ROLE PROFILE

JOB TITLE:	Fundraising Lead
CONTRACT TYPE:	Fixed Term – 12 Months
LOCATION:	Head Office, Glasgow (with requirement to travel to various locations)
REPORTING TO:	Engagement & Growth Manager
HOURS PER WEEK:	35
SALARY:	£38,000

PURPOSE OF THE JOB

Working closely with the Engagement & Growth Manager, the Fundraising Lead will play a pivotal role in delivering Blue Triangle's new Fundraising Strategy at an exciting time of growth. As we seek to diversify and increase our income as a national charity, this role will be central to turning ambition into impact.

As winner of Scottish Charity of the Year 2025, Blue Triangle supports over 450 people every day through supported accommodation and outreach services. The Fundraising Lead will capture stories of success and transform them into powerful fundraising campaigns, building on our existing case studies to inspire support and deepen connection.

As the sole fundraiser, this new role will have the opportunity to create, manage and deliver Blue Triangle's annual fundraising plan – setting clear income targets and ensuring they are achieved. In partnership with our Communications team, you will develop emotive, creative campaigns that grow our supporter base, increase regular giving, and strengthen engagement across audiences.

We are looking for a fundraiser who has experience of growing new relationships with trusts, foundations and corporate partners. The ideal candidate will have creative ideas about how to attract individual and major donors, and will be able to take ownership of the fundraising plan to create obtainable goals.

MAIN DUTIES & RESPONSIBILITIES

- Lead the development and delivery of Blue Triangle's Fundraising Strategy, working closely with the Engagement & Growth Manager and Senior Management Team
- Research, design and implement fundraising approaches across all income streams, including individual giving, appeals, campaigns, and community fundraising
- Develop and manage the annual fundraising plan, ensuring activity is delivered on time and on budget
- Create clear, compelling fundraising messages and collaborate with the Communications team to raise Blue Triangle's profile across digital (including social media platforms and online fundraising tools such as JustGiving), print and marketing channels
- Monitor and report on income performance to the Senior Management Team and Board, proactively identifying risks and recommending changes where needed

- Identify, develop and nurture supporter relationships through a wide range of networks and opportunities
- Build the organisation's CRM or donor database, ensuring accurate records of supporter relationships, pipelines and income
- Produce high-quality evaluation and impact reports for funders and stakeholders
- Stay up to date with sector trends and best practice, including through relevant professional networks and membership bodies (e.g. Chartered Institute of Fundraising), continually developing your professional fundraising skills
- Champion a culture of fundraising across the organisation, supporting and advising colleagues on fundraising opportunities and approaches

PERSON SPECIFICATION

You will bring energy, creativity and ambition to this role, alongside a strong track record in fundraising delivery.

Essential

- At least two years' experience in a fundraising role
- Proven experience of meeting income targets and managing budgets
- A creative, proactive approach to identifying and developing funding opportunities
- Demonstrable experience of managing and growing individual giving programmes
- Experience of planning and delivering fundraising events, including challenge events and community fundraising activities
- Experience of building and managing corporate partnerships
- A track record of writing successful funding applications to trusts and foundations
- Experience of using a CRM system or donor database to manage and track supporter relationships and income pipelines
- Familiarity with digital fundraising platforms (e.g. JustGiving) and social media as fundraising channels
- Excellent written and verbal communication skills, with the ability to craft persuasive cases for support
- Strong relationship-building skills and a collaborative approach to working with colleagues, donors and partners
- Confident ambassadorial skills and the ability to represent Blue Triangle externally
- The ability to manage competing priorities and deadlines effectively
- A genuine commitment to Blue Triangle's mission and an understanding of the housing and homelessness sector

Desirable

- Membership of or working towards membership of the Chartered Institute of Fundraising
- Experience in a sole fundraiser or similarly autonomous role
- Knowledge of the Scottish third sector and the regulatory environment for charities in Scotland

TERMS AND CONDITIONS SUMMARY FOR CANDIDATES

The following terms and conditions of employment are available with this post and are set out here for your information only. Terms and conditions may vary according to circumstances and this summary does not form part of any subsequent employment contract.

Probationary period	6 months
Annual leave	30 days' annual leave plus 10 public holidays per annum (pro rata for part time staff and those working less than a year)
Pension	Contributory pension scheme. Blue Triangle contributes 3% of gross basic salary and the staff member contributes 5%.
Life assurance	3 times basic annual salary payable on death in service.
Sick pay	Nil pay (other than statutory) for the first 3 months. It then increases to 5 weeks' full pay and 5 weeks' half pay between 3 months' and 1 years' service; 10 weeks' full pay and 10 weeks' half pay between 1 and 3 years' service; and 26 weeks' full pay for more than 3 years' service.
Employee assistance	Free access to a counselling helpline, as well as face-to-face/online counselling or cognitive behavioural therapy sessions.

Blue Triangle Housing Association is an equal opportunities employer and welcomes applications from all sections of the community.