



Lucy Cavendish College
University of Cambridge

Candidate Pack

Deputy Development Director



Platinum
Colleges
Award



Excellence
Award



Innovation
Award



About Lucy Cavendish

Since our founding in 1965, Lucy Cavendish College has led the way in championing inclusion. Originally an institution founded for mature women and which transformed their life chances and gave them professional careers, the College decided to open those opportunities to new groups of under-represented women of all ages (generally 18+) from October 2020 and from all ages and genders from September 2021, and to welcome and support particularly those who have a passion and commitment to address the global challenges that characterise our societies in the 21st Century.

Today, our vibrant student community spans more than 85 countries, and we are the first and only Cambridge college to admit over 90% of UK undergraduates from state schools. At Lucy Cavendish College, we attract, support, and empower talented students who are driven to lead change, make a difference, and create a positive and lasting impact on society. Through excellence in education, research, and leadership, we aim to unlock potential and inspire the next generation of inclusive, innovative, and impactful leaders. Currently, the student community comprises 455 undergraduates and 638 postgraduates.

Lucy is a relaxed, friendly and dynamic community and we are proud to be a driving force of positive change. The College employs just over 120 administration and operational staff members.



Job Summary

Deputy Development Director

Posted: 22 October 2026

Salary: circa £55,000 p.a.

Hours: Full time, 37.5 hours per week

Closing date: 9am on 9 November 2026

Job Type: Permanent

Interview Date: Tuesday 17 November 2026

We are seeking an experienced and enthusiastic fundraiser to join Lucy Cavendish College as Deputy Development Director. The College has ambitious fundraising plans, and this role will play a key part in delivery this strategy.

Working closely with the Development Director, you will manage a portfolio of approximately 100 prospects and donors, developing and delivering tailored cultivation and stewardship strategies that inspire philanthropic support for the College's priorities. You will also provide strategic oversight of the College's annual giving programme, alumni relations and events, ensuring that engagement and fundraising activity work together to strengthen the College's community of supporters.

As Deputy to the Development Director, the postholder will take a leading role in the day-to-day management of the Development Office, with responsibility for line managing and supporting the members of the team. They will provide clear direction, guidance and support, encourage professional development, and help create a positive, collaborative and high-performing working environment in which colleagues can thrive.

The postholder will also oversee key operational aspects of the Development Office, ensuring that systems, processes and ways of working are effective, well-coordinated and support the team's priorities. Working closely with the Development Director, they will help manage workloads and resources, coordinate activity across fundraising, alumni relations and events, and ensure the smooth running of the office.

This is an important leadership role within a friendly and ambitious team, combining frontline fundraising with responsibility for the people and operations that underpin the College's development activity.

To learn more about this post or to make an informal enquiry please contact: the Development Director, Jo Ryan at development@lucy.cam.ac.uk.

For more information, please see the accompanying job description and person specification available to view on our [website](#).



Hear from our staff



The recruitment process at Lucy was the most transparent and encouraging that I've experienced so far. Communications were clear throughout, and this gave me a positive impression of College as a workplace from the very start. This only improved when I came in for my interview. My now colleagues had an open conversation with me about what I could bring to the role, and how the job advertised could fit in my personal career aspirations. I was instantly convinced that I would accept if offered the position, and have since found that the whole experience is representative of what Lucy is all about as workplace: there is a strong interest in each member of staff as an individual, and opportunities for professional development provide us all with opportunities to grow in the direction that we ourselves wish to go. Similarly, staff don't hide in their own silos, but tend to look out for opportunities to collaborate and learn about what others are doing. It also has none of the stuffiness that one might associate with Cambridge colleges!

Koenraad,
Assistant Tutorial Programme Coordinator

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From finding the advertisement to beginning my role, the process was very clear and welcoming. I was provided with useful information to support my research for the interview, leaving me feeling informed about the work I might be undertaking. At the interview, I was greeted by friendly faces, a tour of a beautiful college, and enjoyable conversations with those who interviewed me. Since starting my position, everyone has been happy to explain systems and support me as I settle in. The staff, the setting, and the students make Lucy a great place to work.

Izzy,
Project Coordinator



Working at Lucy Cavendish has been a really positive experience from the very beginning. The recruitment process was welcoming, well-organised and a clear reflection of the College's ethos. I felt supported throughout, with a friendly and encouraging interview that gave me the opportunity to best show my experience. Since joining Lucy, I've enjoyed being part of a collaborative and supportive team. The College has a genuinely warm atmosphere, and a shared commitment amongst staff to deliver the best possible experience for our students. It's a great place to work, within beautiful surroundings, and somewhere I feel very happy coming to each day.

Nicola,
Student Futures Coordinator

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Hear from our students



My time at Lucy Cavendish so far has been nothing short of incredible. Our college stands out for its welcoming and inclusive community, so much so that when introducing incoming students to Lucy during the summer, I emphasised that joining this college is like joining a family: the Lucy Cavendish family, a home away from home. Being a part of this community is truly my favourite part of university life - walking into the cafe and seeing familiar, smiley faces always brightens my day.

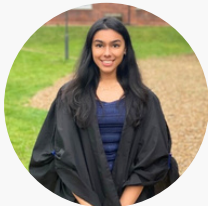
Poppy,
English

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Even after just one term at Lucy Cavendish, I have thoroughly enjoyed my studies and have benefited enormously from the vast range of support available within the college and wider university.

Roman,
Modern and Medieval Languages



The welcoming community including the friendly porters and ‘Lucians’ make our College incredibly unique. Our College supports each of its students to make the most of every opportunity, making Cambridge a memorable experience. Lucy has become my home away from home.

Preksha,
Psychological and Behavioural Sciences

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Benefits

At Lucy Cavendish College we provide a range of benefits to our Staff including:

- 36 days holiday pro rata (inclusive of Christmas closure and bank holidays)
- Free meals on shift
- A 6% employer contributory pension scheme
- Free car parking (if available)
- Life assurance x3 salary
- A health cash back scheme
- Cycle to work scheme
- Wellbeing programme including free yoga and bootcamp sessions
- College gym
- College punt hire
- Employee Assistance Programme
- Agile Working (role dependant)

Application Process

To apply for this role, visit our application website [here](#).

Closing date: 9am on Monday 9 November 2026

Interviews: Tuesday 17 November 2026

Please ensure your application demonstrates how you meet the essential requirements of the Person Specification for the role.



“Feel free to send us an email if you have any questions”

Alison
Head of HR
recruitment@lucy.cam.ac.uk



Paris
HR Assistant
recruitment@lucy.cam.ac.uk