and arts sectors.

• Familiarity with Arts Council England protocols, corporate CSR trends, and impact measurement frameworks is highly desirable.

• Demonstrable experience using systems and data analysis to track performance.

• Consistently interacts with the utmost respect and sensitivity, treating others in a fair, respectful and objective manner.

• Effectively conveys and shares information and ideas with others. Seeks and encourages two-way collaboration.



Rubbena Aurangzeb-Tariq, Untitled, Sunflowers Court, Goodmayes Hospital, North East London NHS Foundation Trust. Photo © Hospital Rooms (Studio Damian Griffiths)

HOW TO APPLY AND INTERVIEW PROCESS

To apply for this role, please submit the following:

- **CV:** At most, two A4 sides.
- **Covering Letter:** A brief note (this can be included in the body of your email and can be in audio or video format if preferred). Email your application to **hr@hospital-rooms.com**
- **Please self-describe any barriers** you feel you have faced in gaining access to the arts sector as part of the 'cover letter' section of the application to help us understand your achievements in context.

Key Dates:

- **Application Deadline:** 10 November, 11.59pm
- **Interview Dates:** week commencing 9 september

Interview Process

The interview process will take place in two stages:

First Interview

- **Who:** Alison Acampora, Managing Director
  Haley Moyse Fenning, Head of Impact
- **Where:** online
- **Duration:** 45 minutes

Second Interview

- **Who:** Alison Acampora, Managing Director
  Niamh White, CEO
  Hospital Rooms Trustee
- **Where:** Lock Studios (in-person)
- **Duration:** 45 minutes

We understand that schedules can be demanding, so we are happy to accommodate evening or early morning interviews. If you require this, please let us know in your application.



Christian Marclay, room 9, Sandwell, CAMHS, © Hospital Rooms. Photography Patrick Dandy

Anti-Racism and Inclusion

Hospital Rooms is committed to being an inclusive workplace. We welcome applications from individuals of all genders, sexualities, ethnicities, abilities, and medical conditions. As part of our ongoing pledge to promote anti-racism, we strive to reflect these values in our programmes, workplace culture, and the diversity of our team, service users, and audiences. Equity and inclusion are central to our mission. We especially encourage applications from individuals from under-represented groups as we embark on this next chapter of Hospital Rooms' history.

Accessibility

If you need any support completing your application or navigating the interview process, please contact Zarina Kazi at zarina@hospital-rooms.com to discuss how we can assist you.

The successful candidate(s) will be required to complete a Standard DBS check, organised by Hospital Rooms. These are treated in the strictest confidence and a former criminal record does not automatically exclude you from this role.

Equal Opportunities Policy

Our vision is for Hospital Rooms to be a successful, caring and welcoming place for our staff and the communities we serve. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances are positively valued.

You can read our Equality & Diversity policy **HERE.**

Monitoring

Our Equal Opportunities Monitoring Form helps to keep us accountable for this vision, helping us to improve our recruitment practices continually, understand the composition of our existing and prospective workforce, and redress areas of under-representation. Hospital Rooms needs your help and cooperation, but filling in this form is voluntary.

Please note that responses are anonymous, and any information you share in this survey will not impact any decisions about your appointment or progression.

In accordance with data protection principles, we take care to ensure that all applicant data is appropriately and securely stored and handled. This form will be kept separate from the selection process and will be deleted six months after the closing date for the role you have applied for.

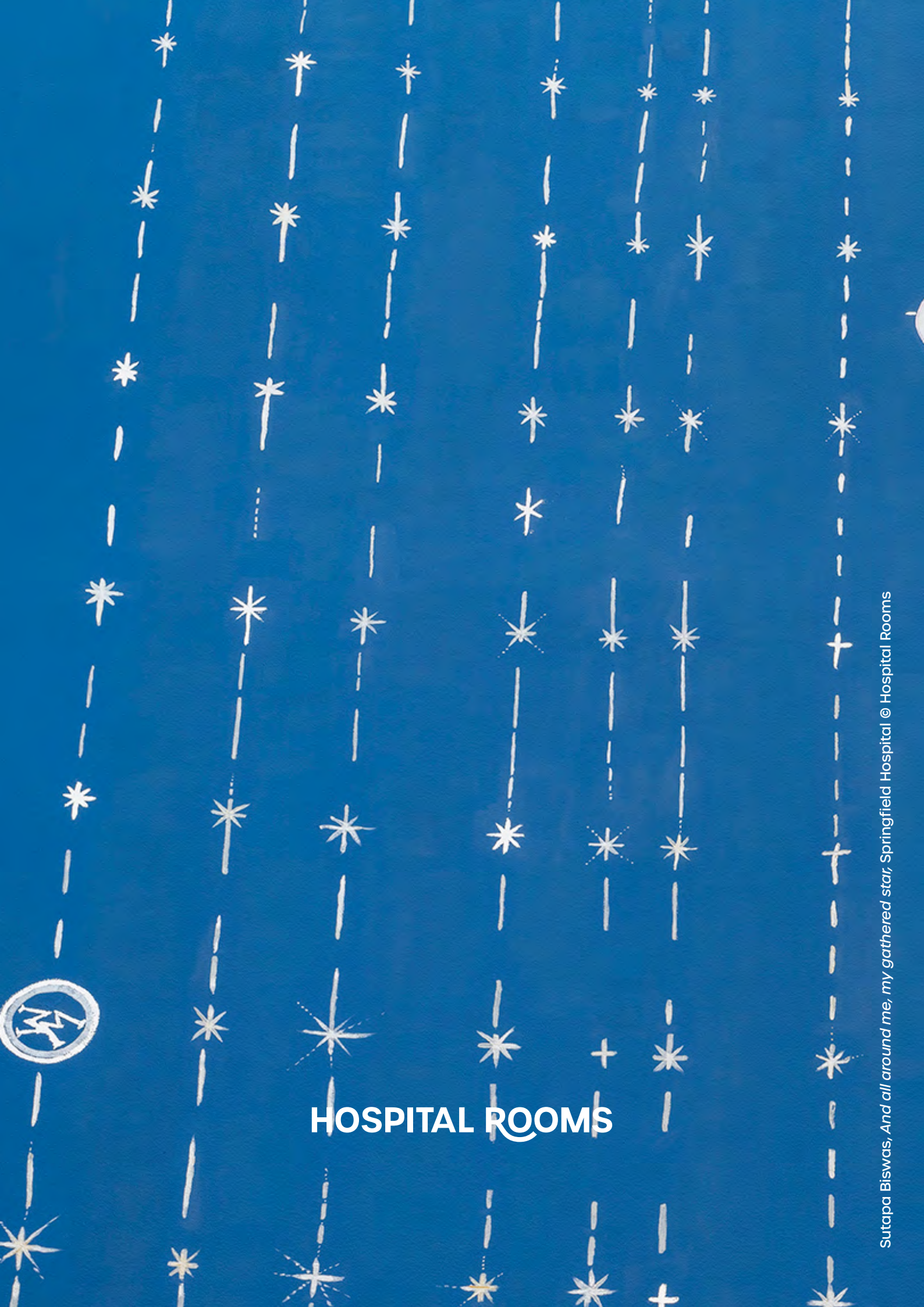
Equal Opportunities Monitoring Form **HERE**

Need further information?

If you need any support completing your application, navigating the interview process, or have questions about the Equal Opportunities Monitoring Form, please contact Zarina Kazi at ***zarina@hospital-rooms.com*** to discuss how we can assist you.



Alvin Kofi, 136 Suite, Longreach House, Cornwall



HOSPITAL ROOMS

Sutapa Biswas, *And all around me, my gathered star*, Springfield Hospital © Hospital Rooms