



BTA (Bruce Tait Associates) are based in Stirling and are one of the UK's leading voluntary sector recruitment and consultancy agencies. As consultants we work with a wide range of charities - local, regional, national, UK and international, offering a range of strategic consultancy services. As recruiters, we use our significant charity knowledge and expertise to help voluntary organisations find the best staff.

We aim to meet all the needs of the third sector in Scotland and our "one stop shop" service is greatly valued by our clients.

BTA are a unique organisation in the UK in that all of our senior management team have worked at Director-level or above in UK and international charities. We have over a century of senior level third sector experience between us.

As a Scottish-based organisation with a wealth of experience and networks, we are confident in saying that no other organisation knows the third sector in Scotland as well as we do. That's where our passion for charities comes from. That's what makes us outstanding at what we do.

**EXCLUSIVE OFFER
FOR ACOSVO
MEMBERS**

10% off BTA's recruitment and consultancy services.

**EXCLUSIVE
STRATEGIC
PARTNERSHIP OFFER
(FOR ANY CHARITY)**

Free ACOSVO membership for your new CEO's first 3 months in post if recruited by BTA.

BTA SERVICES

Database Consultancy including GDPR Audits, Policies and retained Data Protection Officers.

Interim Chief Officers and Senior Executives

Executive Search

Charity Recruitment

Board Recruitment

Board Development

Business Planning

Fundraising Consultancy

Specialist Grants and Trusts Scoping Work and Application Writing

Marketing and Communications Consultancy

Influence and Perceptions Audits

Human Resources Consultancy (includes retained services)

Mentoring

Training

BTA RECRUITMENT

Since BTA were formed in 2003, we have recruited over 1000 members of staff for charities across the UK. We recruit all levels of post across all divisions and directorates and have third sector knowledge and contacts across the UK nations and regions as well as internationally with sister companies in England, Ireland and Canada. Our recruitment process is based around our unique database of over 9,000 potential candidates.

We provide a complete service; from developing the job description and person specification to handling all enquiries for the role, to helping organise interviews and post interview communication. Our reputation as the “go-to” agency for third sector organisations means we can provide our clients with highly motivated and experienced senior charity people and the best applicants from outwith the sector. We have substantial contacts and networks throughout the charity community and provide a service beyond those offered by other search providers.

For selected clients, we offer a recruitment partnership at a vastly discounted rate. We’d be delighted to discuss this with you.

BTA CONSULTANCY

BTA Consultancy is led by our Joint Chief Executives, Bruce Tait and Abeer Macintyre. We work with a team of expert freelance Associates who are amongst the best in the UK in their chosen fields. They work in close collaboration with the BTA leadership team who provide peer review throughout.

Our consultancy service can meet every need of the third sector from board development and strategic consultancy to interim support and retained services.

We have a specialist Trustee recruitment service which is geared around our deep understanding of how important a competent and committed Board is to helping Chief Executives negotiate their way through the current challenges facing the third sector. Based on our extensive experience and contacts we have outstanding candidates from the third, public and private sector who are committed to dedicating their time and expertise to help your charity thrive. We do this in partnership with the Institute of Directors, Scotland, Women’s Enterprise Scotland and the Officers’ Association, Scotland.

LEADERSHIP PROFILES

Bruce Tait, Joint Chief Executive

Bruce has worked in the voluntary sector for over 25 years and is a Fellow of the Institute of Fundraising. Following roles as Director of Fundraising and Chief Executive at several Scottish charities, Bruce worked as an International Fundraising Consultant with postings in Europe, North America and Canada. In 2003, he set up Bruce Tait Associates-now BTA. His aim was to create a highly ethical organisation which put the third sector, and not profits, at its heart. Our mission is to “help charities achieve their full potential” by offering a range of services to meet your needs rather than serve our interests.

Abeer Macintyre, Joint Chief Executive

Abeer was a broadcast journalist for 20 years until she followed her heart and moved to the third sector. She has worked at Director level for Mary’s Meals, the NSPCC in Scotland and for Children in Scotland. Her specialisms include organisational development/restructuring, communications and fundraising. Abeer has also been awarded the Paul Harris Fellowship by Rotary International for her charitable work.

WHAT OUR CLIENTS SAY ABOUT US

"BTA transformed our development activities and established a strategic direction for our work, which is enabling us to grow and extend our reach well beyond our traditional core business. Given the pressures and challenges for all third sector organisations, we needed to develop and diversify. Their vision and understanding of this strategic context has enabled us to achieve this while remaining true to our core values and aims. They have left us with a strong legacy and foundation to enable us to continue to grow and develop."

Children in Scotland

"I have engaged BTA on three, quite different, pieces of work over the last year and so having experienced a range of the services that BTA offer have no hesitation on providing a reference. Overall I have found BTA to be a highly professional organisation who strive to ensure that their customer satisfaction rating is among the very best. What sets them apart in my view from several other excellent organisations that I have worked with over the years is that they recognise that they only succeed when the client organisation also succeeds. In that respect my expectations of BTA as a service provider have been surpassed. I am very grateful to have had their advice and support over the last year as the charity develops through a difficult period of change."

Oak Tree Animals' Charity

"BTA have helped us to get our bearings again after a protracted and challenging period. We are really grateful to BTA for 'listening to' us and really 'hearing' our needs and for helping us to address these as part of the brief. Mostly, we thank them for recognising and agreeing that at that time it was the right thing for our organisation to do. I cannot think of many organisations who would do that. Can you?"

LifeCare

CONTACT US

Recruitment Enquiries:

Abeer Macintyre, Joint Chief Executive
01786 542 224
07939 426 842

Consultancy Enquiries:

Bruce Tait, Joint Chief Executive
01786 542 224
07743 801 397