



SCOTLAND'S CHARITY AIR AMBULANCE



## HEAD OF FUNDRAISING

**Location:** Home-based, with regular travel required to our bases in Perth and Aberdeen and throughout Scotland

**Reports to:** Director of Development and Engagement

**Hours:** Full time—37.5 per week

**Salary:** £48,000—£52,000

**Benefits:** Pension: 12% employer's & 5% employee's contribution (after 3 months' service)  
Annual Leave: 36 days (incl. public holidays) + an extra day for your birthday (plus additional long service days)  
Death in Service benefit: 3 times annual salary  
Optional Private Medical Insurance plan and Cashplan  
Employee Assistance Programme  
Enhanced Maternity/Adoption/Paternity Pay  
Access to Blue Light Card  
Learning and Development opportunities

SCAA is a charity registered in Scotland (SC041845).

# Working for Scotland's Charity Air Ambulance

Scotland's Charity Air Ambulance (SCAA) exists so nobody in Scotland suffers or dies because medical help cannot get there in time.

People can get sick or have accidents anywhere and anytime. But in Scotland there are places where urgent medical help cannot reach people. Or help gets there too late. And when lives are at risk every minute matters.

As a charity we rely on donations from the Scottish public, companies and communities to ensure that urgent medical help gets to the patient when it is needed, wherever they are and at whatever time of day.

We are seeking an experienced fundraising professional to join us as Head of Fundraising. The successful candidate will play a pivotal role in shaping and delivering our fundraising strategy across community, events and volunteering, trusts and grants, corporate and philanthropy by crafting ambitious regional plans, nurturing high-performing teams, and driving excellence in supporter engagement and recognition. The Head of Fundraising will work collaboratively with the Individual Giving and Engagement team to drive new business pipelining and amplify fundraising campaigns, develop new fundraising products, and represent SCAA at external events and sector initiatives.

The ideal candidate will be an experienced team leader with significant experience working across a variety of fundraising disciplines and of developing and implementing fundraising strategies.

The successful candidate can be based from home, but this role will require regular travel to our bases at Perth and Aberdeen Airports and throughout Scotland. The usual hours and days of work will be Monday to Friday, 9am—5pm.



**HEAD OF FUNDRAISING**

# Scotland's Charity Air Ambulance

## Our Ambition

No one in Scotland should die because help cannot get there in time.

## Our Mission

To save lives through the urgency and quality of our response to time-critical emergencies.

## Our Values

- One team in all we do
- Safety and risk alert
- Passion, care, and compassion
- Transparency, honesty, integrity
- Responsive, respectful, and inclusive

## Our Vision

To provide a valued, sustainable, leading edge national air ambulance service that is integral to emergency services in Scotland.

## Our Ethos

Fast, professional, responsible, innovative, visible.



**HEAD OF FUNDRAISING**

# About the role

## Key Responsibilities

- Setting and being responsible for the fundraising strategy that drives forward SCAA's fundraising activities and achieves year on year growth in fundraised income aligned with a clear financial direction to support operational growth.
- Using supporter data insights, you will lead the fundraising team to scale SCAA's successful community, events and volunteering offerings, grants fundraising programme, while leading strategic thinking and actions to grow SCAA's major donor support and corporate fundraising.
- Lead the fundraising team, setting priorities, providing excellent line management support and ensuring a culture of collaboration with the wider organisation.
- Champion the delivery of outstanding stewardship to all the charity's supporters. with a particular focus on, Trusts & Foundations, Major Donors and Corporate Supporters
- Ensure all due diligence, fundraising governance and GDPR compliance are implemented across all fundraising activities.
- Working closely with the Director of Development and Engagement to lead the budgeting and forecasting process for the fundraising team, and work closely as a team, with a focus on innovation, to cost fundraising projects that can be used in our income generation.
- Maintain a wider financial overview relating to project funding and restricted income.



**HEAD OF FUNDRAISING**

# About the role

## Key Responsibilities

- Attend and report at the Fundraising Subcommittee meeting with Board members providing updates on strategic plans and achievements.
- Act as an ambassador and spokesperson for SCAA, attending and speaking at relevant events to highlight our work, expand our networks and ultimately secure new funding
- Work with our Head of Individual Giving and Engagement and their team to drive engagement across Scotland, highlighting opportunities to support SCAA's work. You will work collaboratively to ensure cross channel alignment with IG/Engagement and maintain a unified supporter journey from awareness to retention across income lines
- Strategic responsibility for fundraising, including working with Director of Development and Engagement to embed long-term fundraising strategy, fundraising plan, budget and targets, in line with the organisational strategy.
- Contribute to the overall direction of SCAA - analysing the long-term fundraising needs, outlining any necessary changes to scale SCAA's successful fundraising team.
- Provide ongoing reflections of emerging trends and sector challenges to support decision making both at team and Board level.
- Ensure robust governance, compliance and risk management across all fundraising activity.



**HEAD OF FUNDRAISING**

# Additional responsibilities

- To comply with SCAA's policies and procedures.
- To work within and promote policies in relation to equal opportunities and anti-discriminatory practices.
- To undertake any additional and appropriate functions as required.
- Maintain and improve competencies through continuous professional development.
- Treat with confidentiality any personal, private or sensitive information about individual organisations and or schemes or staff etc.
- Expected to undertake on-call duties as part of a rotational schedule.



# About you

## Essential

- Strong background in a variety of fundraising disciplines and a track record in growing fundraising income over multiple years within a charity, non-profit or values-led organisation.
- Experience of developing and implementing fundraising strategies aligned to organisational objectives.
- Experienced team leader who can motivate, inspire and guide others to deliver results.
- Strong understanding of data protection (GDPR), confidentiality and safeguarding requirements.
- Strong knowledge of Scottish charity regulations, governance and compliance requirements.
- Demonstrated ability to manage budgets, financial processes, and procurement.
- Experience delivering community fundraising products and scaling ideas that support donor acquisition and retention.
- Ability to use insight and ambition to shape pipeline and stewardship planning.
- Understanding of CRM systems.

## Desirable

- Ability to deliver training to staff or volunteers on processes or systems.
- Experience of community, events, volunteering and partnerships and philanthropy fundraising.
- Experience of working with Boards or Trustees in a fundraising context.

*Please refer to the full job description and person specification for more information.*



**HEAD OF FUNDRAISING**

# Join us!

## Application

To apply for the role please email the following to **Susie Crocker** at [Recruitment@scaa.org.uk](mailto:Recruitment@scaa.org.uk)

- your CV and covering letter— outlining your suitability for the role, your relevant experience, your motivations for applying and how you heard about this vacancy. We advise you to refer to the 'About You' section and use this to explain your suitability for the role.
- Equality, diversity and inclusion monitoring form (optional)

As an equal opportunities employer, SCAA is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join SCAA.

If you have any specific questions about the role then please contact:  
**Criona Knight—Director of Development & Engagement** at [c.knight@scaa.org.uk](mailto:c.knight@scaa.org.uk).

**Application deadline is 5pm on Sunday 10th May.**

## Interviews

First interviews will take place at our base at Perth Airport in Scone during **the week commencing 25th May**. Second stage interviews will be held at our Perth base the week commencing **1st June**.



**HEAD OF FUNDRAISING**