

# Head of Income Generation

## Welcome from the CEO

At Verture, we recognise that diversified and sustainable funding is essential to achieving our purpose of driving climate resilience and adaptation across Scotland. As we prepare to launch our new five-year strategy in April 2026, we need an exceptional income generation leader who can build on our strong foundations and make the most of new opportunities.

As our Head of Income Generation and a key member of our Leadership Team, you will shape our fundraising strategy, cultivate meaningful relationships with diverse funders, and ensure we have the resources needed to create lasting impact. Your expertise will be crucial as we diversify our income streams beyond public sector funding and position Verture for sustainable growth.

We believe our biggest opportunity is to develop meaningful, mutually beneficial, partnerships with corporates. We would therefore like to meet fundraisers who have proven experience in this space, while also enjoying working into philanthropic funding for a balanced portfolio.

If you're passionate about using your fundraising expertise to advance climate justice and resilience, I invite you to join our team of changemakers and help us create a resilient and fair future for all.

## Job Description

**Reports to:** Chief Executive Officer

**Location:** Glasgow or Edinburgh - hybrid working

**Hours:** 0.6 - 0.8 FTE (21-28 hours per week)

**Salary:** £42,868 - £48,277 (pro rata)

**Contract:** Permanent

## **Responsibilities**

### **Strategic Leadership**

- Lead the development and delivery of our fundraising strategy and case for support, alongside the CEO
- Serve as a member of the Leadership Team, ensuring that fundraising is consistent with Verture's broader goals
- Contribute to organisational strategy development and ensure income generation supports strategic priorities
- Develop and implement ethical fundraising policies that align with our values and commitment to climate justice

### **Income Generation**

- Be responsible for raising both core and restricted income from corporates, trusts and foundations, major donors, and statutory sources
- Develop a clear and responsive new business pipeline and process to manage and qualify leads
- Research and identify new funding opportunities aligned with our strategic objectives
- Lead on writing and coordinating high-quality funding proposals and pitches
- Set and monitor income generation KPIs and targets

### **Relationship Management**

- Manage and grow both new and existing relationships with key external stakeholders, corporates, trusts and foundations and philanthropists
- Develop and implement cultivation and stewardship plans for priority funders
- Represent Verture at external events to develop relationships and raise our profile
- Build strategic partnerships that enhance our funding potential and programme delivery

## **Cross-functional Collaboration**

- Work with the Head of Communications to ensure consistent and professional presentation of Verture to all current and future potential funders, including how we communicate the charity's impact
- Work closely with the Head of Programmes & Partnerships to understand the opportunities for income generation
- Work with the Head of Finance to set and manage the fundraising budget, ensuring income is accurately forecast
- Support programme teams in developing fundable concepts and proposals

## **Organisational Development**

- Build fundraising capability across the organisation through training and support
- Develop systems and processes for effective grant management and reporting
- Foster a culture of income generation awareness across all staff
- Ensure excellent donor stewardship and reporting practices

## **Person Specification**

### **Experience**

- Extensive experience in fundraising and income generation within the charity sector with a focus on corporate partnerships
- Proven track record of securing significant donations from partners and cultivating long-term relationships
- Demonstrable success in developing and implementing fundraising strategy and case for support
- Experience of working at a strategic level and with senior stakeholders

### **Skills and abilities**

- Strong relationship building and networking capabilities with excellent communication and presentation skills

- Ability to translate complex climate concepts into fundable propositions. Excellent proposal writing skills
- Strategic thinking with the ability to identify and pursue new opportunities
- Strong project management skills with ability to manage multiple funding applications, including developing budgets

### **Knowledge**

- Understanding of different fundraising methodologies and best practices, including grant management and compliance requirements
- Understanding of climate change, adaptation, and resilience issues, as well as climate justice and equity principles
- Knowledge of the UK funding landscape

### **Working at Verture (Our Way of Working)**

Working at Verture involves being part of a collaborative and social team, with a strong focus on employee wellbeing and opportunities to develop your own innovative ideas. Our internal culture and working style is characterised by:

- Co-design of initiatives
- Solutions and impact/outcome focused approach
- Commitment to equality, diversity and inclusion

We are committed to staff development and to identifying opportunities for career progression. We support all staff to develop and grow to their full potential.

### **Benefits**

Here's what you can expect when you join our team:

- The opportunity to make a meaningful difference in climate resilience across Scotland
- A collaborative team environment focused on innovation and impact
- 35 days annual leave including public holidays (pro rata)

- Flexible working arrangements
- Company sick pay
- Death in service scheme
- Employee support services
- Pension scheme with employer contributions up to 6% of salary

### **Our Commitment to Equity, Diversity and Inclusion**

Climate change affects everyone, but not equally. At Verture, we believe our team should reflect the diverse communities we serve. We particularly encourage applications from individuals from underrepresented groups, including working-class people, ethnic minorities, and disabled communities, as these populations are often most impacted by climate change.

We are committed to making our recruitment process accessible to all. If you require any adjustments or support during the application process, please let us know. We will pay travel expenses for in-person interviews.

### **How to Apply**

- Application process and deadline-**8:00am, Friday 17<sup>th</sup> October 2025**
- Required documents: Online Application form, CV
- Those shortlisted for interview will be notified by **Friday 24<sup>th</sup> October 2025.**

For questions about this role or the application process, please contact [\*\*info@verture.org.uk\*\*](mailto:info@verture.org.uk)

*Verture: Cultivating tomorrow through climate resilience and adaptation.*