



INDUSTRY SECTOR

Charity

Overview

Charities carry out a wide range of work within Scotland, including health and social care, environmental protection, animal welfare, education, leisure and international development. It's often referred to as the third sector and defined as the voluntary or non-profit sector of an economy. In Scotland, an organisation can only call itself a charity if it is entered in the Scottish Charity Register, published and maintained by the Scottish Charity Regulator (OSCR). There are over 25,000 registered charities in Scotland and the sector handles £15 billion of income each year. There are many 'big name' charities that you will recognise, working nationally or internationally, as well as smaller charities that are active in your community, working on a local basis. The desire to make a difference is what drives many people to work for a charity. Charities have a clear sense of purpose and aim to make the world a better place. Being part of this can bring you motivation and job satisfaction of a kind which many people struggle to find in the corporate world.

What's the job market like?

The sector continues to grow, although the OSCR states that the rate of increase slowed in 2021 and 2022. The demand from the public for services and support has increased by over 50% since the cost of living crisis and the pandemic however the The Scottish Council for Voluntary Organisations (SCVO) claims less funding is available at a time when they need it most. Frustrations have led to resignations as some seek higher salaries in the private sector.

Starting out, a Fundraising Officer will earn £35,000, with the potential to rise to £60,000 as a Fundraising Manager. A Chief Executive of a charity typically earns upwards of £80,000. Within charities the highest paid director jobs are in IT, followed by science and finance. While at a junior management level the highest earners are in purchasing and supply, specialist and information services roles.

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E: info@oascotland.org.uk T: 0131 550 1575

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Types of charitable roles



Chief Executives

Chief Executives create policies and manage an office or project's daily operations. The Chief Executive Officer reports to the Board of Directors and their trustees, who are in control of the charity and manage its affairs. In smaller organisations, Chief Executives direct many or all of the NGO's branches and personnel.

In a larger organisations, Chief Executives may direct Specialty Managers who manage one section of the organisation (like a mission or a clinic in a small village) to ensure the goal is underway.



Public Relations Specialists

Public Relations Specialists handle functions such as media, campaigns and group representation. Employees in this job prepare press releases, encourage members to join the organisation or campaign, and contact media people who might print or back their material in broadcasts or TV ads.



Charity trustees

Charity trustees are volunteers in overall control and management of the charity. There are an estimated 180,000 trustees of charities on the Scottish charity register. Getting involved as a charity Trustee is a great way to put your professional skills to use, but can also be a fantastic opportunity to learn new things. You'll get great insight into what's involved in the management of charities and gain skills on working well within a leadership role.

Scottish Charities



Military Transferable Skills and Attributes

Working for a charity requires commitment and empathy, along with the skillset to communicate with users and supporters across a number of different platforms. If you have the dedication to go beyond the expectations of a standard workplace and make a real difference to somebody truly in need, the charity sector might be the one for you. The work will be challenging, sometimes thought provoking and possibly even emotional, but one thing is for certain, it is rewarding and energising to help those in need on a daily basis.

- Communication
- Drive
- Attention to detail
- Problem solving skills
- Organisational skills
- Leadership
- Initiative
- Negotiation
- Teamwork
- Focus and Discipline
- Enterprise
- Resilience

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