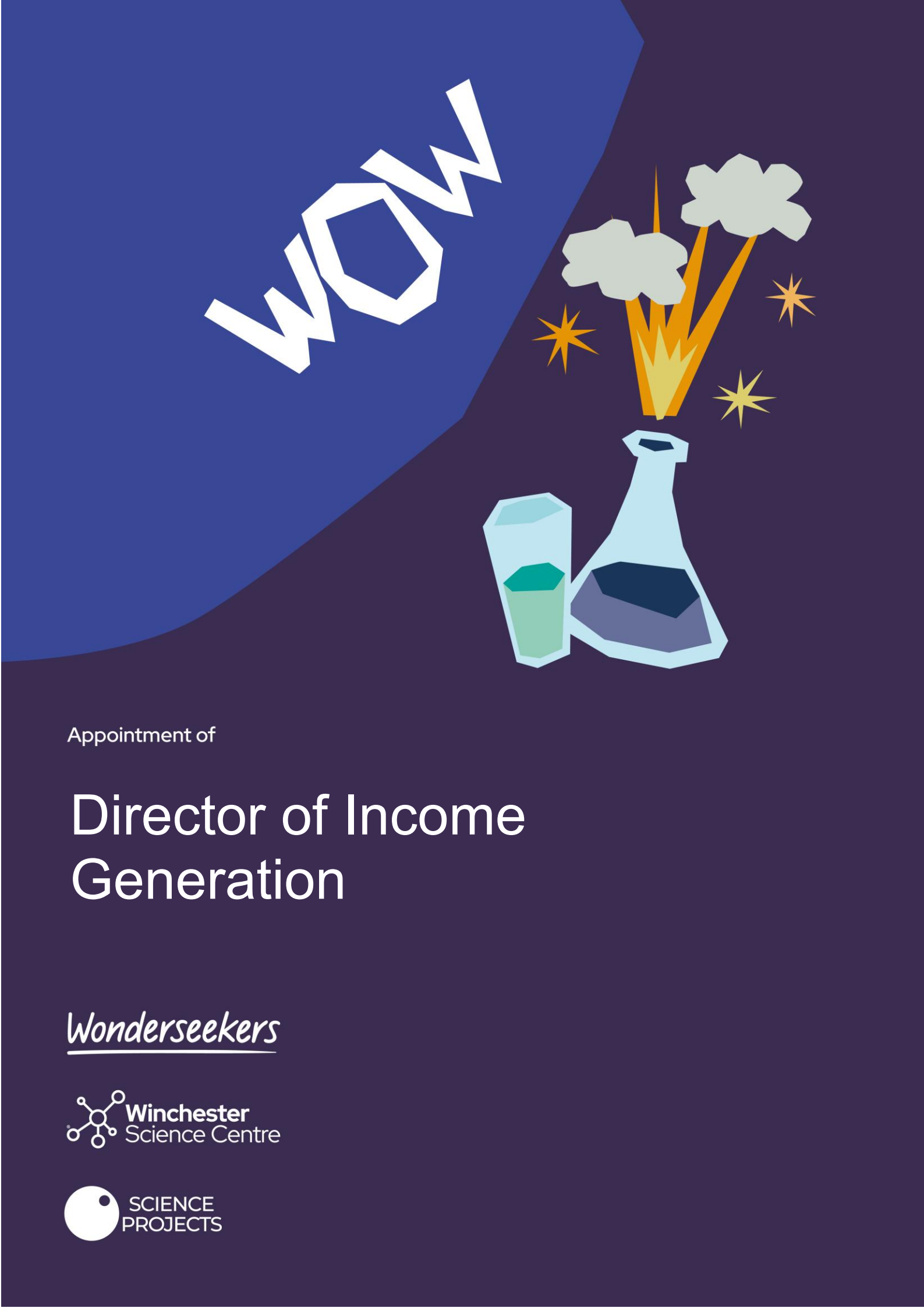


Appointment of

Director of Income Generation

Wonderseekers

Winchester Science Centre

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A Welcome from our CEO



Hello and thank you for considering a role at Wonderseekers!

We are a people-powered charity, and our work is made possible by the talented, dedicated people who come together to bring our mission to life. We're looking for people who share our passion for inspiring curiosity and making science accessible to all. Whatever your role, you'll have an important part to play in helping us turn our ambitions into reality. Perhaps you could be part of that journey?

At Wonderseekers, we believe curiosity has the power to change lives. By inspiring children to discover the wonder of science, we aim to empower them to lead happier, healthier and more sustainable lives, while helping to improve life on Earth. It's an ambitious purpose that drives everything we do.

Our people sit right at the heart of this mission - every visitor welcome, every experience delivered, every partnership nurtured, every project brought to life starts with the talent, creativity, and commitment of our teams. From front-of-house, to behind-the-scenes expertise and support, from public engagement to income generation, science learning, impact and evaluation, it is the collective effort that keeps Wonderseekers moving forward.

We have teams working across three main sites: Winchester (Winchester Science Centre), Eastleigh (our Head Office) and Basingstoke (Science Projects). Across these locations, colleagues bring together a wide range of skills, knowledge and expertise, united by a shared purpose.

We're proud to be an inclusive, family-friendly, flexible and fun employer. We recognise that work is an important part of life and want everyone to feel happy, supported and able to grow. Our comprehensive staff benefits package reflects these commitments, and we also make time to come together, celebrate our successes and enjoy being part of a wider team – whether at our annual conference, summer family gathering or festive party.

We're looking for people who share our values, thrive in a collaborative environment, and are excited by the opportunity to help shape the future of a growing charity, all while having a bit of fun along the way. In return, you'll join a passionate team, enjoy a supportive working environment, and play a meaningful role in making a genuine difference.

Thank you again for considering joining Wonderseekers, we can't wait to hear from you.

Ben Ward
Chief Executive Officer
Wonderseekers

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Winchester Science Centre

SCIENCE PROJECTS

About our Charity

Wonderseekers (the charity behind Winchester Science Centre) strives to engage all children with science so they can live happier, healthier and more sustainable lives, and contribute to improving life on Earth.

Our charity operates Winchester Science Centre, a vibrant, hands-on experience for young people and families. With curriculum-linked school trips, an exciting programme of live science experiences, a magnificent planetarium and a year-round calendar of events, the Science Centre welcomes more than 200,000 visitors every year. Alongside this, Wonderseekers delivers a free and impactful community programme for priority audiences who may not otherwise have the opportunity to engage with science, reaching over 10,000 people annually. Through its work both on-site and out in communities, the charity brings science to life in imaginative, fun and accessible ways, ensuring everyone can be included.

In October 2026, Wonderseekers entered an exciting new chapter as the Science Projects joined the charity. Building on a long-standing relationship and a shared commitment to inspiring curiosity through hands-on learning, this development significantly expands the charity's reach, expertise and impact.

The Science Projects team has an outstanding reputation for designing and manufacturing innovative interactive exhibits for science centres, museums and visitor attractions across the UK and internationally. By combining this engineering and fabrication expertise with Wonderseekers' strengths in accessibility, co-creation, audience engagement and evaluation, the charity is creating an even stronger offer for partners and clients.

Together, these complementary strengths enable Wonderseekers to offer a complete end-to-end service, from audience insight and concept development through to exhibit design, manufacture and evaluation. The partnership also creates new opportunities for innovation, sustainability and growth, extending the charity's work beyond science centres into museums, zoos, aquariums, galleries and other visitor attractions both in the UK and around the world.

Today, Wonderseekers is a growing and ambitious charity, united by a belief in the power of curiosity, discovery and accessible science engagement to create meaningful impact for children, families, educators and communities.

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Every Role Contributes to Our Mission

Whether working directly with our visitors or supporting behind the scenes, when you join Wonderseekers you're contributing to work that creates real impact. Here's what our team helped achieve in 2025/26.

101,905

public visitors to Winchester Science Centre.

Children and their families, friends, peers and community groups who visited in their leisure time.

The total includes 454 tickets to carers and community groups (59% decrease on previous year) and 4,226 carers/ personal assistants.



41,790

educational visitors to Winchester Science Centre.

Children and their accompanying adults who visited as part of a school trip, SEN school or group visit, or home education visit.

39,520

people visited Winchester Science Centre for a special event.

Children and adults who attended out-of-hours events, including Van Gogh Alive and our Cosmic Christmas daytime experience.

12,268

people engaged through our Equity, Community and Outreach programmes this year.

This represents a decrease of 27% on the previous year, largely due to the end of the mobile dome offer and a reduction in team capacity from four staff members to three.





15,269

Visitors experienced Van Gogh Alive, the first of its kind at Winchester Science Centre. These are included in our special events numbers.

Fusing science and art, this nine-week digital exhibition connected children and adults to the natural world through the lens of this iconic artist.

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Our Strategy: People and Planet 2030

Everything we do is guided by our vision of a world where people and planet thrive through science. Our strategy sets out the difference we want to make and the values that guide us along the way. As you explore this application pack, we hope it helps you understand what it's like to be part of Wonderseekers and how every role contributes to our mission.

Vision

A world where, through the wonder of science, people and planet thrive.

Mission

To create a more equitable world where all children can treasure science and are equipped and empowered to improve lives and protect and heal our planet.

Values



Inclusive



For the planet



Bold



Fun



Open and honest



Collaborative

Outcomes

- Children are connected to nature
- Children use their science enquiry skills
- Children want to play their part
- Children value and see the relevance of science

Objectives

- Diversify our reach and grow impact
- Champion equality, diversity and inclusion in science
- Work long-term with children who need our support the most
- Protect and heal our planet and inspire others to do the same

Key themes

Be the change

Respect. Protect. Action.

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SCIENCE PROJECTS

Job Details

Working Hours: 37.5 per week / 5 days per week. Flexibility will be considered working a minimum of 30 hours per week. Salary and pay will be adjusted accordingly.
Work Pattern: The majority of hours will be worked during normal office hours, Monday to Friday. Occasional out of hours work will be required. The charity operates 7 days a week. Any additional hours worked outside of the normal work pattern will be compensated through time off in lieu (TOIL).
Location: This role is based across multiple sites including Winchester Science Centre, The Point (Eastleigh), and Science Projects (Steventon, Basingstoke). There is the opportunity to work from home for up to one day per week; however, this arrangement will need to remain flexible.
Salary: £50,000 per annum (pro-rata for part-time hours)
Contract: Permanent
Line manager: Chief Operating Officer (COO)
Responsible for: Fundraising Team, Business Development Officer, Science Projects Leadership
Holiday: 27 days per annum plus bank holidays based on working 37.5 hours per week. Option to buy/sell some leave and gain additional days for continuous service after four years. The post-holder will not usually be expected to work bank holidays however when duties require, time off in lieu will be available.
Benefits: Health cover, life assurance and much more (see below)
Closing Date: 6th January 2027, 09:00
Interview Dates: See below

The Role

This is an exciting newly created role and a unique opportunity to shape and influence the future of income generation at Wonderseekers. As Director of Income Generation, you will have the opportunity to make the role your own, bringing together a new directorate that will deliver philanthropy, individual giving, partnerships, sponsorship, corporate & fundraising events and commercial opportunities, into a coherent and sustainable approach that supports our long-term ambitions.

Working closely with the Chief Operating Officer, you will lead the development and delivery of income growth across the organisation, shaping income strategy, developing compelling propositions and building strong external relationships. You will ensure that organisational activity converts effectively into both earned and contributed income, helping to secure the resources needed to achieve our charitable mission.

The role works across the organisation to align all income-generating activity, including fundraising, partnerships, Science Projects and future commercial opportunities, within a clear and joined-up commercial framework. You will provide strategic leadership of Science Projects, supporting its continued growth as an established commercial business, while identifying and developing new opportunities that diversify income streams and strengthen the Charity's long-term sustainability.

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Winchester Science Centre

SCIENCE PROJECTS

Beyond our core site, you will support the development of new products, services and partnerships that extend our reach and impact, helping Wonderseekers realise its ambitious plans for the future. Through the leadership of a talented team and close collaboration with colleagues across the organisation, you will be accountable for delivering income targets while fostering a commercially aware and opportunity-focused culture.

Main Responsibilities

Income Strategy & Growth

- Work with the COO to develop and deliver a clear strategy to grow and diversify income
- Shape a balanced approach across earned and contributed income
- Lead the commercial growth and development of Science Projects, supporting its established client relationships, tendering activity and expansion into new markets and opportunities.
- Identify, test and develop new income opportunities, partnerships and propositions aligned to organisational priorities and extending beyond current activity
- Support the development of income opportunities beyond the core site, including partnerships, products and services that extend the organisation's reach
- Work with the Head of Audiences to develop and grow membership as a key income stream, increasing acquisition, retention and lifetime value

Fundraising, Partnerships & Corporate Income

- Lead the development and delivery of fundraising activity across trusts, individuals and corporate giving
- Build, lead and develop a fundraising team with the skills and capacity to deliver the charity's fundraising ambitions and sustainable income growth
- Develop and grow corporate partnerships, sponsorship and venue hire income
- Oversee the development and management of competitive tenders, bids and commercial proposals, ensuring a strong pipeline of opportunities and effective conversion into contracted income.
- Build and manage strong external relationships with funders, partners and clients
- Ensure a strong and well-managed pipeline across all income streams, including fundraising, partnerships, commercial contracts and tendering opportunities.
- Ensure delivery of income targets through effective management of pipeline, activity and performance

Proposition & Campaign Development

- Work with colleagues across the organisation to shape and develop revenue-generating propositions
- Support the development of integrated campaigns with the Head of Audiences that drive both earned and contributed income
- Ensure propositions are clear, audience-led and commercially viable

Commercial Performance

- Provide strategic oversight of Science Projects' commercial performance, working with its management team to achieve income, profitability and growth objectives.
- Oversee the commercial viability of major contracts and projects, ensuring appropriate financial planning, pricing, risk management and performance monitoring.

Leadership & Organisational Contribution

- Lead and develop high-performing teams across fundraising, partnerships, commercial development and Science Projects, fostering collaboration, accountability and a shared focus on sustainable income growth.
- Lead regular reporting to Trustees and the Fundraising Committee on fundraising performance, income growth, pipeline and strategic opportunities.
- Ensure clear accountability for delivery of income targets across all areas
- Contribute to building a commercially aware and income-focused culture across the organisation
- Establish and monitor pipelines, performance measures and conversion rates
- Provide appropriate support and challenge to ensure strong individual and team performance
- Work collaboratively across teams to align activity with income opportunities
- Contribute to wider organisational planning and decision-making

What You'll Bring

Essential

Experience

- Experience in income generation, business development, commercial growth, fundraising, or partnership development roles.
- Proven track record of delivering sustainable income growth through fundraising, partnerships, commercial activity, or a combination of these.
- Experience of developing and managing external relationships that generate revenue and long-term value.
- Experience of leading and developing high-performing teams, managing performance, and driving accountability for results.
- Experience of developing new opportunities, propositions, products, services, or partnerships that support organisational growth.

Knowledge and Skills

- Strong commercial awareness and the ability to translate strategic ideas into practical delivery.
- Ability to develop compelling income-generating propositions and business cases.
- Excellent relationship-building, negotiation and influencing skills.
- Strong financial and analytical skills, with the ability to monitor pipelines, performance measures and conversion rates.
- Ability to develop and implement income generation strategies aligned with organisational priorities.
- Excellent written and verbal communication skills, including the ability to present information clearly to senior stakeholders and trustees.

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Personal Attributes

- Entrepreneurial and opportunity-focused, with a proactive approach to identifying and pursuing new income streams.
- Collaborative and relationship-oriented, with the ability to work effectively across teams and functions.
- Results-driven and accountable, with a strong focus on achieving targets and delivering impact.
- Strategic thinker who can balance long-term planning with operational delivery.
- Adaptable and resilient, able to thrive in a dynamic and evolving environment.
- Committed to the values, mission and charitable objectives of Wonderseekers.

Desirable

Experience

- Experience of fundraising within a charity, not-for-profit, science engagement, education or cultural organisation.
- Experience working within a visitor attraction, museum, cultural, leisure or hospitality environment.
- Experience of developing or supporting integrated income generation, marketing or audience development campaigns.
- Experience reporting to Boards, Trustees or governance committees.

Knowledge and Skills

- Understanding of trust and foundation fundraising, individual giving and corporate partnerships.
- Understanding of sponsorship, venue hire and commercial partnership models.
- Knowledge of retail, food and beverage, membership or secondary-spend income models.
- Understanding of the charity, science engagement or cultural sectors and their funding landscape.

Personal Attributes

- Passion for inspiring curiosity, learning and engagement through science and culture.
- Creative and innovative in identifying new opportunities for growth and partnership.
- Comfortable operating with a high degree of autonomy while contributing positively to the wider leadership team.

Appointment will be subject to an appropriate Disclosure and Barring Service check.

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Why Join Wonderseekers?

At Wonderseekers, we're committed to creating a workplace where people can thrive. As a values-led and people-focused employer, we place a strong emphasis on wellbeing, flexibility, inclusion and supporting colleagues through all stages of life. We offer a comprehensive range of benefits designed to promote work-life balance, personal wellbeing and financial security, making Wonderseekers an incredibly rewarding place to be.

As Director of Income Generation, you will have access to a range of benefits including private health cover, life assurance, an electric vehicle salary sacrifice scheme, flexible holiday schemes which increase with service, generous family-friendly leave, a wellbeing and mental health support, a cycle to work scheme, pension contributions, annual inflationary pay reviews, discounts, free tickets and much more.

Our Selection Process

For this role, we anticipate a two-stage interview process. To help you feel confident and fully prepared, interview questions will be shared in advance.

Provisional interview dates are 13th January 2027 (stage one – online via teams) and 22nd January 2027 (stage two – in person).

The panel will include key stakeholders. Candidates can also expect a pre-interview task or presentation, a tour, and the opportunity to meet members of the wider Leadership Team informally.

Apply Now!

To learn more about working with us and explore our current opportunities visit our careers page.

Ready to apply? Submit your application using our recruitment portal.

To apply through our recruitment portal, you will need to provide your contact details, upload both a CV and cover letter (maximum of 2 pages), and answer a small number of application questions. Applications submitted without a CV and cover letter will not be considered. Use your answers to tell us about your experience, achievements and motivation for the role, keeping your responses concise, relevant and impactful. Our screening questions for this role are:

1. Why Wonderseekers? Why you, why us, why now? Help us to understand why you would be the perfect candidate for our next Director of Income Generation. Why does your application stand out from the others?
2. Please tell us about the most significant income growth initiative you have led. Describe your role, the approach you took and the outcomes achieved. Drawing on this experience, what opportunities do you see for sustainable income growth at Wonderseekers, and how would you approach developing them?

We're an Age-friendly Employer

disability confident LEADER

MENOPAUSE WORKPLACE PLEDGE

MINDFUL EMPLOYER

WE SHOW THE SALARY EMPLOYER

Happy to talk Flexible Working

We'd Love to Hear From You

If you'd like to arrange an informal conversation about the role, explore whether it's the right opportunity for you, or ask any questions before applying, please get in touch at **hr@wonderseekers.charity**.

Need information in a different format or would prefer to apply in an alternative way? No problem. Contact our People and Culture team at **hr@wonderseekers.charity**, **01962 863791** or **07483 371391** and we'll be happy to help.

We're always pleased to talk about the role, our culture and the meaningful impact our teams make every day.

No recruitment agencies, thank you.

Apply Now!

To learn more about working with us and explore our current opportunities visit our careers page.

Ready to apply? Submit your application using our recruitment portal.

We look forward to hearing from you!



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