

MARKETING & DEVELOPMENT MANAGER JOB DESCRIPTION

ABOUT LAKE DISTRICT MUSIC

Every year the finest musicians head to the serene Lake District for a summer festival and spring series like no other. From string quartets to jazz and baroque specialists to world music, there's an incredible selection to choose from with concerts, walks, talks, art and events for the whole family.

But it's not just about listening to today's leading musicians, this is the place to get a first glimpse of the next big thing. We love the energy and passion young musicians bring to their art, and it's part of our DNA to support them as they start their careers. For 40 years LDM has nurtured aspiring young musicians through masterclasses, debut performances, advocacy and mentoring behind the scenes. In that time some of the most exciting young talents of their generation experienced the magic of the festival, including the likes of Nicola Benedetti, Jennifer Pike, Nikolai Znaider, Steven Osborne, the Heath Quartet, Guy Johnston and more.

The 2024/2025 season marks the start of a new phase in LDM's development as we celebrate our 40th anniversary season. With a new long-term strategy, having recently merged with our support charity the 'Patrons of LDSM', and bringing their own spring concert series inhouse, this is an exciting time to take on a critical role **and we would love you to be part of it!**

THE ROLE

We are looking to recruit a creative and enthusiastic **Marketing & Development Manager** as LDM sets its sights on an ambitious new long-term strategy.

This is a key role at the centre of LDM, working directly with the Executive Director to plan and implement a wide range of creative campaigns to drive ticket sales, develop audiences, support young musicians and raise brand awareness. You will take the lead in all our print and digital strategies while also supporting our work to connect with individual donors. If you are a self-starter; someone who is multiskilled from social media and campaign management through to being a welcoming and approachable point of contact for donors and volunteers alike, then we would love to hear from you.

This is a fantastic opportunity to make a real difference within a small supportive team as LDM celebrates its 40th anniversary in 2025.

If you have at least 2 years' experience in a similar role, a strong understanding of current marketing trends, and are passionate about classical music and reaching our audiences, then this is the job for you.

Excellence in performance • Excellence in training

SALARY: £27,000 - £30,000 pro rata

HOURS: Up to full time.

Occasional evening, weekend and bank holiday working may be required in addition to full attendance at the summer festival

Please note that full time applications are preferred, but we are open to considering part time applications.

LOCATION: Kendal, with occasional travel around Cumbria particularly during the summer festival

REMOTE/HYBRID WORKING: While our preference is for the Marketing & Development Manager to work from our physical office in Kendal, we are open to remote/hybrid working arrangements for outstanding candidates.

PENSION: We enrol all our PAYE employees in a NEST pension scheme with an employer contribution of 4%.

TRAINING: Investing in our staff is important to us, equipping you with important skills for your future. We set aside a budget each year to help all our staff hone their abilities or learn something new.

WORKING WITH: Executive Director, Artistic Director, Production Coordinator, box office team, seasonal events team and volunteers

REPORTING TO: Executive Director

YOUR KEY RESPONSIBILITIES

MARKETING (85%)

- You will devise, implement and evaluate effective, data-driven marketing strategies for all print and digital campaigns
- Work with designers as well as creating some marketing collateral inhouse
- Manage and create engaging content for all digital channels
- Organise printing, distribution and mailing of LDM's print marketing and ensure a high-quality product
- Coordinate volunteers to assist in publicity
- Commission, collate and edit programme notes and all publicity materials from artists
- Arrange print and digital advertising within agreed budgets
- Play an active role in LDM's audience development strategy

DEVELOPMENT (10%)

- You will also play a supporting role in LDM's Individual Giving schemes and campaigns
- Help administer donations when necessary
- Assist with the organisation of fundraising events and other opportunities for LDM to engage with its donors

GENERAL (5%)

- As part of a small team we all have a shared role to play in the general administration of the organisation supporting our colleagues during busy periods and contributing to the wider objectives of the organisation

PERSON SPECIFICATION

ESSENTIAL SKILLS:

- You will need a minimum of 2 years' experience in a similar role
- Experience planning, executing and evaluating cross-platform campaigns to meet sales and engagement goals
- Strong digital marketing skills, including experience of managing paid and organic social campaigns
- Excellent print marketing experience, not just in terms of advertising/editorial opportunities, but large printed brochure production and mailshots
- Experience using CRM or ticketing platforms to effectively understand, segment and target audiences, feeding insights back into campaigns to build and retain audience engagement
- Demonstrable copywriting skills for a wide range of audiences and a keen eye for proofreading
- Experience of updating Wordpress website content
- Working with designers, partners and suppliers on advertising, print and distribution
- Organised and reliable with excellent attention to detail
- Able to prioritise and handle multiple tasks within a fast-paced environment
- Excellent IT skills and experience MailChimp, Photoshop (and/or other design packages)
- Approachable, welcoming, and able to energise a team of volunteers
- You will have a passion for music and/or experience of working in the arts

DESIRABLE SKILLS:

- A love of social media and an interest in staying up to date with digital trends
- Experience using Google Analytics (GA4) for tracking and reporting
- Experience using Google AdGrants
- Graphic design and video editing

The above serves as a guide and is not exhaustive; all staff are expected to undertake other duties and projects as may be reasonably required by the Executive Director. You will be working as part of a small, friendly team who all roll up their sleeves to get the job done. You may be asked to provide extra support during busy periods, working together in a mutually supportive way towards shared priorities. **But this is a team, and that means we will also help you when you need it!**

HOW TO APPLY

If you can imagine yourself joining the LDM team as our new **Marketing & Development Manager**, please send your **CV and a covering letter** outlining how you meet the requirements of the role to nick@ldsm.org.uk.

Please include details of two referees alongside your CV, and make sure to clearly label these files with your name.

We would also be grateful if you could submit an online [equal opportunities & diversity monitoring form](#) ([click here](#)).

DEADLINE TO APPLY: 13 February 2025

FIRST INTERVIEWS: 18-20 February 2025 (by Zoom)

SECOND INTERVIEWS: 25-26 February 2025 (in Kendal)

SUBMIT APPLICATIONS TO: NICK@LDSM.ORG.UK

TERMS & CONDITIONS

- Ideally you will primarily be based at LDM's office at Stricklandgate House in the centre of Kendal during typical 9am-5pm working hours. However, LDM are open to remote/hybrid working arrangements for the ideal candidate
- Occasional evening, weekend and bank holiday working may be required in addition to full attendance at the summer festival
- We expect some travel across Cumbria for required attendance at concerts, outreach projects, fundraising and other events (some of which may take place during the evenings and weekends as above)
- We will also require you to attend the full summer festival, the most important part of the year. As such, there is some provision for flexible working during less busy times in the calendar
- You will be entitled to 25 days annual leave plus Public Holidays
- Applicants must have the right to work in the United Kingdom and we may ask you for evidence before being formally offered the role. If you do not have the right to work in the UK we will not be able to consider you for this role. If you are uncertain about your eligibility to work in the UK, you are encouraged to contact the UK Borders agency.
<http://www.ukba.homeoffice.gov.uk/visas-immigration/working/>
- We anticipate that there will be some degree of manual handling within the role, such as carrying boxes of publicity materials for example, and can provide training where necessary.

EQUALITY & DIVERSITY

Lake District Music is an equal opportunities employer, meaning we are committed to providing equality of opportunity in employment to all our staff and applicants. We value diversity in our organisation and welcome applications from everyone. We recognise and understand the importance of diversity and inclusion and want our organisation to be representative of the audiences, people and communities we serve.

SAFEGUARDING

We are committed to making sure all members of our team are suitable to work with children, young people and adults. All applicants who are offered employment will be subject to a criminal record check from the Disclosure & Barring Service (DBS) before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions. Any offer of employment will also be conditional upon receiving satisfactory references from at least 2 suitable referees.