



NSPCC

**Together,
we'll change
children's lives**

EVERY CHILDHOOD IS WORTH FIGHTING FOR

Registered charity numbers:
216401 and SC037717.

Job Description

Job Title: Philanthropy Manager - Scotland

Directorate: Income Generation

Team/Department (if specific): Partnerships and Philanthropy Team/Scotland Fundraising

Context and Background

The NSPCC's mission is to end cruelty to children. Every childhood is worth fighting for. This is our belief. We all share it. And it drives our fundraising team to get out there and bring in the funds we need to protect children and prevent abuse.

We've been here for children for over 100 years. From our campaigns to our services- we strive to make a difference for children in everything we do, protecting children today and preventing abuse tomorrow.

The Scotland Fundraising Team's aim is to maximise income to support our work in Scotland, providing the best possible supporter experience, and building long-term relationships between donors and our cause.

We rely on the fundraising support of people across Scotland, with 90% of our annual income coming from voluntary donations. We are looking to significantly grow our income in new and innovative ways. To achieve this growth, we need the very best team in place to deliver to ambitious targets.

We believe that partnerships with individual donors is one of the best ways to do this. As much as a one-off donation is always welcome, we want to develop long-term, mutually beneficial relationships that meet the needs of the individual as well as NSPCC Scotland.

As the Philanthropy Manager, **not** only will the work you do make a real difference to children's lives, but opportunities will be provided to develop your fundraising experience with a sector leading organisation

Join us at this exciting time and you'll become part of an expanding team that cares about the work they do and the people they work with. You'll discover opportunities to grow, along with challenges and a shared purpose that'll bring the best out in you. And you'll get to find your own way to make a difference that means more, and that impacts young lives in Scotland. We want to ensure roles are accessible and inclusive of everyone, which is why the NSPCC offers a high degree of flexibility around ways of working.

The post holder will be located within commuting distance to Glasgow, Edinburgh or Aberdeen and willing to travel to across Scotland where existing supporters and new business opportunities will be based.

The post is ideally full time (35 hours). However, for the right candidate, we will consider flexible working and/or part-time hours. If you wish to apply on this basis, please state your preferences clearly in your covering letter. N.B the minimum hours for the role will be 21 hours per week.

Equality, Diversity and Inclusion (EDI) is at the heart of what we do. At the NSPCC, we understand how important it is that our workforce is representative of the people we support and who support us. We believe that every individual has the right to be their true self and to live a full life without prejudice, fear or barriers. This is the starting point for all our commitments and actions and underpins our commitment to be there for all children.

NSPCC Value's



Job purpose

We are looking for an enthusiastic and confident Philanthropy Manager to grow and develop a major donor pipeline in Scotland. With a small existing pipeline, we are looking for an ambitious individual who can identify, reach out to and engage entirely new donors to our cause.

Key relationships - Internal

- Senior Partnerships & Philanthropy Manager
- Head of Fundraising – Scotland
- Scotland Fundraising Team
- National Major Giving Team
- Volunteer Board and Special Events Team Managers

Key relationships - External

- Senior individuals within businesses and organisations across Scotland.
- Prospects and donors
- Trustees

Main duties and responsibilities

- With the support of the Senior Philanthropy Manager, lead on major donor activity in Scotland, developing the donor pipeline and delivering new income.
- Develop an engagement plan for key relationships, taking full ownership and moving each prospect or donor through qualification, solicitation and stewardship.
- Work with senior volunteers and senior staff where appropriate, empowering them to open their networks and ask for support.
- With the support of the Senior Philanthropy Manager, to lead on the development of creative proposals around Childline and our Schools Programme.
- To use compelling methods of communication, both written and verbal, to build relationships with influential people and negotiate effectively to achieve the desired outcome.
- To work effectively with fundraisers and staff in other teams, creating opportunity to maximise income for the NSPCC.
- To conduct effective internal/external research through a range of sources to obtain relevant information which will contribute to proposals, applications, donor strategies and fundraising communications.
- To lead on donor cultivation and stewardship events.

Responsibilities for all Staff within Income Generation

- To update databases and supporter information systems on a regular basis in line with Data Protection legislation and NSPCC policy and procedures to ensure all records are up-to-date and accurate.
- To actively participate in regular department and team meetings, contributing to discussions and decisions, which in the long term will be beneficial to the NSPCC's development of fundraising activities.
- To maintain an awareness of own and others' Health and Safety and comply with the NSPCC's Health & Safety policy and procedures.
- To take personal responsibility for keeping up to date with NSPCC work, including securing updates on project and service developments and general NSPCC news
- A commitment to safeguard and promote the welfare of children and young people

Person specification

- At least three years' experience within a fundraising or relationship management role.
- Experience of personally identifying, acquiring, and managing effective relationships with individuals and/or organisations, preferably through face-to-face interactions.
- Experience of asking for and successfully securing income or sales from individuals.
- Excellent written and verbal (phone and face-to-face) communication skills sufficient to deliver effective high value pitches, ideas and updates to prospective major donors in a clear, inspiring and confident way.
- Highly developed ability to negotiate successfully with colleagues at all levels and with external stakeholders to achieve desired outcomes.
- Experience of working closely with senior internal and external influencers and successfully influencing them to support your organisations aim and objectives.
- Strong ability to proactively work alongside and network with other teams within the NSPCC to maximise results for the organisation.
- Ability to manage multiple projects, identifying conflicting demands and establishing clear priorities to meet agreed objectives and income.
- Sufficient knowledge of philanthropic motivations and the major giving marketplace in Scotland to be able to identify and exploit new opportunities.
- Proven ability of demonstrating initiative and creativity to achieve desired outcomes.

Salary & Benefits

Salary: C.£37k plus £500 working from home allowance

Benefits

Holidays: 29 days annual leave (rising to 32 days after 5 years' continuous service) plus bank holidays.

Pension: NSPCC will match pension contributions up to 7%.

Other benefits include death in service payments, access to the NSPCC 'E-Academy', season ticket loans, and a discount portal offering such as discounts on gym memberships like PureGym and leisure activities offered by TUI, Virgin, Premier Inn etc.

Personal and professional development opportunities including the chance 'to shadow' another fundraising team member to grow your fundraising skills.

Additional Information

We have partnered with Caithness Consulting to conduct this search on our behalf.

Caithness Consulting prides itself on its candidate centred approach and welcomes initial confidential discussions with potential candidates before deciding to apply. Should you wish to do so, please contact Eilish to arrange a convenient time.

Alternatively, please submit a copy of your CV to Eilish along with a one page covering letter outlining why you believe you are a good fit for the role.



Contact details

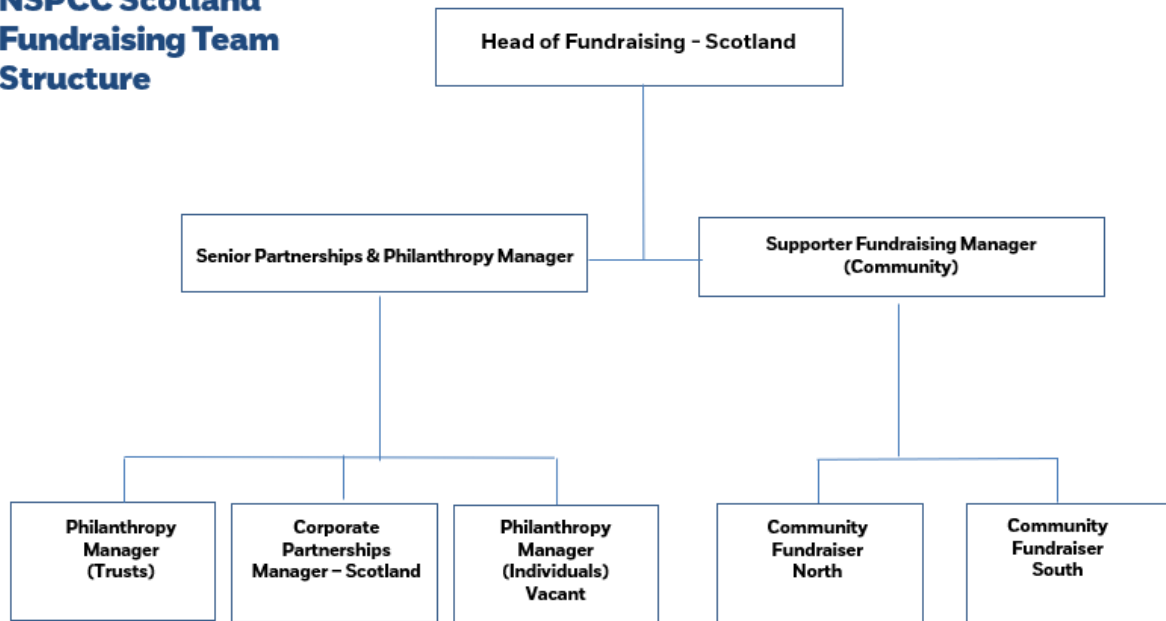
Phone: +44 (0)7720 249200

E-mail: eilish@caithnessconsulting.co.uk

Closing Date: Monday 27th November 2023

Interview date: Monday 4th December 2023

NSPCC Scotland Fundraising Team Structure



Safer Recruitment

As an organisation, we are committed to creating and fostering a culture that promotes safeguarding and the welfare of all children and adults at risk.

Our safer recruitment practices support this by ensuring that there is a consistent and thorough process of obtaining, collating, analysing and evaluating information from and about candidates to ensure that all persons appointed are suitable to work with our children and adults.

The recruitment and selection of our people will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

Our principles:

- Always seek to recruit the best candidate for the role based on merit including their skills, experience, motivation and competencies. Our robust recruitment and selection process should ensure the identification of the person best suited to the role and the organisation.
- Committed to diversity and equality of opportunity and will interview all applicants (internal and external) who self-declare at application as having a disability and who meet the minimum requirements in the person specification of the vacancy they are applying for.

- We will make reasonable adjustments at all stages of the recruitment process in order to enable successful candidates who declare disabilities to start working or volunteering their time with us.
- Any current member of staff or volunteer who wishes to apply for vacancies and is suitably qualified will be considered and addressed fairly and objectively based on their merit.
- As an organisation committed to safeguarding, we will ensure all under 18's joining the organisation will have ongoing risk assessments to ensure their role and activities are safe and appropriate.
- All documentation relating to candidates will be treated confidentially in accordance with the GDPR legislation.