



Caithness  
Consulting

Executive Search by Professionals, for Professionals  
**Our Experience Makes the Difference**



**ST ALOYSIUS'  
COLLEGE**

Engaged by our client to recruit a

**Director of Development**

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**Candidate Information Brief**

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# About our Client

## St Aloysius' College

### WELCOME TO ST ALOYSIUS' COLLEGE

Founded in 1859, St Aloysius' College is Scotland's only Catholic Jesuit school and is dedicated to forming bright, well-rounded, and empathetic young people. An independent school for pupils aged 3-18, we welcome families of all backgrounds and help every child discover the confidence and motivation to achieve great things on their journey to becoming men and women for others.

The College motto is *Ad majora natus sum*, which means "I am born for greater things". The logo is an eagle. The eagle is a symbol of many positive things for cultures around the globe. These include:

- Strength
- Acting with integrity
- Rising above life's unexpected situations
- Stamina
- Devotion
- Loyalty

## Virtual Tour

You can access a virtual tour here:

[St Aloysius Virtual Tour](#)

[Our Aspirations And Values · St Aloysius' College Private Independent School Glasgow](#)

## Beyond the Green Blazer

The school's Green Blazer is not just a uniform, it tells a story for each student.

Every Green Blazer story starts in admissions, which is why we ask pupils from Primary 4 upwards to send us 'Your Green Blazer Story' as part of their application.

We want to get to know them, what they enjoy, why they enjoy it, what their hopes are for the future, their ambitions - and why a Green Blazer education is perfect for them.



[Your Green Blazer · St Aloysius' College Independent School Glasgow](#)

The school also wants to make sure that potential pupils who cannot afford the fees are given an opportunity to sport the Green Blazer by accessing a bursary, which can be offered at up to 100% of the school fees. That is one of the reasons why development is vital for the school.





# Development

at St Aloysius'

St Aloysius' was in the vanguard of independent schools setting up development offices. In the late 1990's a Foundation Office was established and a fundraising campaign, "The Millennium Appeal", was mounted to raise money for three capital projects, namely the building of the Junior School, a Maths and Science building and a Sports Hall. This appeal had some success, but fundraising tended to be on a 'stop start basis'.

In August 2013 a new Head, John Browne, was appointed and the Board of Governors decided to establish a Development Office.

Since then, there have been notable successes and a professionalisation of fundraising efforts. We are now looking for someone to work with the new Head, Patrick Doyle, to take development to a new level:

Dear Prospective Applicant,

Hello and a very warm welcome to St. Aloysius' College. Thank you for taking the time to look at the advert and information for this important position at the heart of our community. We are looking for a bright and enthusiastic candidate to lead our school Development, and we hope that the information we have given will help you shape your judgements and your application. It may be helpful if we share a few thoughts about us.

St Aloysius' College is one of the leading schools in Scotland, one of eleven Jesuit Catholic schools in Britain, and one of over two thousand Jesuit schools and universities worldwide. We are a 3-18 school in the Garnethill area of Glasgow city centre, next to Glasgow School of Art and close to the Royal Conservatoire of Scotland. Garnethill is home to three inter-related Jesuit works: the College, the parish of St Aloysius' and the Ignatian Spirituality Centre. Glasgow is one of Europe's most vibrant and dynamic cities with a rich and diverse cultural scene. Travel networks to London and the rest of the UK, to Europe and beyond are excellent.

At the heart of the Jesuit vision of education is the aim to form "men and women for others". This means that we look not only to nurture the intellectual, physical and co-curricular talents of the young people in our care, but also to lead them to become people who use their talents generously to serve others. We work closely with our supportive parents to form our pupils into happy, compassionate and confident young people, and our excellent and hard-working staff play a key role in this.

We also enjoy the full support of the British Province of the Jesuits and our large and diverse alumni network, the Old Aloysians (OAs). As one of only three Catholic independent schools in Scotland, we enjoy links across a broad range of groups and associations, including parishes across many of the dioceses in Scotland. We also work productively with many local Glasgow communities and businesses.

We are looking for someone with enthusiasm, intelligence and integrity to lead our development of current and future relationships so that we can capitalise on all of our resources. While the applicant does not need to be Catholic, it is important that they understand and support the Catholic ethos of the school. They will have the full support of the Leadership Team, the Governors and the Jesuits. We will help you to flourish in your role, and we understand that your success will help the whole community to grow stronger.

Thank you again for your interest. If you would like to find out more, please contact the Headteacher's PA, Mrs Monica Harper ( [mharper@stalloysius.org](mailto:mharper@stalloysius.org) ) to arrange a chat or a visit. It would be a pleasure to welcome you to the school.

Patrick Doyle



Discover the confidence  
and motivation to achieve  
great things

# The Role

## Director of Development

We are seeking a dynamic, commercial and highly motivated fundraising professional with excellent networking and influencing skills to join the College. The successful candidate will be charged with redesigning the engagement strategy with donors, corporates, current parents and alumni, and creating multiple entry points for giving including fundraising, sponsorship, major gifts, corporate partnerships, school fees bonds, in kind gifts, legacies as well establishing a calendar of events to engage with donors.

While educational fundraising experience is not required, the successful candidate will have experience of designing a development strategy and engaging with donors at all levels.

## The Opportunity

The College is in the process of setting up a Development Fund to raise money for significant capital investment in facilities. The Director of Development will be responsible for the successful delivery of a long-term strategy to raise the funds required to finance these projects, and build reserves.

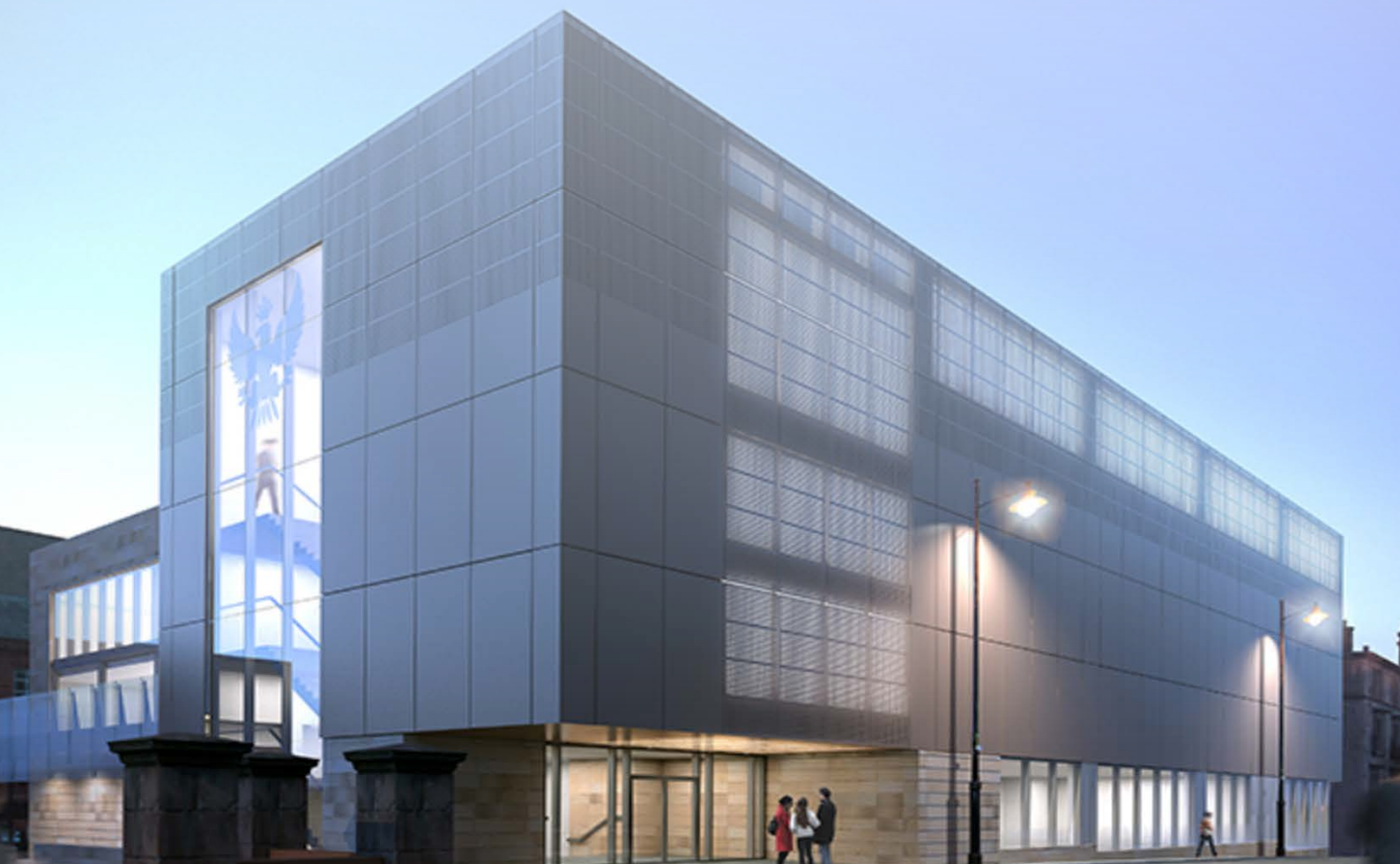
Bursaries have always played a part in the College's rich history of charitable giving. The Board is moving to a new strategy of a higher number of partial bursaries, as well as scholarships for excellence.

Leonardo's story is just one of many example of pupils benefitting from a bursary and then deciding to help another individual to have the same opportunity. Here Leonardo tells us about his experience in his own words:

[Bursaries \(staloysius.org\)](http://staloysius.org)

Other fundraising mechanisms include legacies

[Support Us \(staloysius.org\)](http://staloysius.org)





# Your skills & attributes for success

Director of Development - You Will Have:

- Significant and proven experience of fund-raising with a keen natural ability to build and develop donor relationships, at all levels.
- Confident communication skills, both face to face and on the telephone, with the ability to adapt to a wide range of audiences.
- Strong presentation skills, comfortable presenting the overall strategy, new ideas and progress updates to the Board of Governors
- Strong people skills excelling in building excellent interpersonal relationships and adapting a structured approach to relationship building and management.
- A talent for building and nurturing great working relationships.
- Warmth and kindness, aligned with an excellent sense of humour.
- An engaging and inspiring personality.
- Long term thinking
- Sound proven organisational and office skills.
- An outgoing and positive personality with a pro-active, 'can-do' attitude.
- The ability to work under pressure to ensure deadlines and targets are met.



# Remuneration Package & Benefits

## Flexible working:

Full time from office or a combination of home working and office working to be agreed with line manager.

## Compensation:

£60k depending on experience

## Terms:

Full time (35 hours per week), permanent.

(occasional evening and Saturday work will be required where necessary).

## Holidays:

5 weeks holiday (rising to 6 weeks after 3 years' service).

14 days public holidays.

There are also additional annual leave days e.g., x3 days at Christmas and Maundy Thursday.

This is supplemented by an attractive benefits package including:

- Attractive pension provision ( 6% employee, up to 8% employer).
- Free lunchtime soup and a roll.
- Subsidised value for money meals at the Flagship Refectory.
- Access to multi-gym.
- Significantly reduced NCP car park rates.
- Free parking on College grounds during non-term time.







# Eilish McDowell

Will be the Consultant who will lead on this role

## Contact details

☎ Phone: +44 (0)7720 249200

✉ E-mail: [eilish@caithnessconsulting.co.uk](mailto:eilish@caithnessconsulting.co.uk)

## How to Apply

Caithness Consulting has been appointed by St Aloysius' College to conduct this search on their behalf. We pride ourselves on our candidate centred approach and welcome initial confidential discussions with potential candidates before deciding to apply. Should you wish to do so, please contact Eilish to arrange a convenient time.

Alternatively, please submit a copy of your CV to Eilish along with a one page covering letter outlining why you believe you are a good fit for this role.

Patrick Doyle, Headteacher, would be pleased to have a conversation or to show you the school before applying.

Closing Date: Monday 4<sup>th</sup> December

Interview Date: Monday 11<sup>th</sup> December

A full job and person specification, plus other documents of interest are available to download from the vacancy page on our website. [www.caithnessconsulting.co.uk](http://www.caithnessconsulting.co.uk)







Our professional integrity underpins and informs everything that we do individually and as a company.

As the world of recruitment becomes ever more reliant on technology and while we embrace these benefits, we never forget that we are in a “People Business” and People matter.



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