

# Head of Development



Rescue. Protect. Lead.





## From Mark

*Dear Candidate*

*Thank you for taking the time to look at this pack for a really exciting role at the Scottish SPCA.*

*I've had close to 25 years in the charity sector, mostly as a fundraiser. This means as Head of Development you'd have a CEO who wants to 'move mountains' to give you, and the wider Fundraising team, every opportunity to shine.*

*You'd be working for an outstanding Director. Vicki O'Hare has proven private business and success in charities to her name. She has knowledge, drive and ambition – I want to work for Vicki – when you meet her, you will too!*

*The Scottish SPCA does more for animals than any other charity in Scotland. But I am restless for us to do more than just rescue and rehome animals. I joined in summer 2025 to radically transform the way we inspire people to treat pets, wildlife and farm animals better. There is no excuse for abuse.*

*With you driving key income streams, supported by big plans for marketing investment, we can make Scotland the best place in the world for an animal to call home. Vicki and I are looking for a strong, brave, experienced and driven fundraiser who will put the Cause first and will never accept second-best.*

*That's asking a lot of you. We want to meet candidates who are super-selective about their next move. We are here to inspire you to apply with confidence. Sally at Eden Scott is leading on connecting you with us.*

*We look forward to hearing from you.*

*Best wishes,*

**Mark Bishop**  
**CEO**





## Job Specification

**Job Title:** Head of Development (full time, permanent)

**Location:** Hybrid - HQ, Dunfermline and home

**Salary:** £54,017 - £60,168

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### Overall purpose of the role

You will support our fight against animals suffering by engaging new and existing major donors, trusts, corporates and communities to give to our cause generously.

You will use your expertise to lead and develop a high-performing fundraising team, grow support from donors and partners, and drive innovation to build a resilient and growing income base. This is not just any job. This is a chance to make a tangible difference to animals across Scotland.

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### Specific responsibilities

#### 1. MANAGE INCOME STREAM PLANS

You will be responsible for ensuring major donor, trusts, corporate and community income streams have clear annual plans in place that form part of a bigger multi-year growth plan.

#### 2. CONDITIONS FOR SUCCESS

You will play a key role in ensuring the whole Charity is playing its part in being 'fundraising friendly' with case studies, identifying fundable projects and able to engage with donors in authentic and inspirational ways. Work in collaboration with wider fundraising teams, marketing and communications teams to deliver integrated fundraising activity plans.

#### 3. ENGAGEMENT PRODUCT DEVELOPMENT

You will explore, develop and take to market one or more participation products that generate income or act as a powerful 'hand-raiser' for identified key audience segments.

#### 4. TEAM AND BUDGET

You will manage and develop your team, giving them every opportunity to be the best fundraisers in Scotland. As part of this you will oversee income and expenditure activity against agreed targets.

#### 5. ENABLE SENIOR ENGAGEMENT

You will lead on ensuring the Chair, Trustees, CEO and Leadership Team are supported and comfortable with playing an active role in growing fundraising success.

#### 6. PROSPECTING AND CULTIVATION

You will lead on developing processes for identifying new supporters and will manage flagship cultivation events to inspire new support and recognise existing contributors.



## Person specification

You will be an experienced fundraising professional, most likely already been a Head of Function. Undoubtedly you will know how purpose-driven organisations think and act.

You will have experience of managing a variety of fundraising income streams and know how the different parts of the 'orchestra' can be aligned to play the same 'sheet of music'

You will see Big Hairy Audacious Goals as essential and not be afraid to drive ambition and opportunity across the Charity.

You will have a positive, 'can do' attitude, and be excited by organisational change and transformational development.

You may have, or have had, one or more animals in your life, or aspire to be close to animals in the future. Regardless of ownership, you will share a view that there is no excuse when it comes to abuse for any animal across Scotland.

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## The Scottish SPCA

The Charity was founded in 1839. We are a 187 years young. Over 90% of the population of Scotland know and value what we do for domestic, farm and wild animals.

We employ over 300 colleagues and have 900 volunteers who have joined the fight to stop animals suffering. We are high on passion, endless in energy, committed to ensuring all creatures are treated well at the hands of humans.

The Charity has a turnover of circa £20 million, made up of mostly voluntary income. You will know how legacies, major donors, trusts, corporates, community and event fundraising work and how to turn that into meaningful, sustained growth. Experience of leading step-change growth or transforming income streams would be a bonus.

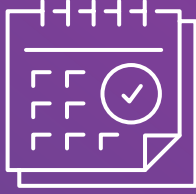
We have animal centres across Scotland, including Inverness, Aberdeenshire, Glasgow and Edinburgh. Our business office is in Dunfermline.

The Charity is undergoing an exciting period of renewal and innovation, and is forward-facing, increasingly brave, and fearless in its fight to stop animals suffering.

With close to 45,000 regular supporters we are the largest and leading animal welfare Charity in Scotland. We are in the hearts of the public, the ears of politicians and the eyes of the media.



## Benefits



**31 days annual leave  
rising to 38 days**



**2 Wellbeing days  
a year**



**A day off for  
your birthday**



**Life assurance scheme  
4x basic salary**



**Company  
sick pay**



**Enhanced family  
leave policies**



**Medicash benefit  
including EAP service**



**Medicash cover for up to  
4 dependent children**



**Bring your dog to work  
(location restrictions apply)**



**Retail & gym  
membership discounts**



**On the job training  
& development**



**Company Pension  
contribution**



## How to apply

This recruitment campaign is being managed by Sally Rae at Eden Scott. Please send your CV and covering letter explaining how your skills and experience meet the requirements of the role to: [Sally.Rae@edenscott.com](mailto:Sally.Rae@edenscott.com)

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## Key dates

**Closing date:** 12 noon, Friday 8th May 2026

**First stage interviews:** Friday 15th May 2026

For further information, or if you have any queries, please contact Sally on: **07776 662506**