

SCOTLAND'S CHARITY AIR AMBULANCE

FINANCE MANAGER

Location: Perth Base / Hybrid

Reports to: Director of Corporate Services

Hours: Full-time - 37.5 per week

Salary: £47,000 - £52,000 per annum

Benefits:

Pension: 12% employer's & 5% employee's contribution (after 3 months' service
Annual Leave: 36 days (incl. public holidays) + an extra day for your birthday (plus additional long service days)
Death in Service Benefit: 4 times annual salary
Optional Private Medical Insurance and Cashplan
Employee Assistance Programme
Enhanced Maternity/Adoption/Paternity Pay
Access to Blue Light Card
Learning & Development Opportunities
Hybrid Working

SCAA is a charity registered in Scotland (SC041845).

Working for Scotland's Charity Air Ambulance

Scotland's Charity Air Ambulance (SCAA) exists so no one in Scotland suffers or dies because medical help can't get there in time.

People can get sick or have accidents anywhere and anytime. But in Scotland there are places where urgent medical help cannot reach people. Or help gets there too late. And when lives are at risk every minute matters.

As a charity we rely on donations from the Scottish public, companies and communities to ensure that urgent medical help gets to the patient when it is needed, wherever they are and at whatever time of day.

We are seeking a qualified accountant and highly organised individual to join our team as **Finance Manager**. Working closely with the Director of Corporate Services, Senior Management Team, Trustees and colleagues across the charity, the successful candidate will play a key role in leading the delivery of robust financial management, reporting, governance and business partnering across the organisation. This is an exciting opportunity for a qualified finance professional who enjoys combining strong technical expertise with strategic thinking to support organisational decision-making and long-term sustainability.

As Finance Manager, you will provide high-quality financial insight and advice, lead the delivery of robust financial management and reporting, and work with the Director of Corporate Services to drive continuous improvement across our finance systems, processes and controls to support the charity's strategic ambitions.

This role is based at Perth Airport, Scone. SCAA supports flexible and hybrid working arrangements - our current approach typically includes two office days per week. The usual hours of work will be Monday - Friday, 9am - 5pm.

SCOTLAND'S CHARITY AIR AMBULANCE

Finance Manager

Scotland's Charity Air Ambulance

Our Ambition

No one in Scotland should die because help cannot get there in time.

Our Mission

To save lives through the urgency and quality of our response to time-critical emergencies.



Our Vision

To provide a valued, sustainable, leading edge national air ambulance service that is integral to emergency services in Scotland.

Our Ethos

Fast, professional, responsible, innovative, visible.

SCOTLAND'S CHARITY AIR AMBULANCE

Finance Manager

Our Values

Excellence

We raise the bar through professionalism, ambition and innovation. We deliver an exceptional service that is compassionate, trusted and life-saving.

Compassion

We treat people with compassion, respect and care, placing individuals and communities at the heart of every decision we make.

Commitment

We show commitment by working together with shared purpose, supporting each other and our communities to make a meaningful and lasting difference.

Trust

We build trust by being reliable, accountable and professional, acting with integrity and delivering safely when people need us most.

SCOTLAND'S CHARITY AIR AMBULANCE

About the Role

As Finance Manager you will:

- Lead the charity's finance function, ensuring effective financial management, reporting, control and governance.
- Prepare monthly management accounts, cashflow forecasts and financial reports for the Senior Management Team and Trustees.
- Lead the annual budgeting process and support managers to develop robust budgets aligned to charity priorities.
- Provide financial analysis, forecasting and business partnering support to assist strategic and operational decision-making.
- Monitor organisational and departmental performance against budget, identifying risks, opportunities and areas for improvement.
- Support major investment decisions through the provision of robust financial information and analysis.
- Develop and enhance financial systems, processes and controls to improve efficiency, compliance and organisational effectiveness.
- Oversee treasury and cash management activities, helping to ensure the effective stewardship of charitable resources.
- Support the annual audit process and ensure the timely completion of statutory, regulatory and financial reporting requirements.
- Assist with risk management activities and help maintain strong financial control and governance framework.
- Manage and develop the Finance Assistant, fostering a high-performing finance function.
- Build strong relationships with budget holders, Trustees, auditors and external stakeholders, providing expert financial advice and support.

Please refer to the full job description for more information

SCOTLAND'S CHARITY AIR AMBULANCE

General Responsibilities

- Maintain and improve competencies through continuous professional development.
- Work collaboratively with staff across the charity and key partners.
- Work effectively and efficiently to administration, communication, health and safety protocols and policies to ensure that organisational systems and procedures are implemented.
- Abide by organisational policies, codes of conduct and practice as described in the Staff Handbook.
- Treat with confidentiality any personal, private, or sensitive information about individual organisations and or schemes or staff etc.
- Perform other associated duties as may arise, develop, or be assigned in line with the broad remit of the post.
- Be prepared to travel throughout Scotland and occasionally beyond to meet the needs of the business.



SCOTLAND'S CHARITY AIR AMBULANCE

About You

Essential:

- Qualified accountant with experience operating in a senior finance role.
- Experience of charity accounting, tax and regulatory requirements.
- Strong experience of budgeting, forecasting, treasury management and cashflow forecasting.
- Experience producing management accounts and reports for senior leaders, trustees or directors.
- Experience supporting external audits and annual financial reporting.
- Advanced Microsoft Excel skills and experience using financial management systems.
- Proven ability to improve financial processes, systems and controls.
- Strong analytical, problem-solving and decision-making skills.
- Excellent written and verbal communication skills.
- Ability to build effective relationships with colleagues and external stakeholders.
- Excellent organisational skills with the ability to manage competing priorities and deadlines.
- High levels of accuracy, attention to detail and discretion when handling confidential information.
- Resilient, adaptable and committed to continuous improvement.
- Commitment to the values and mission of the charity sector.

Although not essential, a working knowledge of CRM systems in a charity environment and experience of using Sage 50 financial management software is desirable.

Please refer to the full person specification and job description for more information

SCOTLAND'S CHARITY AIR AMBULANCE

Join Us!

Application

To apply for the role please email the following to Susie Crocker at Recruitment@scaa.org.uk

- your **CV** and **covering letter**— outlining your suitability for the role, your relevant experience, your motivations for applying and how you heard about this vacancy. We advise you to refer to the 'About You' section and use this to explain your suitability for the role.
- Equality, diversity and inclusion monitoring form (optional)

As an equal opportunities employer, SCAA is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join SCAA.

If you have any specific questions about the role then please contact:
Simon Phillips at s.phillips@scaa.org.uk.

Application deadline is 5pm on Sunday 6th December 2026.

Interviews

First interviews will take place at our base at Perth Airport in Scone on 14/15 December 2026 with second stage interviews planned for 6/8 January 2027.

Applicants are encouraged to specify their interview availability within their application.

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Finance Manager