Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi-wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses) and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.
Welcome to Advancement! I hope that once you have read through this pack that you will want to join what I think is one of the friendliest, most supportive teams I have had the privilege of working with. I love working here.

I get to work with a group of passionate, creative and dynamic individuals who are committed to supporting each other and the communities we serve. People are at the heart of everything we do, whether they are the students supported through scholarships, academics whose world-changing research we help to fund or the exceptional colleagues we get to work with every day.

We have big ambitions as we look ahead to our next campaign. We know that we can exceed the extraordinary success of the Believe Campaign and are looking for people like you to help deliver on that ambition and impact.

We want to represent the student body we support, the donor and alumni constituency we engage with, and the incredible city of Melbourne so we are committed to building a diverse team.

If you are attracted by the scale of our ambition, the excellence of our campaign and the opportunity to play a big part in making our plans a reality, we’d love to hear from you.

Nick Blinco
Vice-President
(Advancement, Communications and Marketing)
Senior Project Manager, Principal Gifts, Advancement
Dear Applicant,

Thank you for your interest in the position of Senior Project Manager, Principal Gifts. We believe this is the most exciting Senior Project Manager in Australia and we hope you will feel compelled to apply after reading the candidate information!

We’re Advancement at Melbourne, and we believe that passionate people make an impact and inspire others to make a difference for the greater good. What we are doing at the University of Melbourne in the Principal Gifts space is innovative, cutting-edge and transformative. We welcome your fresh insights to expand on this great work.

We are looking for a Senior Project Manager who will play a critical role in the capacity of the Principal Gifts team (PGT) to cultivate relationships with the University’s most generous and transformative donors. These are supporters with the capacity and interest to make gifts of $5M or more, whose philanthropy inspires significant and powerful societal change through the University.

The PGT works collaboratively with teams within Advancement and across the institution to drive principal gift opportunities, including with donors whose gifts stretch across multiple areas of interest. The incumbent will project manage the broad program of works that enable these complex opportunities to be realised.

Our team reports that our office is a dynamic and friendly place to work. We always look to innovate, collaborate and think creatively about the mission of the University. We aim to work at the cutting edge of philanthropy for research and education, and are seeking entrepreneurial and diverse mindsets to help us achieve this. It is an exciting time to join us as we look beyond our successful $1bn Believe Campaign that closed ahead of target at the end of 2021. The University of Melbourne is investing in our team with increased resources to enable us to deliver even more impact to the communities we serve locally, nationally and globally. This is an exciting time to join our team!

We understand that marginalised communities often self-opt out of opportunities – we really want to hear from you. Please advise us if you have access needs at any stage of the recruitment process when making an application. Or do you need to work more flexibly than the traditional 9 am to 5 pm, Monday to Friday? We are open to discussing more flexible ways of working, including part-time and job sharing. Please let us know if this is something you’d like to explore as we are open to considering your needs.

Regards,

Oonagh Kane
Senior Director, Advancement
We’re looking for the right people, not the right CV.
If you’re values-driven and looking to pivot into something meaningful, we’re interested in you. At the University of Melbourne, we believe that interesting people with different backgrounds make us stronger. So if you believe in the impact of education and research, we want to hear from you. Be a part of Advancement at Melbourne and shape our world’s future.
Philanthropy and Engagement

A career in Advancement at the University of Melbourne means supporting research and education that changes lives. If you are looking to pivot into something meaningful and mission-driven, we’re interested in you.

We are a team of 120 who raise major philanthropic gifts from alumni and non-alumni sources, and encourage lifelong relationships between the University, its alumni and its supporters. We ensure that our global community of more than 500,000 alumni is informed about developments within the University and equipped to be effective ambassadors, volunteers and advocates.

Great things happen at the University of Melbourne because of the work we do. It could be finding a new treatment for cancer, building innovative solutions to the climate crisis or creating scholarships for widening participation. Everyone in our Advancement office plays an important role in making this happen. We are a friendly, professional, collaborative and supportive team – mission-driven and committed to delivering the University’s goals. And while we are the number one university in Australia and a global leader, we are equally renowned as a welcoming place – somewhere you will want to stay and grow.

Our office is a stimulating and supportive place to work. Driven by the desire to make a difference, we encourage our teams to be ambitious and bold, to stretch themselves and not be afraid to try something new. So much of what we do is about building and nurturing relationships – whether that be with each other, with colleagues across the University or with our alumni and donors – which is why integrity is at the heart of how we work.

We enjoy each other’s company and find opportunities to have fun, during and after work hours, through activities such as our Advancement Book Club, First Thursday drinks, Daily Quiz rounds and a weekly morning tea get-together.

Philanthropy at the University of Melbourne

From its foundation in 1853, the University of Melbourne has benefited from generous philanthropic support from alumni, staff, parents and friends. Philanthropy and alumni engagement are built into the fabric of the University - philanthropy changes lives here.

The University is committed to philanthropy, recognising that it brings major benefits to future generations - not only scholars, students and alumni, but of nations and communities everywhere.

These benefits range from the expansion of cutting-edge research to giving students access to the very best in teaching and learning, to supporting and strengthening the arts. Increasingly, the impact goes well beyond the University into Australian and global communities.

We have recently completed, Believe, the most successful higher education fundraising campaign in Australian history. The campaign raised more than $1 billion from nearly 30,000 donors, engaging over 100,000 alumni. Read more about Believe here: Giving power to possibility - Alumni, University of Melbourne.

The campaign having concluded, we are already looking ahead.

Philanthropy remains at the heart of our most ambitious objectives, and of the University’s 2030 Advancing Melbourne strategic plan. The engagement of our alumni and friends will be critical to the thriving life of the University.
We are recruiting for the role of Senior Project Manager to join our successful and rapidly expanding Advancement team.

The Senior Project Manager, Principal Gifts will play a critical role in the capacity of the Principal Gifts team (PGT) to cultivate relationships with the University’s most generous and transformative donors. These are supporters with the capacity and interest to make gifts of $5M or more, whose philanthropy inspires significant and powerful societal change through the University.

The PGT works collaboratively with teams within Advancement and across the institution to drive principal gift opportunities, including with donors whose gifts stretch across multiple areas of interest. The incumbent will project manage the broad program of works that enable these complex opportunities to be realised.

The Senior Project Manager supports the development and implementation of principal gift donor engagement strategies, with PGT members and collaboratively with colleagues across Advancement and the wider University. The role requires exceptional communication, adaptability, and responsiveness to the needs of the principal gift landscape.

The incumbent will receive broad direction from the Senior Director but is expected to work with the highest level of autonomy and independence. This position requires a significant degree of tact, diplomacy, and maturity to develop positive and productive relationships with key stakeholders, including senior Advancement leadership, academic and professional staff and donors. High level judgement, analytical and problem-solving skills are required.

Exceptional relationship development and interpersonal skills, the ability to prioritise tasks and to influence colleagues and stakeholders are all critical to the effectiveness of this role. The role requires a high level of attention to detail, a sound understanding of IT and other systems that support project management and philanthropic fundraising activities. Experience in, or a sophisticated understanding of fundraising, relationship management and project management are essential.
Job description: Key duties and responsibilities

Role
Senior Project Manager, Principal Gifts

Location
Parkville Campus, Melbourne, Australia

Salary
Professional salary classification UOM 9 - $129,154 - $134,374 per annum (pro rata for part-time)
Plus employer superannuation contribution of 17%

Hours of work
For staff under the Enterprise Agreement the standard working week is 36.25 hours which equates to 7.25 hours per day. The standard hours of work for a full-time staff member are 8:45 am to 5:00 pm with an hour for lunch but this pattern can be varied with agreement from the senior director. We support flexible work arrangements, and these can be discussed with your senior director.

Length of employment:
Continuing

Reports to
Senior Director, Advancement

Direct budget accountability
N/A

Direct reports
0

Key internal relationships
This role will work closely with the Principal Gifts team members and will also build strong relationships with:

• Senior Advancement Leadership
• Academic and professional staff
• Donors
• Prospect Research team

Core Accountabilities:
We are looking for someone who can:

• Work with the Senior Director, Principal Gifts to develop, implement and deliver a Principal Gifts strategy.
• Support the implementation of the collaborative working model for principal gifts across Advancement.
• Drive activity to maximise principal gift opportunities, including:
  - Co-ordinate prospect strategy meetings and ensure follow up actions implemented.
  - Actively contribute to cultivation, solicitation and stewardship plans
  - Gather and synthesize donor and prospect information to inform strategies
  - Maintain and track plans for all PG prospects and ensure that agreed upon strategies are executed
  - Draft and help prepare material including detailed donor visit briefings, proposals, background documents and presentation materials.
  - Develop and manage effective working relationships between key teams across Advancement and the wider University to realise principal gift opportunities.
  - Act as liaison between key stakeholders to co-ordinate the development and delivery of gift proposals.
  - Work in partnership with the Prospect Research team to track proposal pipeline, including producing reports and analysis for senior leadership.
  - Support core operational activities, including performance management and review processes, budget management and target setting and tracking.
  - Drive principal gift activity through relevant data collection and curation of reports.
  - Assist with the preparation of contact reports, oversee follow up actions from Principal Gifts team meetings and update Salesforce with relevant actions.
  - Serve as an active member of the Advancement team, encouraging a strong, supportive, safe and enjoyable office culture and modelling desired behaviours to achieve this
Selection Criteria:

**Essential**

**Education/Qualifications**
- A post-graduate qualification (with extensive relevant experience); or an equivalent combination of relevant extensive experience and education/training

**Skills and Experience**
- Outstanding oral, written and interpersonal skills.
- Significant experience managing projects, particularly complex projects involving multiple stakeholders.
- Demonstrated excellent organisational skills, including the ability to work efficiently, manage competing priorities and deliver to tight deadlines in a busy environment.
- Extensive experience of preparing briefing documents, compelling presentations and proposals.
- Experience with analysing data and content, and the ability to distil complex content and create succinct briefings for key stakeholders.
- Exceptional attention to detail and follow through, ensuring deliverables are completed to the highest standard.
- Strong relationship building and management skills, with the ability to interact effectively, consult, negotiate and maintain strong working relationships with colleagues across Advancement and the University.
- Demonstrated experience and confidence in working with, and for, senior executives.
- Effective problem solving and critical thinking skills.
- Proficiency in the use of MS office Suite and knowledge of Salesforce, or a comparable CRM.

**Desirable**
- Demonstrable understanding and experience of working with donors, fundraisers and academics to bring gifts to fruition.
- Familiarity with University culture, current issues affecting the tertiary sector and with University administrative systems, processes, policies and procedures.
- Demonstrated understanding of philanthropic issues and knowledge of the Australian and international philanthropic sectors.
- A strong network of contacts within the University and related sectors.

**Other Job Related Information**
- Non-standard work hours and participation at events may be required
Our vision – partnering for impact
Advancement is a catalyst that leads to positive impact on the University, the city, the state, Australia and the world.

Our mission
We do this in deep and genuine partnership with our generous alum, supporters and academic colleagues.

To do this we will work in partnership with:

• Academic and professional colleagues to identify, curate, hone and present wonderful philanthropic and engagement opportunities that support our outstanding researchers, teachers and students and the spaces in which they live and work
• Donors to match and connect these opportunities to their passions
• Alum, friends and current students to develop mutual and lifelong benefit by sharing skills, expertise and networks

Our guiding principles
• We are ‘One Advancement’ working together towards collective goals
• We are driven both by University strategies and the opportunities presented by our supporters’ passions
• We strive for outcomes through strong partnerships that deliver impact – both with University colleagues and with our community stakeholders
• We create opportunities for the University to come together with supporters to make a difference in the world and benefit the communities with whom we engage
• We build enduring, purposeful relationships that are stakeholder-centric and mutually beneficial
• Our decision-making and resource allocation are based on expert knowledge, research insights and data
• We recognise the impact of both financial and non-financial contributions
• We operate sustainably at both the organisational and personal levels

Our values
Our work will always be guided by our values:

• Integrity – we are honest, trustworthy, understanding and sincere
• Collaboration – we are supportive of each other and work as a team toward improved collective outcomes
• Innovation – we prize creativity and act with courage to progress our objectives
• Professionalism – we are committed, focused, accountable, respectful and proud of the work we do

We encourage the following behaviours

• Prioritise based on our strategic direction and purpose
• Don’t go it alone – explore and exchange expertise, knowledge and institutional memory with colleagues across Advancement
• Be willing to innovate and test new approaches
• Support each other to think, speak and act courageously in pursuit of the best outcomes
• Be responsive and decisive taking both personal and collective accountability

“The University of Melbourne’s Advancement team welcomes diversity in thinking, ideas and practices in everything we do. Here you will find a culture of warmth and belonging. We support each other to be the best we can be and want every employee to feel valued, respected and heard.”
Our benefits are above and beyond

The University offers staff more than just a job – it offers an opportunity to be part of a dynamic world-class organisation that provides its staff with exceptional benefits and support at every stage of their life and career.

Annual leave
Staff receive four weeks of paid annual leave for every 12 months, and two weeks of paid sick leave per year. This can accrue if unused. We also offer generous parental, carers, compassionate and long-service leave entitlements.

Superannuation - you’re right, it is 17% p.a.
UniSuper is the super fund of choice for most staff in higher education. Staff are invited to join UniSuper. We pay 17% per annum (the standard general super guarantee in Australia is 11.0% [rising to 11.5% as of July 2024]).

Retirement age - there isn't one!
There is no formal retirement age for staff working at the University.

Salary packaging - we can help you reduce your taxable income
Staff benefits include salary packaging. Salary packaging means using pre-tax dollars to pay for goods and services, thereby reducing your taxable income at the end of the year. You can salary sacrifice everything from childcare, your gym membership and additional superannuation to subscriptions to the Melbourne Theatre Company.

Work flexibility - work from home and join us in the office for 60% of the time
We offer a family friendly environment for individuals who require increased flexibility, providing generous leave and working conditions. And we have been recognised as an employer of choice for women. You will have the opportunity to work from home for up to 40% of your working week. We ask that you join us in office for the remaining 60% of the working week. The hybrid working arrangements for staff are currently renegotiated on an annual basis with line managers.

Our commitment to your professional development
Advancement has its own professional development program called ADVANTage. This trains and supports staff at all levels. There are also a number of communities of practice that bring staff together from around the University and allied shared services.

If you are new to working in higher education or the Advancement space you will be guided and supported throughout your induction process.

Other benefits
The University is a thriving community. There are many events and activities available to staff during the workday and after hours including free lectures, concerts and performances during.

We have several car parks available for staff at reduced rates. You can elect to salary sacrifice or pay on a casual basis per day. If you ride, we have plenty of places for you to lock your bike safely under cover and showers are available in the Advancement office.

Parental and maternity leave
Having a child? (Including adoption)
We have some of the most generous entitlements in the country for new parents. Even if you’ve been with the University for less than 12 months, you’ll get 52 weeks unpaid leave. Once you’ve been with us for longer than 12 months, you’ll get 52 weeks of unpaid leave, 14 weeks of paid leave and a return-to-work bonus. We also have concurrent leave for partners.

Keeping fit
Staff are encouraged to utilise the facilities on campus. You can participate in a wide variety of fitness programs and activities offered through Melbourne University Sport. There are staff memberships discounts to the fabulous gym, fitness classes and indoor swimming pool.
“Advancement at the University of Melbourne believes in work-life balance. That’s why we offer flexible working, generous superannuation and leave for holidays, parental responsibilities and caring duties. Because you can’t do a good job if your job is all you do.”
Working at the University of Melbourne

The University
The University of Melbourne is a friendly, diverse community of students, academics and staff. We are world-renowned for the excellence of our research and for the warmth of our community. Established in 1853, we are a global leader in higher education and bring together the world’s best minds to solve globally significant problems.

Our vision is to equip our students with a distinctive, future-facing education personalised around their ambitions and needs, enriched by global perspectives and embedded in a richly collaborative research culture.

The University of Melbourne aspires to be a place where all people are valued and respected, have equal access to opportunities and are encouraged to fulfill their talents and potential. Our vision is for a thriving, fair and diverse University community, working together respectfully to make a difference to each other and in the world.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

Parkville campus
The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; and cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.
Equal opportunity, diversity and inclusion

The University of Melbourne is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment. This commitment is set out in the University’s Diversity and Inclusion Strategy 2030 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that differences in our race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University. This will help to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of the University’s Advancing Melbourne strategy.
How to Apply

Please submit your application with your resume and cover letter telling us why you are suitable for the role through the University’s website: about.unimelb.edu.au/careers.

If you would like to learn more about the role, please contact Oonagh Kane on +61 3 8344 1961 or via email at oonagh.kane@unimelb.edu.au.

Advancement at the University of Melbourne is a place you can grow. And your development is our priority. So, if you’re looking for an organisation that cares about your growth and development, invests in training, and helps you learn and progress, join us!

Thank you for your consideration
UniMelb on-demand

Get to know us better in your own time