



Job Title: Fundraising Manager

Reports to: Chief Executive

Location: Remote with some travel to events and meetings

Hours: Flexible - open to full-time, part-time, or adjusted hours for the right candidate

Contract Type: Permanent

Salary: £38-£42k (pro rata if part-time)

About Us: Food Train supports older people across Scotland to eat well, age well, and live well. We do this by providing high-quality food access services, fostering community connections, and preventing malnutrition and isolation.

We empower older people to have choice, dignity, and control over their food and well-being. Working in partnership with volunteers, communities, and policymakers, we're tackling inequality and driving change so that everyone can access the food and support they need to thrive.

Our Commitment: We place older people's voices, experiences, and well-being at the heart of everything we do.

Job Purpose

To lead and implement a comprehensive fundraising strategy that will diversify and grow Food Train's income. The Fundraising Manager will be responsible for developing and managing a broad range of income streams, including (but not limited to): trusts, foundations, corporate partnerships, statutory funders, and individual giving.

The postholder will lead on corporate, legacy, and individual giving, and collaborate with the Chief Executive on major strategic and statutory bids.

In year one, the postholder will:

- Secure a minimum of £500,000 in income across multiple income streams
- Maintain active relationships with at least 10 funding partners
- Represent Food Train at 8–10 sector and donor-facing events
- Launch at least one corporate giving initiative and one legacy giving campaign

Key performance indicators will be developed with the Chief Executive and Board to monitor strategic fundraising success.

This is a high-impact, outward-facing role. You will build and nurture relationships with key funders and supporters, write compelling applications and impact reports, attend external events, and proactively raise the organisation's profile. You will also work closely with the Communications and Marketing Manager to ensure aligned messaging across donor and public engagement activity.

Key Responsibilities:

1. Fundraising Strategy and Development

- Lead the design and execution of a multi-year fundraising strategy aligned to Food Train's organisational goals
- Develop income streams across trusts, foundations, corporates, statutory funders, and individuals
- Maintain a healthy pipeline of prospects, with clear tracking of targets, timelines, and renewal schedules
- Use data, insight, and organisational intelligence to shape case for support materials and strategic proposals

2. Trusts, Foundations & Statutory Funders

- Identify, research, and secure income from charitable trusts, foundations, and statutory bodies
- Write persuasive, tailored funding applications and grant reports
- Work with operational colleagues to gather outcomes, evidence, and stories to support strong reporting

3. Corporate Fundraising

- Lead the development and growth of corporate partnerships, including financial support, sponsorship, in-kind gifts, and employee engagement
- Develop tailored partnership proposals and stewardship plans
- Work with the Communications and Marketing Manager to highlight corporate partners publicly
- Explore opportunities for corporate volunteering and long-term alignment with the company's corporate social responsibility goals

4. Legacy and Individual Giving

- Promote legacy and in-memory giving as key elements of long-term income strategy
- Develop creative, sensitive communications to encourage legacy giving
- Design and deliver small-scale appeals and supporter journeys for individual donors
- Work with comms colleagues to increase visibility of individual giving opportunities online and offline

5. Donor and Stakeholder Engagement

- Act as a confident ambassador for Food Train, representing the charity at donor meetings, sector events, and networking opportunities
- Support the Chief Executive with senior stakeholder engagement and high-value prospect cultivation
- Build strategic relationships with funders, philanthropic individuals, and sector influencers

6. Relationship Management and Reporting

- Manage relationships with current and prospective funders to build long-term support
- Ensure timely submission of reports and updates to funders, using data and case studies to demonstrate impact
- Accurately record all fundraising activity, communications, and income using relevant CRM or tracking systems

7. Internal Collaboration

- Work with colleagues across the charity to understand services, outcomes, and impact
- Contribute to strategic planning, budgeting, and reporting processes
- Represent the fundraising function internally, providing insight into funder and donor trends

Person Specification

Essential:

- Proven track record of fundraising in the voluntary sector, managing six-figure income portfolios
- Demonstrable success in securing income from at least two of the following: trusts, statutory funders, corporate donors, individual giving
- Experience in developing and delivering fundraising strategies
- Excellent written and verbal communication skills, with strong bid writing and proposal development abilities
- Knowledge of income diversification and an understanding of key fundraising channels
- Skilled in building and managing external relationships at all levels
- Confident in public speaking, presenting, and representing an organisation professionally
- Strong planning and organisational skills with the ability to manage multiple projects and deadlines
- Proactive, self-motivated, and comfortable working remotely

Desirable:

- Experience with CRM systems (e.g., Salesforce)
- Understanding of the Scottish funding landscape and local authority commissioning
- Knowledge of older people's issues or experience working in ageing, health, or community care
- Experience designing donor stewardship journeys and individual giving campaigns
- Familiarity with GDPR and fundraising compliance principles

We are committed to being an inclusive employer and welcome applications from all backgrounds and communities. If you're passionate about improving the lives of older people and have the experience to lead Food Train's fundraising work, we'd love to hear from you.