



Head of Development

Reports to: Director
Role type: Full-time
Manages: Development Team, Membership Officer
Location: Bangalore
Contract: Permanent
Salary: Competitive
Commencing: Immediately
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About MAP

The Museum of Art & Photography (MAP), Bengaluru, was built to preserve South Asian visual art and heritage, and cultivate a museum-going culture in India. Housed in the heart of Bengaluru on Kasturba Road, the museum rests in a state-of-the-art, 44,000 square foot building.

Our mission is to harness the transformative potential of art, to enrich lives, ignite creativity, and connect people. We make art accessible and engaging for everyone through innovative experiences, meaningful dialogue and building communities. MAP's collection includes artworks that are predominantly from South Asia. Our collection encompasses Modern and contemporary art, living traditions, textiles, craft and design, pop culture, pre modern art and photography, dating from the tenth century to contemporary times.

MAP is focused on inclusion, using technology and public-facing scholarship, to develop interdisciplinary exhibitions and research initiatives that connect history to contemporary concerns. Having launched online in December 2020, at the height of the pandemic, as India's only digital-first museum, and then physically in February 2023, MAP has been bringing its collection to life through multiple pathways. The museum's online and offline programming enables us to reach broad and diverse audiences, from young students and emerging artists to seasoned researchers and international collaborators. The museum works with local artists and collaborators while also bringing leading international artists to the region and fostering trans-national collaborations in Asia, and beyond.

The museum's focus in the years ahead rests on three essential pillars: rigorous scholarship, deep relationships with artists, and the thoughtful integration of technology — each inseparable from our core commitment to access and equity.

Role Overview

The Head of Development is responsible for leading MAP's comprehensive fundraising strategy and ensuring the financial sustainability of the organisation's mission. This senior leadership position serves as the primary interface between the organisation's funding requirements and diverse funding sources, including individual donors, corporate sponsors, trusts, foundations, and public funding bodies. The role encompasses strategic fundraising planning, direct management of the development team, oversight of donor relationship management, and accountability for financial reporting and organisational governance. The Head of Development operates at the intersection of organisational leadership and philanthropic practice, requiring both strategic visionary thinking and meticulous operational management. This position is critical to MAP's ability to fund its Capital Campaign, build its Endowment Fund, and sustain programmatic excellence across all organisational initiatives.

Duties and Responsibilities

- Lead the development and implementation of MAP's fundraising strategy, including setting annual revenue targets across all funding streams and monitoring progress against organisational goals.
- Drive diversified income generation across corporate partnerships, individual donors, trusts, foundations, and public funding sources to support the Capital Campaign and Endowment Fund objectives.
- Manage the organisational development budget in collaboration with Finance and senior leadership, including income projections, expenditure tracking, and variance analyses for Board reporting.
- Bridge fundraising strategy and programme delivery by working collaboratively with implementation teams to ensure donor commitments align with organizational capacity and that grant conditions are clearly understood organisation-wide.
- Lead the drafting and submission of grant applications, corporate proposals, letters of request, and other major fundraising documents.
- Build and maintain the organisation's core Case for Support document, ensuring consistent and compelling representation of MAP's mission and impact across all fundraising communications.

- Oversee development operations including donor database management in GiveLife CRM, gift processing, acknowledgement workflows, record-keeping, and team coordination.
- Line-manage the Development Officer and Development Assistant, setting performance objectives, reviewing work, and building a collaborative and accountable team culture.
- Maintain and nurture relationships with current donors through regular updates, personalised communications, and a structured stewardship programme designed to retain and upgrade donor support over time.
- Drive fundraising communications in partnership with the Head of Marketing & Communications, overseeing fundraising literature, campaign materials, and social media content.
- Represent MAP at networking events, conferences, and external occasions to build relationships and position the organization within the philanthropic community.
- Design and deliver regular fundraising reports to Directors and Board, tracking progress against targets, flagging risks early, and providing financial forecasts as part of organizational governance and accountability structures.
- Explore partnership opportunities with organizations in India and internationally to unlock new funding channels and collaborative initiatives.
- Stay current with global fundraising practices, emerging trends, and innovative approaches to sustainable funding.
- Research and evaluate regular giving schemes and individual giving programmes to expand sustainable revenue streams.

Qualifications and Requirements:

Educational Background:

Master's degree required. Qualifications or post-graduate study in nonprofit management, fundraising, development, business administration, or related disciplines are advantageous.

Experience:

Minimum 7-10 years of professional development and fundraising experience, including demonstrated success in managing comprehensive fundraising programmes across multiple funding sources. Candidates must have direct experience with grant writing, donor relationship management, and team

leadership. Prior experience working in arts, culture, or nonprofit organizations is strongly preferred.

Skills:

- Expert-level grant writing and proposal development capability across various funding sources and formats.
- Proficiency with donor relationship management systems, particularly GiveLife CRM or equivalent platforms.
- Strong financial acumen including budget development, monitoring, forecasting, and variance analysis.
- Excellent written and verbal communication skills, with ability to craft compelling narratives and communicate complex information to diverse audiences.
- Strong project management and organizational skills with ability to manage multiple concurrent initiatives and stakeholders.
- Demonstrated team leadership and people management capability.

Qualities:

- Strategic orientation with ability to develop long-term funding plans aligned with organizational mission and goals.
- Strong relationship-building capability with comfort in cultivating relationships across diverse stakeholder groups.
- Intellectual curiosity and commitment to continuous learning regarding philanthropic trends and best practices.
- High ethical standards and commitment to fundraising practice aligned with professional codes of conduct.
- Collaborative orientation with ability to work effectively across organizational departments and with external stakeholders.
- Adaptability and resilience in a dynamic organizational environment.
- Passion for arts and cultural institutions and commitment to access and equity in the arts.

What We Offer:

- Opportunity to work in a dynamic and innovative museum environment.

- Professional development opportunities to grow within the field.
- Competitive salary.

Equality & Diversity

We value and promote inclusion in every aspect of our work and at every level of our organisation. We value diversity in thought and perspective. We aim to provide an environment that welcomes people of all backgrounds and experiences.

Persons are recruited, hired and promoted without regard to caste, gender, religion, age, sexual orientation, gender identity, gender expression and disabilities.