



**Dogs Trust Candidate Pack  
Philanthropy, Corporate and Trusts**

## **Major Gifts Development Manager - Scotland**

Salary: £35,000 - £37,200

Hours: Full-time (35 hours per week); part time;  
condensed hours will be considered

Reporting to: Regional Major Gifts Team Manager

Department: Philanthropy

Location: Home based with occasional travel



## **The Opportunity**

**We are looking for a skilled philanthropy manager to take on the role of Major Gift Development Manager for Scotland.**

**We are looking for someone with the experience and ability to work with high-net-worth individuals to help raise vital funds for our work with dogs and people who love dogs .**

Working as part of the high value donations directorate, you will be responsible for stewarding existing major donors in Scotland and recruiting new high-net worth supporters, through creative engagement techniques and the development of trusted relationships.

Dogs Trust is the UK's largest dog welfare charity and cares for dogs across its network of 21 rehoming centres in the UK and one in Dublin.

We are proud of the work we do to support dogs and their owners in the UK and internationally. We are the leading organisation promoting dog welfare and responsible dog ownership and support vulnerable owners through outreach programmes such as the Freedom and Hope projects.



### **Our Purpose**

Dogs Trust is working towards the day when all dogs can enjoy a happy life, free from the threat of unnecessary destruction.

### **Our Values**

We dream big  
We make things happen  
We're on the ball

### **Our Approach**

We love dogs. That's why we do whatever we can to make sure every four-legged friend gets the love they deserve. We'll never put a healthy dog down, so our work is focused on helping dogs in need, supporting owners every step of the way, and creating a better world for dogs in the future. It's what we've been doing since 1891 and how we've grown to become the UK's leading dog charity, helping 16,000 of our loyal friends find their forever homes every year.

### **Here's what we're doing in each of our three vital areas of work:**

- We're the best place for dogs in need. When a dog is at risk, we help them get back on their paws with healthcare, training, rehabilitation – and lots of love, of course – at our 21 rehoming centres in the UK and Ireland, and through our fostering scheme.
- We're here to help dog owners every step of the way. We know life with a pooch isn't always perfect, so we're ready to share trusted advice and support online, on the phone or in person, to help foster that all-important bond.
- We're making tomorrow's world a better place for all dogs. While much of our work is focused on immediately improving the lives of dogs and their owners both here and abroad, we're always trying to make life better for generations of dogs to come. We campaign on important issues like puppy farming, lobbying governments to make policy changes and funding long term research projects in dog welfare. Overseas, we're vaccinating and neutering hundreds of thousands of strays and working towards eliminating rabies.



## Key Benefits & Policies

### Annual Leave

Starting at 26 days per year excluding bank holidays. Our leave year runs from January to December and at the start of the leave year following completion of a year's service, annual leave will increase by one day (pro rata'd for part time employees). The annual leave allocation continues to rise annually in January until it reaches the maximum of 29 days.

### Life Assurance

Dogs Trust has a life assurance policy which covers all employees in the event of death in service. The cover provides a lump sum benefit of 3 times annual salary to one or more nominated beneficiaries in the event of the employee's death.

### Employee Assistance Programme

Dogs Trust provides access to an Employee Assistance Programme to help support our staff. The service includes a free confidential 24-hour helpline where advice and support can be sought on a range of issues, as well as up to five sessions of confidential counselling.

### Standard Life Pension Scheme

Dogs Trust operates a group personal pension scheme with Standard Life. Staff are automatically enrolled after 3 months' service at the minimum employee level of 1.5%, with an employer contribution of 9%. For those who wish to take it up, a salary sacrifice scheme is currently in operation. Employees are free to make additional voluntary contributions above 6% of salary; however, our employer contribution is capped at 16%.

### BUPA Dental

We also have a Dogs Trust scheme with BUPA dental which is open to all staff. Employees pay for the dental scheme themselves via payroll deduction.

### Community Groups

Organisational events and away days, staff community groups including LGBTQ+, health and wellbeing activities, softball team, fantasy football league and annual big team challenge event.

### Dogs at Work

Having dogs in the workplace has been an important part of our working arrangements for many years. All employees can register to bring their furry family member to work, where they can join our other canine visitors.



## More of what we do

### For you

#### **Accessibility**

We have wheelchair access and accessible facilities on the ground floor of our London office via reception, allowing wheelchair users to have access to all the ground floor.

#### **Ways of Working**

Our remote roles operate on a hybrid model where colleagues split their time primarily home based and meeting donors and with occasional directorate and team meetings in person that require travel to London head office and Dogs Trust Rehoming Centres. Flexible working is established on a case-by-case basis.

#### **Parental Leave Policies**

Any employee who has accrued one year's continuous employment with Dogs Trust by the end of the 15th week before the expected week of childbirth will be eligible to receive enhanced maternity pay in relation to the first 13 weeks of maternity leave.

We also offer shared parental leave which allows both parents to share up to 50 weeks of maternity or adoption entitlements.

If you have worked for Dogs Trust for at least one continuous year and have responsibility for a child under the age of 18 you may be eligible to take unpaid parental leave to spend time with your child. The maximum number of weeks' parental leave is 4 per year, up to a total of 18 weeks altogether.

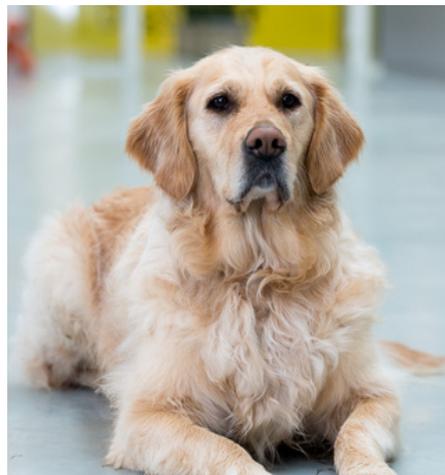
#### **Sick Pay**

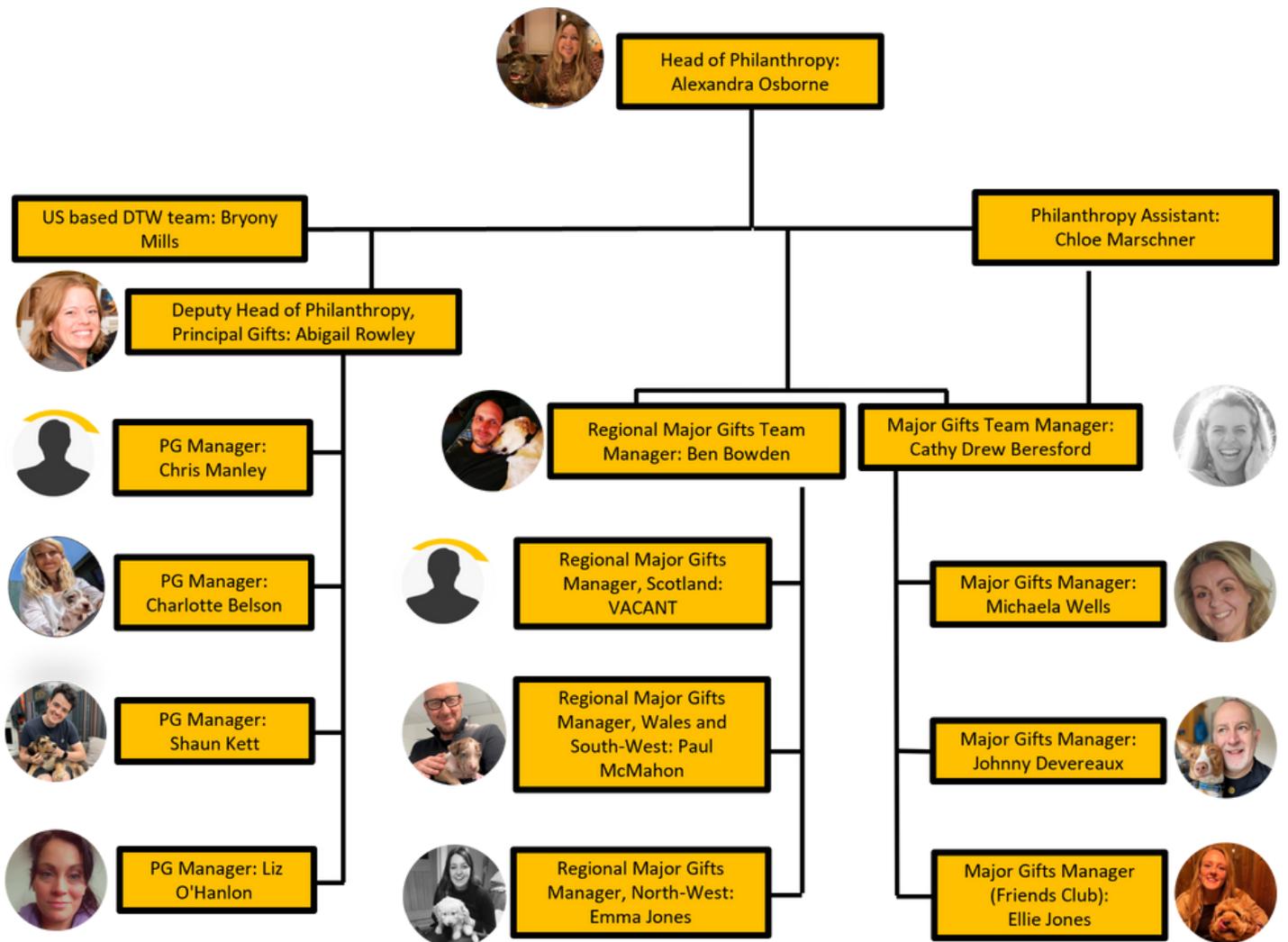
Dogs Trust is committed to the health, safety and wellbeing of all employees. We understand that there will be times when you are unable to attend work due to illness. Our sick pay provisions apply to all staff on permanent and fixed term contracts and will be pro-rata'd for part time staff.

#### **Wellbeing Initiatives**

At Dogs Trust, we believe that wellbeing is important for our people and our charity. The wellbeing of our team is key to our success and sustainability. There are resources Dogs Trust has put in place for you to make use of to support your mental and physical wellbeing including: Thrive App, Employee Assistance Helpline, Wellbeing drop-in sessions and many others. All employees are entitled to take one Wellbeing Day during the year.

# Meet the Team







**DogsTrust**