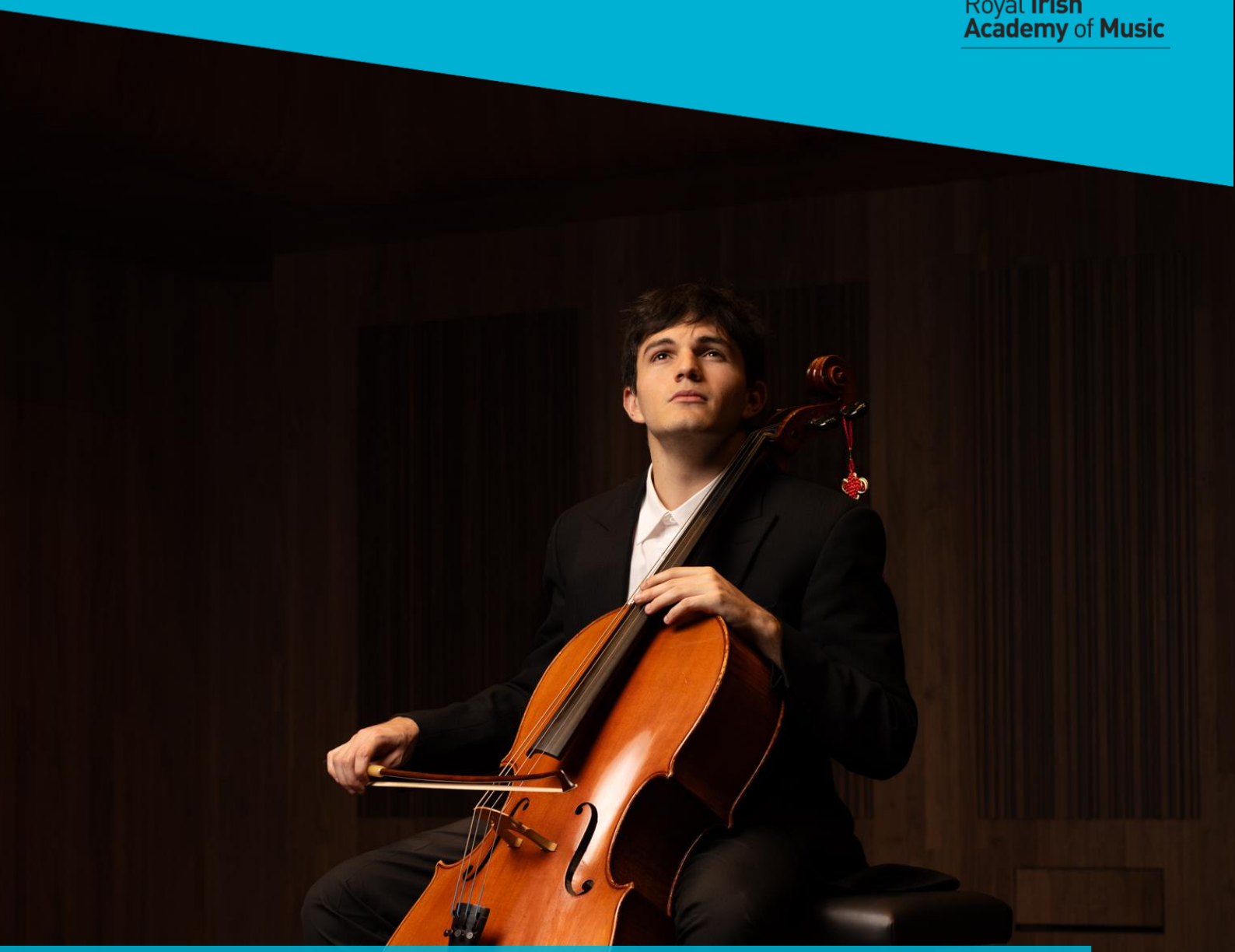
RIAM
Royal Irish Academy of Music



Strategic Advisor to RIAM 180 Campaign

CANDIDATE INFORMATION BOOKLET
NOVEMBER 2026

About the Royal Irish Academy of Music

The Royal Irish Academy of Music (RIAM) is Ireland's oldest conservatoire of music, rooted in a strong heritage while looking outward to the future of music education and performance. Based in Dublin and ranked 12th in the QS World University Rankings for Music 2026, we are a vibrant learning community of young children, school pupils, undergraduates, postgraduates, adult learners and practising professionals. RIAM is an associate college of Trinity College Dublin.

We nurture emerging artists because music matters: it enriches individual lives and shapes culture. Staff and students work together in an environment that values authentic listening, authentic artistry, high performance, humility and care, helping people flourish as artists, educators, colleagues and leaders.

RIAM is a classical conservatoire with a distinctive, innovative character. Our undergraduate and postgraduate programmes attract talented musicians from Ireland and internationally. Our strategy, RIAM 180: The Ascension Strategy 2026–2030, sets out our ambition to be a National Conservatoire of Global Consequence.

Alongside our degree programmes, RIAM has a rich ecosystem of lifelong learning. The Junior Academy supports the next generation of performers, from Early Years classes without audition to intensive one-to-one study for committed young musicians. Our Adult Division offers both beginner pathways and advanced opportunities for enthusiasts and experienced performers.

RIAM Exams extend the Academy's reach into studios, schools and homes across Ireland and beyond. Practical Grade Exams, Performance Grade Exams and GOAL Performance Exams offer flexible assessment in both in-person and recorded formats. We support teachers, parents and learners with flexible, progressive assessment.

Performance is at the heart of RIAM. The 300-seat Whyte Recital Hall hosts student recitals, faculty concerts, visiting artists and collaborations with national orchestras and chamber ensembles. The Academy curates a cohesive artistic programme in this space, blending RIAM produced events with carefully chosen hires to connect students and visiting artists with audiences from the musical community and the wider public.

For staff, RIAM offers an environment that prizes collaboration, learning and shared purpose. Colleagues across teaching, artistic leadership, administration, marketing and student support deliver an experience that is rigorous, human and responsive to change. Staff help shape new programmes, digital innovation and international outreach within a community centred on artistry, curiosity and care.

Strategic Advisor to RIAM 180 Campaign

Reporting to:	RIAM Director
Role type:	Full-time 35 net working hours per week
Annual leave:	29 days annual leave per annum (including RIAM closure days)
Salary Scale:	Assistant Principal Officer Pay Scale €90,005 to €115,759 depending on experience.
Pension:	Employer pension scheme with minimum employee pension contribution set at 5% of gross salary and employer contribution at 10% of gross salary.
Contract:	This is a full-time, fixed-term appointment for two years. The fixed-term nature of the appointment is objectively justified by the specific and time-bound requirement to plan, establish and deliver the initial phase of the RIAM 180 fundraising campaign. The appointment will end after two years, unless terminated earlier in accordance with the terms of the contract.
Location:	RIAM, 36 – 38 Westland Row, Dublin 2.
Start Date:	January 2027

The nature of this role will involve on-site/office work and the flexibility for remote work in line with the **RIAM Policy**.

This role will involve occasional travel; therefore, the successful candidate must hold a valid passport and full driving license.

Due to the donor-facing nature of the role, occasional evening and weekend work and travel will be required. Appropriate flexibility and time off in lieu will apply in accordance with RIAM policy and the Organisation of Working Time Act 1997.

Applicants for this role must be legally entitled to work in Ireland.

ROLE DESCRIPTION:

The Royal Irish Academy of Music is seeking to recruit a highly experienced Strategic Advisor to the RIAM 180 Campaign to drive the Fundraising and Development Campaign required to deliver on RIAM's new 2026-2030 Strategy, RIAM 180: The Ascension Strategy.

Reporting directly to the Director of the Royal Irish Academy of Music, the Strategic Advisor will work closely with the Head of Development and the growing Development Team to help raise transformational levels of philanthropic funding to meet RIAM's bold ambition to evolve from a venerable national conservatoire to a National Conservatoire of Global Consequence.

Campaign Ownership and Development Interface

The Strategic Advisor will act as senior strategic advisor and be accountable to the RIAM Director for designing and delivering the RIAM 180 campaign, combining strategic leadership, campaign management and the securing of transformational gifts. This is very much a campaign leadership role, as well as a frontline fundraising appointment.

The Head of Development will work closely with the Strategic Advisor to deliver the RIAM 180 campaign, while still managing and leading RIAM's Development Team, focused on corporate fundraising, annual fundraising, established stewardship programmes and the shared prospect research and donor-management systems. The Strategic Advisor will lead campaign strategy, the campaign major-gift pipeline, campaign-specific donor propositions and stewardship plans, and campaign communications priorities.

Within an approved campaign plan and delegated authority, the Strategic Advisor will set day-to-day campaign priorities, sequence cultivation and solicitation activity, and coordinate campaign delivery. The role will develop the campaign infrastructure and resource plan, manage the approved campaign operating budget, and manage any staff assigned to the campaign. Institutional strategy, the overall campaign target, new appointments and commitments outside delegated authority will remain subject to RIAM's approval processes.

Achieving this ambition will require a significant step-change in the levels of philanthropic support raised by the Academy to date. The successful candidate will be a very skilled development professional with demonstrable experience of delivering multi-million euro fundraising campaigns across a variety of cultural and educational institutions.

This is a rare opportunity for an experienced fundraising leader to build a transformational campaign around an historic institution with a compelling artistic mission and a clear strategic ambition.

The Opportunity

At RIAM, we are at the midpoint of an exciting and ambitious journey. In 2023 we opened a new €27m, 6,500 sq m campus and recital hall, putting us on a par with the best conservatoires in the world. This has created the platform for the next 10-year stage of our transformation. Currently ranked No 12 in the QS World University Ranking for Music, our current 2026-2030 Strategy outlines new ambitious and far-reaching plans for the Academy. At the heart of this strategy is a cultural shift: a collective embrace of music as both an art and a science, and a recognition of its profound societal impact. RIAM's vision is to cultivate musicians of exceptional calibre and to create the conditions in which extraordinary musicians can develop in Ireland and compete internationally, while strengthening Ireland's reputation as a country of artistic and cultural excellence.

The Strategic Advisor will be central to devising and leading on a Fundraising and Development Strategy to drive the delivery of RIAM 180 philanthropic objectives including: Campus 2.0; scholarships and endowment; international artist and artistic project development under the auspices of a new graduate school. The Strategic Advisor will translate this ambition into a deliverable campaign plan, with the final fundraising target, phasing and timetable informed by feasibility testing and institutional approval.

The Strategic Advisor will have autonomy to lead on the campaign strategy, build and manage the major-gift pipeline, engage Ireland's philanthropic and business communities, open new philanthropic networks internationally, and create and nurture the relationships capable of generating significant gifts for RIAM.

Reporting to RIAM's Director and working with the Head of Development, RIAM's Board of Governors and Senior Leadership, the Strategic Advisor will provide the strategic leadership and focus required to deliver the RIAM180 ambition.

Over the past 10 years, RIAM has created a core group of supporters who have given significant levels to the previous Capital Campaign. In addition, annual development income from corporate and individual supporters has grown substantially in recent years. The Strategic Advisor will work to build on this recent success, bringing significant experience of delivering successful campaigns through growing a committed and involved network of philanthropic supporters across HNW individuals, major corporations and leading cultural trusts and foundations.

RIAM has a 501(c)(3) foundation, which serves our US donors, and has also been a recipient of donations through the Ireland Funds. RIAM is a registered charity (RCN: 20002572 / CHY: 1794).

ROLE RESPONSIBILITIES:

Campaign Leadership

- Develop and execute the overall strategy for delivering the RIAM 180 fundraising campaign in conjunction with RIAM's Director and RIAM's Head of Development
- Identify campaign phases, objectives, priorities, KPIs, targets and milestones, supported by a gift table setting out the number and value of gifts required at each level and the prospects needed to achieve them
- Maintain a rigorous approach to ensuring ongoing momentum of the campaign through careful planning and execution, and collaboration with all relevant stakeholders
- Manage a portfolio of principal and major gift prospects and lead selected cultivation, solicitation and closing activity, including preparing senior leaders and campaign advocates for donor meetings
- Ensure campaign focus remains closely aligned with RIAM's 2026-2030 Strategy and financial objectives
- Identify and establish a Campaign leadership structure to engage campaign ambassadors and champions from among RIAM's senior leadership and Board of Governors, Existing Donors and Supporters, as well as RIAM's wider network of cultural influence at home and abroad.
- Identify and establish relationships with a network of internal stakeholders including but not limited to finance, communications and marketing, programming and faculty leadership
- Prepare campaign updates for RIAM's Director and Board of Governors.
- Lead feasibility testing and campaign readiness assessment, using evidence from donor engagement and prospect capacity to recommend the target, phasing and launch criteria for institutional approval
- Ensure that campaign cultivation, solicitation, gift acceptance, recognition, data management and stewardship are undertaken in accordance with RIAM policies, charity governance requirements, data protection obligations and approved ethical and reputational risk procedures.
- Develop and manage the approved campaign budget and resource plan, manage any assigned campaign staff and coordinate shared resources with the Head of Development, finance, communications and marketing
- Develop campaign reporting and analytics covering gifts and pledges, funds received, pipeline value and readiness, expenditure, forecast income and progress against milestones; using this evidence to adjust delivery and recommend corrective action
- Ensure an orderly transfer of campaign knowledge and responsibilities at the conclusion of the appointment.

Prospect Development

As well as managing relationships with existing major donors, a key focus of the role will be in identifying and cultivating new prospects and relationships across:

- Major philanthropists and High-Net-Worth Individuals in Ireland
- Irish and Irish-connected philanthropists internationally
- Family foundations and charitable trusts
- Business leaders and entrepreneurs
- US and international foundations
- Corporate foundations
- Cultural and educational philanthropic networks
- Philanthropic individuals with strong affinities to music, education, Ireland and cultural leadership
- RIAM alumni and families.

Donor Proposition and Case for Support

The Strategic Advisor, in close collaboration with RIAM's Director and RIAM's Head of Development, will lead on the shaping and articulation of a compelling Case for Support and Philanthropic Investment. This will include developing:

- Campaign and Major Gift propositions in line with the areas requiring philanthropic investment identified in RIAM 180: The Ascension Strategy
- Bespoke proposals for individual donors, institutions or foundations
- Investment propositions around RIAM's Student Scholarship and other Endowment Fund, and Legacies
- Capital propositions around RIAM Campus 2.0 as central to the delivery of student housing
- Naming and recognition opportunities around Scholarships, Campus 2.0 and RIAM's new Graduate School
- Proposals around on-going stewardship of existing and new supporters ensuring a committed and engaged network of donors and patrons long into the future.

PERSON SPECIFICATION:

Essential

- Experience of leading a fundraising campaign in excess of €100 million.
- Significant senior-level experience of successfully delivering multi-million euro fundraising philanthropic campaigns within higher education, arts and culture, or another comparable environment in an Irish context
- A proven track record of securing transformational levels of major gifts and philanthropic investments
- Experience of developing long-term relationships with high-net-worth individuals, philanthropists, major funders to deliver transformational projects
- Experience of building and managing a prospect pipeline required for delivering a successful campaign
- Experience of developing a compelling case for support and donor-focused propositions and proposals
- Excellent relationship management and communication skills at a level appropriate to this senior position
- Strong negotiation, influencing and networking skills across a variety of situations
- An ability to deliver success within agreed timeframes and in line with objectives, with a focus on resilience, sound judgement, strategic planning and diplomacy
- Demonstrable experience of leading a campaign from planning and feasibility through delivery, including campaign governance, volunteer leadership, gift-table development, pipeline analytics, budgeting and reporting
- Demonstrable understanding of ethical fundraising, donor due diligence, data protection, gift acceptance and reputational risk.

Desirable

- A knowledge and/or appreciation of classical music
- An understanding of how Irish educational institutions build long-term philanthropic investment
- Strong analytical, planning and budgeting skills with a focus on return on investment.

Personal Qualities

To deliver a successful campaign the Strategic Advisor must display a range of personal attributes including:

- Ambitious - with an ability to see the scale of the opportunity to transform RIAM and music education in Ireland, and to be able to excite and inspire others to share and support this opportunity
- Influential – an excellent and compelling communicator capable of articulating RIAM's ambitions and vision in a manner that resonates and motivates prospective donors, supporters and stakeholders
- Collaborative – a person who builds genuine relationships with individuals, understanding their values, motivations and personal and professional interests, and can align them with RIAM's mission to deliver transformational change. Able to align senior leaders, Development colleagues and campaign advocates around shared priorities and clear accountability
- Entrepreneurial – with a strategic and nuanced approach to developing new

relationships, opening doors and engaging prospects in a credible and purposeful manner

- Strategic – able to translate institutional ambition into a phased, evidence-led campaign plan, prioritise opportunities and resources, and balance immediate fundraising progress with long-term philanthropic relationships
- Resilient – able to sustain momentum through long cultivation cycles, exercise sound judgement under pressure and adapt to setbacks without losing focus on agreed campaign objectives.

APPLICATION

Please email a cover letter (500 words max) and CV outlining your experience and suitability for the role to Ruth Meehan **ruthmeehan@riam.ie**.

Closing date for receipt of your application is **4pm on Friday 4th December 2026**. (Late applications will not be accepted).

It is anticipated that interviews for this post will be in person and in RIAM on Westland Row and take place in the **week beginning 7th December 2026**

RIAM is committed to building a diverse, inclusive and equitable workplace. We welcome applications from all sections of the community and are committed to ensuring an inclusive recruitment process.

Contact information

For further information please contact Ruth Meehan ruthmeehan@riam.ie

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36 - 38 Westland Row, Dublin 2

www.riam.ie
info@riam.ie
@RIAMDublin

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