

Person Specification – Trustee (Scotland)

In addition to the core skills and qualities expected of all Trustees, we are seeking a Trustee based in Scotland who can strengthen our strategic presence, partnerships and governance within the Scottish context. This Trustee will play a key role in ensuring our work in Scotland aligns with our UK-wide mission while responding to Scotland's distinct policy, legal and cultural landscape.

Essential Experience

- Strong understanding of Scotland's public, voluntary or community sectors, ideally with experience working within child protection, social care, education, health, justice or related fields.
- Familiarity with Scottish policy frameworks, national strategies and the roles of key bodies such as Scottish Government, local authorities, Police Scotland and health boards etc.
- Experience of partnership working stakeholder engagement or influencing within a Scottish context.
- Experience of working with or on a Board, committee, advisory group or other senior governance body.

Key Responsibilities (Trustee (Scotland))

- Contribute to shaping the charity's strategic direction in Scotland, ensuring alignment with our UK-wide mission and values.
- Uphold the highest standards of governance in line with OSCR expectations, Scottish charity law and good practice.
- Act as an ambassador for the charity in Scotland, promoting our work, values and impact across relevant networks.
- Support relationship- building with key Scottish partners including Scottish Government, local authorities, Police Scotland, health boards, public bodies, safeguarding partnerships and third sector organisations.
- Strengthen the visibility, credibility and influence of our work within Scotland's child protection and safeguarding landscape.
- Provide insight on Scottish policy developments, opportunities and risks to inform Board decision-making.

Desirable Skills & Qualities

- Ability to communicate effectively with a wide range of Scottish stakeholders, from policymakers to community organisations.
- Understanding of Scotland's distinct legal, cultural and policy environment, particularly relating to children, families and safeguarding.
- Experience in areas such as public affairs, community engagement, strategic partnerships, or influencing policy in Scotland.
- A collaborative mindset, able to bridge perspectives across Scotland and the wider UK.
- Confidence representing the charity at events, meetings or forums within Scotland.
- Ability to act as an ambassador for fundraising in Scotland, with a strong understanding of Scotland's funding landscape, including key grant schemes, trusts, and public funding opportunities.
- Understanding of Scottish charity governance requirements, including OSCR guidance and Scottish charity law (or willingness to develop this knowledge).

Time Commitment Clarification

This role does not involve operational management or day-to-day delivery in Scotland. The focus is on strategic insight, governance, and strengthening our presence and partnerships, working closely with the Chair, CEO and relevant staff.