



INCLUSIVE
ACHIEVEMENT
AWARDS

wetoos!



**JOIN OUR
TEAM**

wetoos!

Scottish Charity Number: SC045895



OUR STORIES



Scottish Charity Number: SC045895

NOTICE. INQUIRE. NURTURE. JOIN. ACT.

QUIET POWER. COLLECTIVE CHANGE.



JOB TITLE: Grants & Fundraising Ninja



Location: Head Office – Amicable House, Aberdeen



Hours: 12 hours per week (worked over 2–3 days)



Salary: £25,459 pro rata, including We Too! pension with 4% employer contribution



Contract: Fixed term for one year (with intention to extend, subject to funding):

This post maybe subject to PVG scheme

ABOUT weto!

Scottish Charity Number: SC045895

We Too! is an Aberdeen-based charity supporting families of children and young people with additional support needs. We deliver inclusive, sensory-adapted experiences across the city and beyond — from Relaxed Sessions and large-scale events to our flagship parent/carer hub, Ninja HQ, in the Trinity Centre.

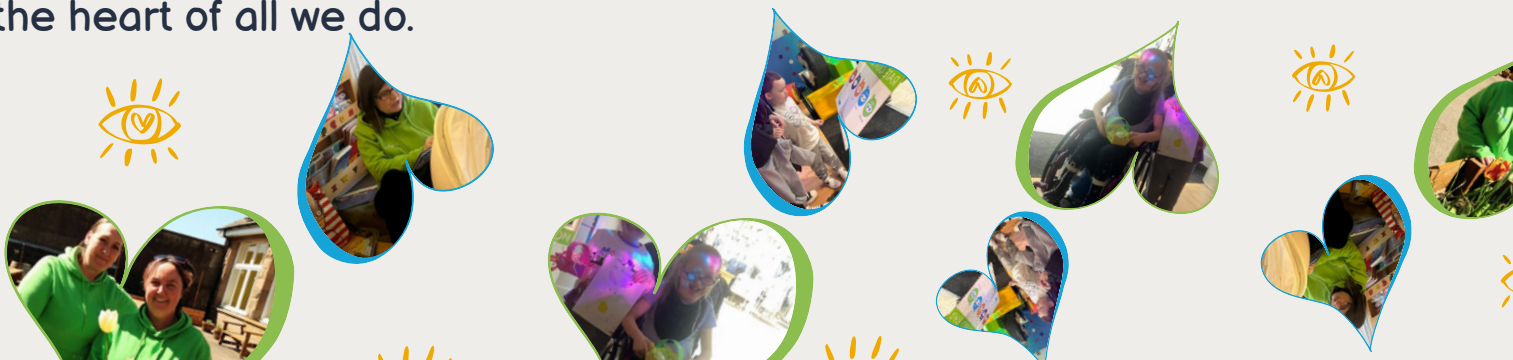
We're ambitious, values-led, community-powered... and proudly a little bit different.



Our vision is to build an environment where understanding and acceptance come naturally — where *"Relaxed Sessions"* are not an exception but a normal, celebrated part of community life.

Through shared experiences, open communication, and genuine inclusion, we hope to remove barriers and bring families together.

We see a future where every family in Northeast Scotland knows they belong, where support is easy to find, and where joy and connection are at the heart of all we do.



WHY TO JOIN **wetoo!**



- A genuinely supportive, values-driven workplace
- Flexible working across 2–3 days per week
- A role where your work has visible, meaningful impact
- A charity with momentum, ambition and strong community trust



And yes... you get to be a Ninja



VALUES

N. I. N. J. A.

Notice. Inquire. Nurture. Join. Act.



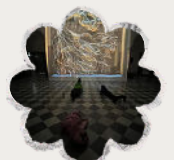
We believe change begins with awareness — the courage to **Notice** what is happening around and within us. From there, we **Inquire** — with curiosity and a desire to understand rather than assume. We **Nurture** what we discover: relationships and possibilities. We **Join** the dots, knowing that community is the greatest force for transformation. And we **Act**, because compassion without movement is only a wish.

We move quietly but powerfully, listening deeply, connecting boldly, and weaving belonging wherever we go.

Together, we make the unseen seen, the unheard heard, and the disconnected reconnected.



**Our mission is to empower families,
and to build an inclusive Aberdeen City and Shire.**



ABOUT THE ROLE

We're looking for a Grants & Fundraising Ninja to help fuel our mission and secure the income that makes our work possible.

This is a key role within a small, passionate team, ideal for someone who enjoys focused, purposeful work and wants to see the direct impact of their efforts. You'll play a vital part in sustaining and growing We Too's work by securing grant funding and supporting our wider fundraising ambitions.

You'll work closely with the Chief Ninja and colleagues across the organisation to turn strong ideas, lived experience and real impact into compelling funding applications.

You'll be

- ★ Researching and identifying suitable grant and trust funding opportunities.
- ★ Writing and submitting high-quality funding applications
- ★ Supporting funder reporting, updates and relationship management
- ★ Working with the team to gather impact data, outcomes and case studies
- ★ Supporting the development and delivery of We Too's fundraising activity
- ★ Keeping funding records accurate, organised and up to date

In short: helping brilliant work get the funding it deserves.



ABOUT YOU

You might already be working in grants, fundraising or income development — or you might be bringing transferable skills and a real enthusiasm for this area of work.

We'd love to learn more about you, your abilities, and your experience. We are looking for a Ninja who :

- Has experience of writing persuasive funding applications or proposals.
- Is organised, methodical and comfortable working to deadlines.
- Can balance attention to detail with big-picture thinking.
- Enjoys working independently while being part of a supportive team.
- Believes inclusion, accessibility and dignity matter — always.



BONUS NINJA POINTS IF YOU:

- Have third sector or charity experience
- Understand restricted and unrestricted funding
- Get equal satisfaction from a well-written bid and a tidy spreadsheet

PERSONAL SPECIFICATION

| Criteria | Essential | Desirable | How Assessed |
|--|-----------|-----------|-----------------------|
| Experience of writing funding bids, grant applications or persuasive written submissions (or strong transferable experience) | ✓ | | Application |
| Ability to research and identify appropriate funding opportunities | ✓ | | Application |
| Strong written communication skills, with the ability to produce clear, structured and compelling content | ✓ | | Application Interview |
| Excellent organisational skills and ability to manage competing priorities and deadlines | ✓ | | Application Interview |
| High attention to detail, particularly in relation to outcomes, budgets and funder requirements | ✓ | | Application Interview |
| Ability to work independently, using initiative and good judgement | ✓ | | Interview |
| Commitment to inclusion, accessibility and equality in practice | ✓ | | Application Interview |

| | | | |
|---|--|---|-----------------------|
| Ability to work collaboratively with colleagues to gather information, data and impact evidence | | ✓ | Interview |
| Experience working in the charity or third sector | | ✓ | Application |
| Knowledge of trust, foundation or statutory funding streams | | ✓ | Application Interview |
| Understanding of restricted and unrestricted funding | | ✓ | Interview |
| Experience of funder reporting and relationship management | | ✓ | Application Interview |
| Confidence working with basic financial information and budgets | | ✓ | Application Interview |
| Experience contributing to or supporting a fundraising strategy | | ✓ | Application Interview |

GRANTS AND FUNDING NINJA- FIRST 90 DAYS

Hours: 12 hours per week Location: Amicable House, Aberdeen

Days 1–30 | Learn, Listen & Lay Foundations

Focus: Understanding We Too!, funding landscape and priorities

You'll be supported to:

- Complete induction, including policies, finance processes and funding procedures
- Learn about We Too!'s mission, values, programmes and impact
- Review existing funding portfolio, active grants and reporting requirements
- Become familiar with previous funding applications and outcomes
- Understand current funding priorities, timelines and income targets
- Meet key staff and trustees involved in funding and impact
- Learn how impact data, budgets and evidence are gathered
- Begin mapping suitable funding opportunities aligned to We Too!'s work

By the end of Month 1, you'll:

- Have a clear understanding of We Too!'s funding landscape
- Know which grants are live, upcoming or in reporting
- Feel confident about internal systems and expectations
- Have an initial list of priority funding opportunities



Days 31–60 | Write, Submit & Build Momentum

Focus: Applications, systems and early wins



You'll be supported to:

- Take the lead on drafting and submitting funding applications
- Work with colleagues to gather budgets, outcomes and supporting evidence
- Support funder communications and reporting where required
- Refine funding templates, case studies and standard information
- Track applications, deadlines and decisions
- Contribute to shaping fundraising priorities and pipeline planning
- Begin developing relationships with key funders where appropriate

By the end of Month 2, you'll:

- Have submitted or progressed several funding applications
- Be confident working independently on funding tasks
- Have a clear, organised funding pipeline
- Understand what resonates most with funders about We Too!'s work



Days 61–90 | Embed, Strengthen & Look Ahead

Focus: Sustainability, relationships and strategy

You'll be supported to:

- Embed consistent approaches to funding applications and reporting
- Strengthen funder relationships through updates and impact sharing
- Review success rates and identify learning for future applications
- Support planning for future income growth and sustainability
- Contribute ideas to improve funding efficiency and impact reporting
- Align funding activity with organisational priorities for the year ahead
- Reflect on learning, development needs and next steps

By the end of Month 3, you'll:

- Be fully embedded in the role
- Be confidently managing grant activity and deadlines
- Have contributed to We Too!'s income security
- Have a clear plan and priorities for the next 6–12 months



Ongoing Support:

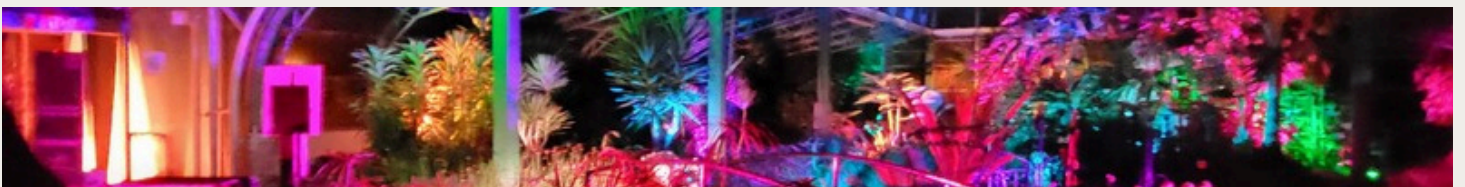
- Regular supervision and check-ins
- Clear, realistic expectations for a 12-hour role
- Access to budgets, data and team insight
- A collaborative team who value your expertise



ABOUT THE ROLE

General Responsibilities:

- Proactively seek out, develop, and manage grant and fundraising opportunities that support and strengthen the organisation's mission and impact.
- Commit to continuous learning by developing skills, knowledge, and confidence in fundraising, grant writing, compliance, and sector best practice.
- Work collaboratively and respectfully with colleagues across the organisation, fostering a supportive team culture and sharing knowledge generously.
- Build and maintain positive, effective relationships with external partners, funders, and organisations, acting as a warm and professional ambassador at all times.
- Handle sensitive information with care and integrity, maintaining strict confidentiality in line with organisational policies and ethical standards.
- Be flexible and willing to undertake other duties as reasonably required, contributing to the wider success of the organisation when needed.
- Be prepared to travel to other local locations on occasion to support fundraising activity, partnerships, or organisational needs.
- Uphold and actively promote the organisation's ethos, values, and We too! policies as set out in the Staff Handbook and the Equality, Inclusion and Diversity Policy.
- Approach all work with kindness, professionalism, and a genuine commitment to equity, inclusion, and positive social impact.





We Too! is proud to be a compassionate, and inviting place for Ninjas, volunteers, customers/clients, and stakeholders. We are dedicated to cultivating a supportive and inclusive atmosphere that empowers Ninjas to reach their fullest potential. Simultaneously, we pledge to offer products and services without prejudice or discrimination. Our commitment lies in fostering a culture of respect and understanding, where diverse backgrounds and circumstances are celebrated. This policy serves as a roadmap for **We Too!** charity and community.

Equality, Inclusion and Diversity Policy

Our commitment to non-discrimination aligns with the safeguards provided by anti-discrimination laws for both Ninjas and customers/clients. By embracing this policy, we shoulder the responsibility to prevent discrimination, uphold fairness, and ensure equal treatment for all.

This policy aims to actualise equal experiences by eliminating any potential sources of discrimination towards Ninjas and in our interactions with customers/clients. This includes preventing discrimination against:

- Individuals with disabilities
- Individuals of various races or ethnicities
- Individuals based on gender.
- Individuals working part-time.
- Transgender individuals
- Individuals concerning age.
- Individuals of diverse sexual orientations
- Individuals concerning social class or medical condition.
- Individuals in marriages or civil partnerships
- Pregnant women, recent mothers, and breastfeeding individuals
- Individuals with different religious beliefs or none



So, if you like what you've seen so far and are interested in joining our team

Please send in confidence:

- Your CV
- A short covering statement telling us why this role — and We Too! — is right for you

Email applications to: phionna@weto.org.uk

We welcome applications from people with lived experience of disability, neurodivergence and caring roles. If you need any adjustments to apply, just let us know — we'll make it work.

Application Deadline: 5pm, Tuesday 10th March 2026

Interviews will take place at:

Amicable House, 252 Union Street, Aberdeen , AB10 1TN

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