



Position Overview

Position Title: Philanthropy Manager, Individual Giving

Reports to: Development Director

Department: Development

Contract: Fixed-term Full-Time

ACKNOWLEDGEMENT

Bangarra is a culturally safe organisation that acknowledges 65,000 years of First Nations history and pays its respect to Aboriginal and Torres Strait Islanders Elders past and present. We recognise sovereignty was never ceded. Australia always was and always will be, Aboriginal and Torres Strait Islander lands.

WHY WORK FOR US?

- An exciting role working for Australia's iconic Indigenous performing arts company,
- Work at the newly expanded, vibrant Walsh Bay Arts Precinct and enjoy workplace, flexibility, including working from home, flexibility on taking gazetted public holidays such as January 26th on a separate day, cultural leave,
- A collaborative and innovative company culture where your contributions are highly valued,
- Growth and development opportunities including free access to LinkedIn Learning, Cultural Awareness training, study leave and dedicated training budget,
- A workplace culture that fosters personal wellbeing.

COMPANY PROFILE

We are Bangarra Dance Theatre. We are a company of professional Aboriginal and Torres Strait Islander performers. We are storytellers. We are fire makers.

As one of Australia's leading Indigenous performing arts companies, we share our culture with Communities and audiences across Australia and the world.

We have been making our indelible marks on the Australian and international theatre landscape for over three decades. We are at home performing on Country, on Australia's most iconic stages and running education workshops and programs to nurture the next generation of storytellers.

We are for the hundreds of First Nations Communities across Australia – and for anyone who wants to be part of our story.

POSITION DESCRIPTION

The **Philanthropy Manager, Individual Giving** plays a critical role in securing vital financial support for Bangarra Dance Theatre's artistic programs, touring activity, youth and education initiatives, and strategic projects.

Reporting to the Development Director, this position is responsible for developing and implementing a comprehensive strategy for cultivating, soliciting and stewarding a growing portfolio of individual donors, focussing on annual giving, campaigns and bequests. Relationships will foster a deep sense of connection and commitment to the company's artistic purpose. You will also work across major gifts in collaboration with the Development Director.

This role requires a deep understanding of the philanthropic landscape in Australia, and a genuine passion for supporting Aboriginal and Torres Strait Islander arts and culture.

Roles and Responsibilities

Strategy & Planning

- In collaboration with the Development Director plan and execute an annual strategy for Individual Giving fundraising (including integrated donation pathways, campaigns and bequests), aligning with Bangarra's artistic and strategic priorities and financial targets.
- Identify, research, and qualify new prospective donors whose giving priorities align with Bangarra's purpose and programs.
- Maintain a robust pipeline of donor prospects, regularly reviewing and updating.

Donor Cultivation

- Manage and grow a portfolio of high-net-worth individual donors and prospects, developing and executing personalised cultivation plans aligned with their interests and capacity.
- Proactively identify and research new individual gift prospects, leveraging networks, wealth screening, and data analysis.
- Organise face-to-face meetings with the Development Director, solicit gifts, and strategically involve senior leadership and artists in donor interactions.

Stewardship and Events

- Ensure bespoke stewardship that deepens donor engagement, communicates impact, and fosters long-term loyalty and commitment.
- Oversee and grow specific patron programs (e.g., giving circles, exclusive donor groups), ensuring members receive exclusive benefits, bespoke engagement opportunities, and personalised communication.
- Ensure timely, appropriate, and culturally sensitive acknowledgment and recognition of all individual gifts, aligning with donor preferences and Bangarra's protocols.
- Plan and execute donor cultivation and stewardship events, working collaboratively with internal teams to create memorable and impactful experiences.

Annual Campaigns

- Develop, implement, and evaluate multi-channel strategies for annual giving campaigns (including direct mail, email appeals, social media, and digital fundraising) to acquire, retain, and upgrade regular individual donors.
- Analyse campaign performance, segment donor audiences, and tailor messaging to maximise response rates and gift values.
- Collaborate with marketing teams to ensure consistent branding and compelling calls to action across all campaign touchpoints.

Bequests

- With the Development Director work towards a long-term strategy for promoting and securing bequests, including identifying and cultivating potential legacy donors.

- Provide information and support to prospective bequestors and their advisors, ensuring sensitive and appropriate communication.
- Work with legal and finance teams to manage and acknowledge realised bequests.

Internal Collaboration & Communication:

- Work collaboratively with the Artistic Director, Executive Director, creative teams, youth and education programs team, and finance department to gather information, develop project narratives, and prepare accurate budgets.
- Work hand in hand with the Philanthropy Manager, Trusts & Foundations, to assess philanthropic opportunities together, as well as ensure all relevant stakeholders and prospects are included within event invitations.
- Provide regular updates to the Development Director and senior leadership on fundraising progress, pipeline health, and challenges.

Data Management & Administration:

- Maintain accurate and up-to-date records of all donor interactions, applications, and grants in the company's CRM database, Tessitura.
- Monitor and analyse fundraising performance, preparing regular reports for internal stakeholders, utilising Tessitura's abilities.
- Provide guidance in relation to innovations within AI and Tessitura, to streamline account management and business development tools.

Skills & Experience/Selection Criteria

- Proven track record of success in securing significant donations from individual donors, preferably within the arts, cultural, or not-for-profit sectors.
- Experience in running philanthropic fundraising appeals/campaigns end-to-end.
- Demonstrated ability to extract and analyse data from internal systems alongside diverse external sources – the ability to translate raw information into clear, actionable insights that inform decision-making and support fundraising goals.
- Exceptional written and verbal communication skills, with a demonstrated ability to write compelling, clear, and concise cases for support/proposals.
- Established philanthropic networks in Sydney and Melbourne and/or nationally.
- Excellent interpersonal and relationship-building skills, with the ability to engage confidently and respectfully with a diverse range of stakeholders.
- Highly organised, detail-oriented, and able to manage multiple projects and deadlines effectively.
- Proficiency in CRM databases (ideally Tessitura) and Microsoft Office Suite.
- A genuine passion for and understanding of Aboriginal and Torres Strait Islander cultures and the performing arts sector in Australia. Experience working respectfully within First Nations environments is highly regarded. Candidates from an Aboriginal and Torres Strait Islander background are strongly encouraged to apply.
- Ability to work independently and as part of a collaborative team.

This position requires flexibility to work out of hours at events during peak periods and an ability to undertake interstate and regional travel.

Qualifications

Tertiary qualification in Arts Management, Fundraising, Communications, or a related field, or equivalent professional experience.

TO APPLY:

Please email the following:

- A statement against the Essential Selection Criteria (max. 3 pages)
- A full CV including the names of three referees (referees will only be contacted after consultation with you)
- A cover letter

To: jobs@bangarra.com.au by **9am Monday 23 February 2026**. ***Note that applications will be reviewed as they are received and we may move to interview you and/or make an appointment prior to the closing date.***

To enquire about the role, or if you require any assistance, please contact Anna Matthews, Development Director, annam@bangarra.com.au

ACCESSIBILITY

At Bangarra, we walk together in a spirit of respect and belonging. We envision a world where every person — of all cultural backgrounds and lived experiences — feels safe, seen, and valued. We recognise that it is the right of every human being to participate fully, to respectfully contribute their voice, and to share their knowledge, creativity and spirit. We are committed to creating barrier-free pathways that welcome and empower people with disability to work, collaborate, and create alongside us — across every part of our organisation and the stories we share.

If you require any assistance with the application process or more accessible documentation, interview process or any support with these, please contact HR Manager Atul Joshi, hrmanager@bangarra.com.au.

We aim to make our workplace accessible to all, so if you have any specific requirements, please do note them in your application or in the interview process.