



The ‘third sector’ is a name used to refer to organisations such as charities, social enterprises, and other types of community organisations and clubs that operate for the benefit of their service users and stakeholders.

Third sector organisations are described as being ‘not-for-profit’.

This term can be confusing because to be successful third sector organisations should aim to make a profit – the key difference between a commercial business and a third sector organisation is that profits are reinvested back into the organisation to support its service users and communities, rather than being paid to shareholders as dividends.

Organisations in the third sector contribute to the success of our economy, provide support and services to local individuals and communities, and are key to generating social value.

Social value is defined as the positive change or impact an organisation creates in the economic, social, and environmental wellbeing of the individuals they serve or the communities in which they operate.





KEY FACTS

- In the UK, the third sector generates £75 billion per year.

- There are over 7,000 registered voluntary, community, and social enterprise companies in NI, employing over **53,000 people**.

- In 2019/20, **28%** of the NI adult population completed volunteering activities.

- **Over two-thirds** of the workforce in the third sector are female.



WHAT ARE THE OPPORTUNITIES?

There are a wide range of job roles and types of careers available in the third sector. As many third sector organisations operate in similar ways to businesses, you'll find they often hire for similar roles, such as Human Resources, Marketing, Administration, and IT Support, for example.

Other opportunities commonly available in the sector include:

- | | |
|---------------------------------|-----------------------------|
| ■ Welfare Officer | ■ Fundraising Manager |
| ■ Guidance Worker | ■ Grants Manager |
| ■ Youth Worker | ■ Housing Officer |
| ■ Community Development Officer | ■ International Aid Worker |
| ■ Education Officer | ■ Policy/Research Assistant |
| ■ Business Engagement Officer | ■ CSR Manager |
| ■ Volunteer Engagement Officer | ...and more! |



For further information, click the link highlighted in **blue**



SALARY EXPECTATIONS

Salaries may vary based on the job role, your experience level, and the size of the organisation you work for. Average salaries in the third sector tend to be between **£21,000 to £37,000 per year**.

Here are some **average salaries** for job roles within the sector:

Youth Worker
Average salary
£22,701 per year

Housing Officer
Average salary
£24,326 per year

Welfare Officer
Average salary
£24,699 per year

Community Development
Average salary
£28,656 per year

Fundraising Manager
Average salary
£30,487 per year

Policy/Research Manager
Average salary
£32,728 per year

Volunteer

Working as a volunteer to support third sector organisations is usually an unpaid role (with expenses such as travel costs and lunch provided). However, volunteering can provide individuals with new skills, learning and development opportunities, and can be important to support with University applications to show experience in certain job roles and in certain settings.



For further information, please click the link highlighted in **blue**



WHAT QUALIFICATIONS DO I NEED?

There are many accessible jobs and roles in the third sector that do not require a degree, such as entry level roles and jobs involving administration duties. However, most jobs will require minimum qualifications of at least five GCSEs at Grade C or above, including English and Maths.

There are a range of vocational courses and qualifications available from Further Education Colleges that would suit a career in the third sector, such as qualifications in Business Administration, Human Resources, and Marketing.

For certain roles such as a Youth Worker, or for roles that are also commonly found in commercial businesses, such as Human Resources and Marketing, there are a range of degree courses available at universities that can be studied for these career pathways.



WHAT SKILLS ARE USEFUL?

Beyond the qualifications needed to pursue a career in the third sector, there are a range of employability skills and personal attributes that are useful to have.

These include:

- Enthusiasm
- Teamworking
- Good communication skills
- Resilience
- Organised/Coordinator
- Flexible and adaptable
- Empathetic
- Collaborative
- Ethical





WHERE CAN I GO TO FIND OUT MORE?

Social Enterprise NI

Social Enterprise NI is the representative body for social enterprises and social entrepreneurs across Northern Ireland. Connecting, supporting, developing, and sustaining vibrant businesses to create social change. We are an independent, member-led organisation and a gateway for social enterprises in Northern Ireland.

The Charity Commission For Northern Ireland

Specialising in starting up a charity organisation or for those who are already in charge of a charity in Northern Ireland, the CCNI provide invaluable support to non-profit businesses in the third sector. They make legislation widely available for individuals in this sector to access and help both individuals involved and the wider charity.



THIRD SECTOR & SOCIAL VALUE EMPLOYERS



For further information, click the Company Logos or the links highlighted in **blue**