Application Pack

Fundraising Manager

How to Apply

Thank you for your interest in the post of Fundraising manager

Please find below information relating to the organisation, our values and ethos, and details of the vacancy. Please note that only information provided in the application form can be considered in the shortlisting process. **CVs will not be considered without prior arrangement.**

Applications will be shortlisted by scoring the information provided in the application form against the essential and desirable competencies outlined below. Please provide as much information as possible, together with examples, to demonstrate how you meet these competencies. All experience is relevant and need not be limited to paid employment situations.

Completed application forms should be sent to recruitment@rapecrisisscotland.org.uk by Wednesday 25 November 2026, 9am

Closing Date for Applications: **Wednesday 25 November, 9am**

Invites to Interview issued by: **Thursday 3 December**

Anticipated date(s) for interview: **Tuesday 15 December (Glasgow)**

An equal opportunities monitoring form should be completed online at https://forms.office.com/e/rYhDL2sCFH

We welcome applications from a diverse range of candidates, in particular women of colour and those underrepresented in the workforce. **Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010.**

Please note that a PVG/Disclosure check will be carried out prior to employment commencing.

We are keen to ensure an accessible recruitment process; if you have any issues accessing this pack, or require these materials in a different format, please contact recruitment@rapecrisisscotland.org.uk.

Our recruitment process is carried out in accordance with the Data Protection Act 1998. For full details on how your information will be used, please see our Privacy Notice.

About Rape Crisis Scotland

Background

Rape Crisis Scotland is Scotland's leading organisation working to support survivors of sexual violence, transform attitudes, improve the justice response to sexual crime and, ultimately, to end sexual violence in all its forms.

From the earliest collectives, over 40 years ago, to the modern network of Rape Crisis centres, survivors' needs and voices have been at the heart of Rape Crisis in Scotland.

You can read more about the early years of Rape Crisis in our 2009 publication, Woman to Woman: An Oral History of Rape Crisis in Scotland 1976-1991.

Who We Are

All of us deserve to live free from the fear and threat of sexual violence. At Rape Crisis Scotland we work to raise awareness of the prevalence and impact of rape, sexual assault and abuse, advocate for better health, justice and community responses, and work to make sure that no matter what happened or when, survivors can access specialist support.

Rape Crisis Scotland is governed by a Board of Directors and is a growing organisation with over 45 staff members, working across a broad range of projects.

We deliver direct support services to survivors and work with local centres who provide specialist Best Practice Rape Crisis support to more than 6,000 survivors annually.

Rape Crisis Scotland and our member centres are committed to adhering to the Rape Crisis National Service Standards (RCNSS). These standards ensure that all survivors who contact us receive a consistent, specialist services from any member Rape Crisis Centre.

What We Do

At Rape Crisis Scotland, our work is diverse and varied. In addition to our work

supporting our member centres we also provide the following services:

- A National Helpline, providing support and information to anyone affected by sexual violence. The Helpline is open daily, 5pm until midnight, 365 days a year.
- National Advocacy Service, supporting anyone who is considering reporting or is engaged in the justice system, helping them to navigate the system.
- Prevention work, working with schools, colleges and universities to promote healthy relationships, provide support to enable prevention of gender-based violence and improve institutional responses to survivors.
- Membership Services building the capacity of our member centres and their workers to work within the National Service Standards and meet local demand for evidence-based, high-quality services.

We also work collaboratively with the Scottish Women's Rights Centre, which provides legal advice and support to survivors of gender-based violence.

For the latest information on the work of Rape Crisis Scotland and our recent campaign work, see our latest Annual Report.

Our Values and Ethos

At Rape Crisis Scotland, our guiding principles are:

- Feminism,
- Equality and
- Human Rights

Our services draw from the guiding principles of gender-based power, reduced power analysis, survivor-centred approach, trauma-based approach and holding perpetrators accountable and our work with survivors is guided by values and principles of being non-judgmental, survivor-led and trauma informed.

As an organisation we are working to embed an intersectional approach, recognising the compounding inequalities and discrimination that survivors, our staff and volunteers may experience and seeking to reflect this in our service provision and broader work. We want Rape Crisis to be a movement that reflects the diverse population of Scotland and seek to support the participation and representation of Black and minoritised communities, disabled people, people of all ages, sexual orientations, gender identities and rural and remote communities.

As an organisation we are trans-inclusive, and pro-choice.

We recognise that our work to become anti-racist and intersectional is an ongoing

process, and are committed to reflection, and learning and welcome feedback on how we can improve.

Our principles and approach are important to us, and as an organisation that seeks to work collaboratively with others, we feel it important to share these so that we are transparent and clear with current and future members of staff about our values and the expectations that surround these in terms of how we work together and what we produce.

As we are committed to survivors, we are committed to providing a supportive and empowering environment for our staff, creating an environment where we can inspire each other and allow each other to thrive, working together, collaboratively to achieve our collective goals.

Hybrid Working

Our office base is in the centre of Glasgow. The majority of staff spend part of their working week in the office and part at home, under our hybrid working arrangements. It is envisaged that this post will require a degree of home working and the necessary hardware will be provided. The post-holder should ensure that they have internet connection suitable for video conferencing.

The Role

Job title:	Fundraising Manager	**Restrictions:**	Women-only*
Department/Function:	Fundraising	**Reports to:**	Director of Operations
Location:	Glasgow, with hybrid working	**Travel required:**	Occasional travel as required of the role
Level/Salary range:	Grade E1 £42,626 FTE (pro rata)	**Position type:**	Part-time (28hrs per week)
Pension contribution:	8% employer's contribution	**Holiday entitlement**	43 days inclusive of public holidays (pro rata)

Duration of employment:	Initial contract until end March 2028		

Job Purpose

The Fundraising Manager will lead on the creation, delivery and implementation of Rape Crisis Scotland's (RCS) fundraising income generation strategy. Working in partnership with senior levels of the organisation, including the CEO, Leadership Team and Board, the role will aim to diversify and increase funding for RCS and the RCS membership.

Over the past five years the funding scene has been changing for charities working in the Gender Based Violence sector, particularly for those supporting survivors of rape and sexual violence. There has been a significant decrease in the number of grant giving organisations that are providing funding for life-changing specialist support. In the current changing climate this is an additional risk for the sustainability of frontline services across Scotland.

This is a delivery-focused, strategic role, combining lobbying and developing relationships with key funders with hands-on fundraising. The successful candidate will develop systems, plans and evidence-led pipelines that build a balanced, sustainable income portfolio aligned to the RCS's long-term ambitions.

Manager Responsibilities

The following are shared responsibilities of all Managers at RCS:

- Collaborate with and support other members of RCS's Management Team
- Contribute to the development of RCS strategy through ongoing evidence-gathering and feedback
- Contribute towards the development of policies and procedures at RCS, including where needed, the writing of them.
- Develop, maintain, and influence internal networks within RCS and member Rape Crisis Centres to build cohesion and ensure good communication throughout
- Develop, maintain, and influence relationships with relevant external stakeholders
- Demonstrate the values and principles of RCS in all aspects of your work
- Support RCS to develop and maintain a culture where fairness, respect, equality,

good communication, engagement and wellbeing are in place and recognised as important

Specific Responsibilities of this Role

- Develop a Fundraising Income Generation Strategy for RCS and translate it into annual and multi-year income generation plans, with clear targets, pipelines and KPIs for each income stream.
- Develop a lobbying strategy for UK wide, Scottish and regional trusts and foundations on the necessity and importance of specialist Rape Crisis work to support survivors of GBV, influencing the agenda of their strategies in favour of funding delivery of Rape Crisis services across Scotland.
- Maintain a balanced portfolio of non-government income, ensuring diversity across trusts, corporates and individuals.
- Identify new opportunities and potential areas of growth through analysing sector thinking, barriers, societal context, events and networking opportunities.
- Write and submit high-quality funding applications and reports
- Secure multi-year and repeat funding
- Build and maintain strong working relationships with funders and partners
- Represent RCS and its membership at third sector and philanthropic events
- Bridge relationships between member centres and potential funders
- Ensure that RCS develops and maintains the necessary systems, processes and infrastructure to support its income generation efforts, including responsibility for a customer relationship management system (CRM), monitoring of the opportunities pipeline, use of grant finding platforms, and performance monitoring systems for income generation.
- Contribute to cross-team working, including donor strategy meetings, income planning, and priority-setting processes, ensuring your strategic insights inform planning, prioritisation and focus.
- Support integration of fundraising into campaigns, programmes and communications with clear calls to action
- Support development of the fundraising team within RCS with the aim of better supporting and developing individual giving, community fundraising and strategic corporate partnerships.
- Recruitment, training and supervision of fundraising staff members and

volunteers.

Person Specification

The successful applicant will be an experienced fundraiser, who has ideally worked in a violence against women and girls or equalities context before and has a good understanding of the current funding challenges facing the Rape Crisis sector in Scotland.

They should be a highly motivated individual with a track record of establishing, developing and maintaining strategic relationships with existing and potential funders. They must be highly organised, able to manage multiple projects and work to deadlines and agreed targets.

They will feel passionate about ensuring that survivors of sexual and gender-based violence have access to well-funded, high-quality, specialist services across Scotland and develop a strong income generation strategy to support this goal.

They should have a good understanding of, and support for, the values and principles of Rape Crisis Scotland and the Rape Crisis Scotland membership, which are based on an intersectional feminist, person-centred and trauma-focused approach to gender-based violence.

The successful post holder must demonstrate the following:

Essential skills, knowledge & experience required:

E1. Proven track record of working in a fundraising context, securing multi-year or high-value funding (£100k+).

E2. Knowledge of the Rape Crisis movement in Scotland and its funding challenges.

E3. Demonstrable experience of successfully developing and executing an income generation strategy.

E4. Experience of developing clear, compelling funding bids, proposals, cases for support and/or partnership pitches.

E5. Good understanding of key fundraising methods, fundraising regulation and best practice.

E6. Experience of establishing, developing and maintaining relationships with funders and/or partners.

E7. Ability to manage multiple projects and deadlines effectively.

E8. Good understanding of, and support for, RCS' values and principles which are

based on an intersectional feminist, person-centred and trauma-focused approach to gender-based violence.

E9. Good understanding of the societal, political, emotional, and legal context within which gender-based violence occurs.

In addition, the following would be desirable:

D1. Experience managing and supporting a team of staff and volunteers.

D2. Experience of working with CRM databases.

Please note, this role will include occasional evenings, weekends, and overnight stays. Some travel across Scotland may be necessary to meet with key partners and attend relevant events. RCS is committed to flexible working and positive work-life balance. Travel will be planned and agreed well in advance, with consideration for the post holder's other commitments.

* Please note only women need apply under Schedule 9, Part 1 of the Equality Act 2010.