

Development and Evaluation Manager

Application Pack – May 2026



Background – Union Chapel - inspiring space, inspiring lives

Union Chapel is a unique multi award-winning performing arts venue, with a global reputation for International cultural events engaging diverse audiences. For over 30 years events have been our lifeblood and income, engaging 123,000+ visitors through 175+ events annually.

“There’s something about coming to Union Chapel. There’s just something that’s kind of left in the walls. You feel it. There’s so much life in every corner. All of that seeps in, and it helps you to give your story” (Celeste)

Union Chapel is more than a venue. A Grade I listed Gothic architectural jewel, it is also home to charities tackling homelessness, championing social justice, empowering local communities with creative groups, training and employability programmes for local communities. It is also the home to a working, progressive and inclusive church.

Profits from events substantially support our vital charitable work with local communities and we are a model of good practice for community engagement. As an example, the Hospitality provided at our events directly supports us to deliver a community and cultural programme which has transformed the lives of thousands of people.

“I depend on Margins for more than hot food, they make me feel very happy, like a valid human being, a real person and not a non-entity, I feel like an individual.”

<https://unionchapel.org.uk/>

Development and Evaluation Manager



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Job Title:	Development and Evaluation Manager
Responsible to:	Head of Development
Direct Reports:	n/a
Salary:	£38,000-£40,000
Terms:	Full-time (37.5 hours weekly) three-month probation period; three months' notice.
Benefits:	Generous Annual Leave, 23 days (rising to 28) in addition to Bank Holidays and additional days at Christmas/New Year Enhanced Maternity Leave Free tickets to gigs at Union Chapel, generous discounts on bar & food

Main Purpose of the Role

This senior role works closely with the Head of Development to help achieve Union Chapel's annual fundraising targets across core operations and a range of heritage, culture and social justice projects. As part of a small Development team, working with the Head of Development and Development Officer, with the assistance of the Marketing and Communications Manager, the postholder will lead on Trusts, Foundations and Statutory fundraising. There is also the opportunity to contribute to the growth of Individual Giving and Corporate partnerships. A key part of the role is leading on Impact Measurement and Evaluation, building on a strong framework newly in place.

This role includes contributing to the design and implementation of a comprehensive and integrated fundraising strategy that ensures a balanced and sustainable income mix, aligned with the organisation's wider strategic priorities.

As part of this, the postholder will:

- Undertake prospect research to identify new supporters across trusts, statutory funders and other income streams
- In collaboration with the Head of Development, lead on writing and submission of grant applications
- Lead on evaluation, and grant reports
- Contribute significantly to the development of Individual Giving and Corporate fundraising activity in conjunction with the Head of Development
- Be involved with the development and implementation of a new CRM
- Report routinely on progress, outcomes and recommendations to achieve targets

Grants & Statutory Funding

- Work closely with the Head of Development to develop and deliver an effective Fundraising Strategy

- Take day-to-day responsibility for achieving agreed income targets from Trusts, Foundations, Statutory Funding and Corporate Foundations
- Contribute to the development of a broader multi-income fundraising approach, ensuring grant income complements Individual Giving and Corporate income streams
- Manage and monitor a pipeline of funders, nurturing relationships and developing new opportunities
- Lead on the planning, writing and submission of compelling funding applications
- Work with the Head of Development on building and maintaining senior-level funder relationships
- Support strategic planning by providing insight, analysis and recommendations on funding opportunities and feedback from funders/donors
- Create/contribute to internal reports and attend meetings as required
- We anticipate that grants and statutory fundraising will be around 70% of the workload.

Supporting Broader Income Streams

- Work in close partnership with the Head of Development to support the development and growth of Individual Giving and Corporate income streams
- Contribute to the planning and delivery of integrated fundraising campaigns where appropriate
- Collaborate with the Marketing & Communications Manager to ensure strong alignment between fundraising messaging, funder crediting, audience engagement and income generation
- Support the development of compelling cases for support adaptable across different income streams
- Help identify opportunities to engage audiences, beneficiaries and stakeholders as supporters.

Person Specification - Development and Evaluation Manager

Essential Experience

- Applicants must have the legal right to work in the UK
- Proven experience of securing income from Trusts, Foundations and/or Statutory sources, including a track record of meeting financial targets
- Significant experience of writing successful funding applications and reports
- Experience of managing a funding pipeline, including prospect research, relationship management and income forecasting
- Experience of working collaboratively within a fundraising team, and wider internal teams

- Experience of contributing to or delivering elements of a multi-income fundraising strategy
- Demonstrable experience of monitoring, evaluation and impact measurement, including gathering, analysing and presenting data and evidence of impact in a clear and compelling way

Desirable Experience

- Experience supporting or delivering Individual Giving and/or Corporate fundraising activity
- An understanding of how audiences and beneficiaries can be engaged and developed into supporters
- Experience of contributing to the implementation or expansion of a CRM.
- Experience of using “Good CRM”
- Experience of integrated fundraising campaigns (e.g. digital appeals, cross-channel campaigns)
- Experience of working in a heritage, arts, culture, community or social justice organisation
- Experience of building key funder relationships and working with Boards, Trustees or senior stakeholders

Skills & Knowledge

- Excellent written communication skills, with the ability to produce compelling, tailored funding applications and reports
- Strong verbal communication and relationship-building skills, with the ability to engage a range of stakeholders including funders, colleagues and partners
- Good understanding of the UK fundraising landscape, particularly trusts and statutory funding
- Knowledge of fundraising best practice, including donor stewardship and income diversification
- Strong analytical skills, with the ability to interpret data, identify trends and make recommendations
- Ability to plan and manage multiple projects, deadlines and priorities effectively
- High level of attention to detail, particularly in budgeting, reporting and compliance
- Good IT skills, including use of databases/CRMs, word and spreadsheets.

Personal Attributes

- A collaborative and proactive approach, with the ability to work effectively in partnership with the Head of Development and wider team
- The ability to think strategically combined with a hands-on, delivery-focused mindset

- Strong organisational skills and the ability to work independently when required
- A commitment to evidence-based practice and learning, with curiosity about improving impact and effectiveness
- Flexible and adaptable, with a willingness to support wider team priorities and organisational needs
- Passion for the mission and values of Union Chapel, including a commitment to community, inclusion and social impact

Other Requirements

- This is a full-time role. The organisation supports flexible working, but the role requires you to work in our offices at Highbury Corner for three days weekly.
- Willingness to undertake occasional evening and weekend work where required
- Commitment to equality, diversity and inclusion

Recruitment Timetable

Deadline for Applications	10am, Monday 15 June
First Round Interviews (online)	Week commencing 22 June
Second Round Interviews	Week commencing 29 June

How to apply

Please submit your application via the [CharityJob website \(preferred\)](#)

Or by email to Recruitment@UnionChapel.org.UK using “Development and Evaluation Manager” as the subject.

Your application should include your CV, a supporting statement that covers your interest in this role and addresses how your skills and experience meet the requirements of our person specification and our Equal Opportunity Monitoring form.

Thank you for your interest in the role, we look forward to hearing from you!

Equality and Diversity

We are working to become an organisation that is representative of our local community and want to recruit people from a range of backgrounds who reflect the diversity of our community. We particularly encourage applicants who are currently underrepresented in our board, workforce and wider sector. This includes but is not limited to candidates who identify as being from Black, Asian and other ethnic backgrounds from the global majority, and candidates who identify as being disabled. We also particularly welcome applicants with their own lived experiences of the challenges we aim to address.

[Union Chapel Equal Opportunities Monitoring Form](#)



Photo Credits

Front page: *Live At The Chapel by James Bridle*

Last page: *Ed Gamble by James Bridle | Seckou Keita by Tatiana Gorilovsky*

Community Leaders by Michael Chandler | The Margins Project Chef Iraj

