

Head of Fundraising and Communications

Salary: £50,760 - £58,366

The Role

This is your chance to help disabled people feel unstoppable.

As Head of Fundraising and Communications at Spina Bifida Hydrocephalus Scotland you will be leading our work to generate the £1.4 million needed to deliver our lifeline groups and one-to-one support services each year.

You will be developing and delivering strategies to bring out the joy in doing good with our supporters, inspire people to join our cause and access our services.

This is an exciting time to be joining the charity with a new five-year strategy to be launched in April, setting out ambitious plans to invest in growing the charity's impact and income.

We are looking for a creative thinker, with a proven track record in developing and delivering successful fundraising and supporter engagement strategies. You will have a passion for leading by example, pitching in where necessary and getting the best out of your team and supporting them to develop.

At SBH Scotland we believe in rewarding success and encouraging staff to fulfil their potential. You'll be leading a team of high-performance communications and fundraising professionals including staff nominated for Fundraiser of the Year at this year's Institute of Fundraising Scotland Awards. You will have access to mentoring opportunities and be working directly with a CEO who has also won awards for campaigning and fundraising activities.

What SBH Scotland can offer you

Flexibility – We offer flexible working, including the opportunity to work from home or around caring responsibilities.

Motivated and supportive colleagues – Staff scored SBH Scotland as 9 out of 10 for motivation and a supportive work environment.

An opportunity to express yourself – Staff scored SBH Scotland as 8 out of 10 for being supportive in taking risks with new ideas.

We also offer: Workplace pension scheme, salary sacrifice scheme, death in service benefit, toil system, childcare voucher scheme, 30 days annual leave plus 4 statutory holidays.

Key Tasks and Responsibilities

To be as unstoppable as the people we support.

- To devise and deliver creative fundraising and communications strategies.
- To lead, inspire and support your team to deliver ambitious targets.
- A proactive and enthusiastic ambassador for the cause, acting as a senior spokesperson for the charity with stakeholders.
- Be committed to delivering exceptional donor, supporter and service user stewardship.
- To “pitch-in” when colleagues need support.

To be innovative and creative in your role.

- To manage the charity’s brand and external messaging to build a positive reputation focused on trust.
- To lead the generation of creative and impactful campaigns.
- To always strive for value for money to maximize profit.
- To know how or be willing to learn how to use AI to support your strategic objectives.

A commitment to continuous learning and improvement.

- To assess and report on fundraising and communications performance and produce plans to address any areas for improvement.
- To use data to learn and adapt strategies and tailor communications to different audiences.
- To present reports and have a positive working relationship with the Board of Trustees.
- To develop a set of KPIs that demonstrate the team’s impact.

Accountable to: CEO

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Closing date for applications: Monday 3rd February 2025

Proposed interview date: Thursday 13th February 2025

Place of Work: Hybrid office/home-working model with base being the Dan Young Building, Dullatur G68 0LS. Occasional travel within Scotland to accommodate needs of fundraising.

Working Hours: 35 hours per week, normally 9.00am to 4.30pm Monday to Friday. The role will necessitate working some hours out with normal office hours, including evening and some weekends.

To apply please submit your CV and a Cover Letter outlining your experience, why you are interested in this role, and how you meet the skills and experience outlined above. Email jobs@sbhscotland.org.uk

Background and Person Specification

What are Spina Bifida and Hydrocephalus?

Spina bifida is a fault in the spine that develops in early pregnancy. Many of those born with the disability will have paralysis below the fault and be affected by bowel and bladder complications.

In addition, hydrocephalus can be present as an associated condition of spina bifida or it can occur at any stage in life as a sole condition. Hydrocephalus is a build-up of fluid which causes increased pressure on the brain. This can lead to social, emotional, cognitive and behavioural challenges.

Despite numerous operations children may require lifelong support and have multiple complex support needs, ranging from intermittent to 24/7.

Spina Bifida and Hydrocephalus can affect any pregnancy regardless of the mother's age, ethnicity or social background. There is no known cause and no known cure.

What we do at Spina Bifida and Hydrocephalus Scotland

Our mission at SBH Scotland is to help everyone with spina bifida and hydrocephalus feel unstoppable.

At Spina Bifida Hydrocephalus Scotland we make sure no one is left behind because of their disability. We offer one-to-one support and groups where children and adults can be themselves. So they can be proud of who they are.

We are more than a listening ear, more than information. We offer all the little things that make life worthwhile: understanding, fun and friendship.

Our Values

- **We are honest** – we speak honestly and help people with our conditions shape the care they receive.
- **We are curious** – we see failure as a chance to learn and we support each other to develop.
- **We support and celebrate each other** – we achieve more together than we ever would alone.
- **We persevere** – we never give up in the face of challenges.

The Team

You will be leading a team of seven high-performing individuals. The team is made up of:

- Community Fundraising Manager

- Community Fundraiser (in recruitment)
- Corporate and Events Manager
- Senior Trusts and Grants Officer
- Fundraising Administrator
- Communications and Digital Marketing Manager (in recruitment)
- Press and Storytelling Lead

Person Specification – Head of Fundraising and Communications

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Experience in devising and executing successful fundraising and / or communications strategies. • Proven experience of running successful fundraising and / or communications team. • Proven record of increasing fundraising profit. • Managing and motivating high-performing teams to achieve objectives. • Experience with running an impactful donor stewardship operation. 	
Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of the competitor market in Scotland. • Multi-level Communication Skills. • Ability to identify opportunities and generate ideas. • A skilful negotiator and relationship builder. 	
Personal Qualities	<ul style="list-style-type: none"> • Decisive. • A strategic thinker. • Proven inclusive leadership qualities with an ability to inspire people to exceed their goals. • Confident, enthusiastic, and adaptable. • Innovative. • Proactive with the capacity to use own initiative and to be part of a team. 	

Circumstances	<ul style="list-style-type: none"> • Able to work flexibly outside of normal working hours. • Access to a car for business use and holding a current clean driving licence is essential for the demands of the role. 	
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TO APPLY:

Please submit your CV and a Cover Letter outlining your experience, why you are interested in this role, and how you meet the skills and experience outlined above.

Applications should be sent to jobs@sbhscotland.org.uk.

For an informal chat about the post please email CEO Lawrence Cowan via jobs@sbhscotland.org.uk with your contact details and we will be in touch.

At SBH Scotland we celebrate diversity and are committed to creating an inclusive environment for all employees. We are also a Disability Confident Employer - If you have a disability and meet all of the minimum criteria for this role, you can request a guaranteed interview. Please note that in your covering letter.

