



Trustee Recruitment Pack

January 2023

Empowering vulnerable children in India

Welcome

Hi,

Thank you for your interest in becoming a Trustee.

This pack outlines the role of Trustee and provides information about Scottish Love in Action. It includes:

- Part 1: Introduction
- Part 2: The lowdown including organogram
- Part 3: What you'll do
- Part 4: What you'll have
- Part 5: How to apply

If you have any questions or would like to chat about the role of Trustee, please get in touch.



Jamie McIntosh
Chief Executive
jamie@sla-india.org



Part 1: Introduction

22 years ago, Gillie Davidson travelled with a group of young people to India. The challenges that young people faced motivated her to start Scottish Love in Action.

We have achieved a lot in 22 years, but we still have big dreams to improve the lives of children and young people. We're looking for new Trustees to help us on this journey.

We know that some people face more challenges than others and we want to do our bit to correct this imbalance. We believe everyone deserves to be equal. Here's some stuff we're doing to make this happen:

- We give a voice to children and young people
- We help children to understand their basic human rights
- We show young people that they matter
- We help children to stay in school and learn
- We help children to look after their mental health
- We help young people prepare to be independent adults

We work with inspirational organisations in India to make this happen.

From our Edinburgh office, our main role is to fundraise to enable this amazing work to happen and to ensure that our funds are well used in India. We fundraise from 4 sources – community, corporate, individuals and trusts.

Our vision

Helping to transform the lives of vulnerable children and young people in India

Our mission statement

Scottish Love in Action's mission is to partner with and support grassroots projects in India which enable children and young people to reach their fullest potential in all areas of their lives, through care, support, education and empowerment. Our joint vision with our Indian partners is to reduce all forms of child poverty.

For more information on the work of Scottish Love in Action, check out: www.sla-india.org.uk



Part 2: The Lowdown

Why now?

This is a strategic time to join Scottish Love in Action. We have a strong and committed group of Trustees who bring a wealth of experience and expertise.

Following a recent review, we seek to appoint new Trustees to join us, bringing expertise in key areas.

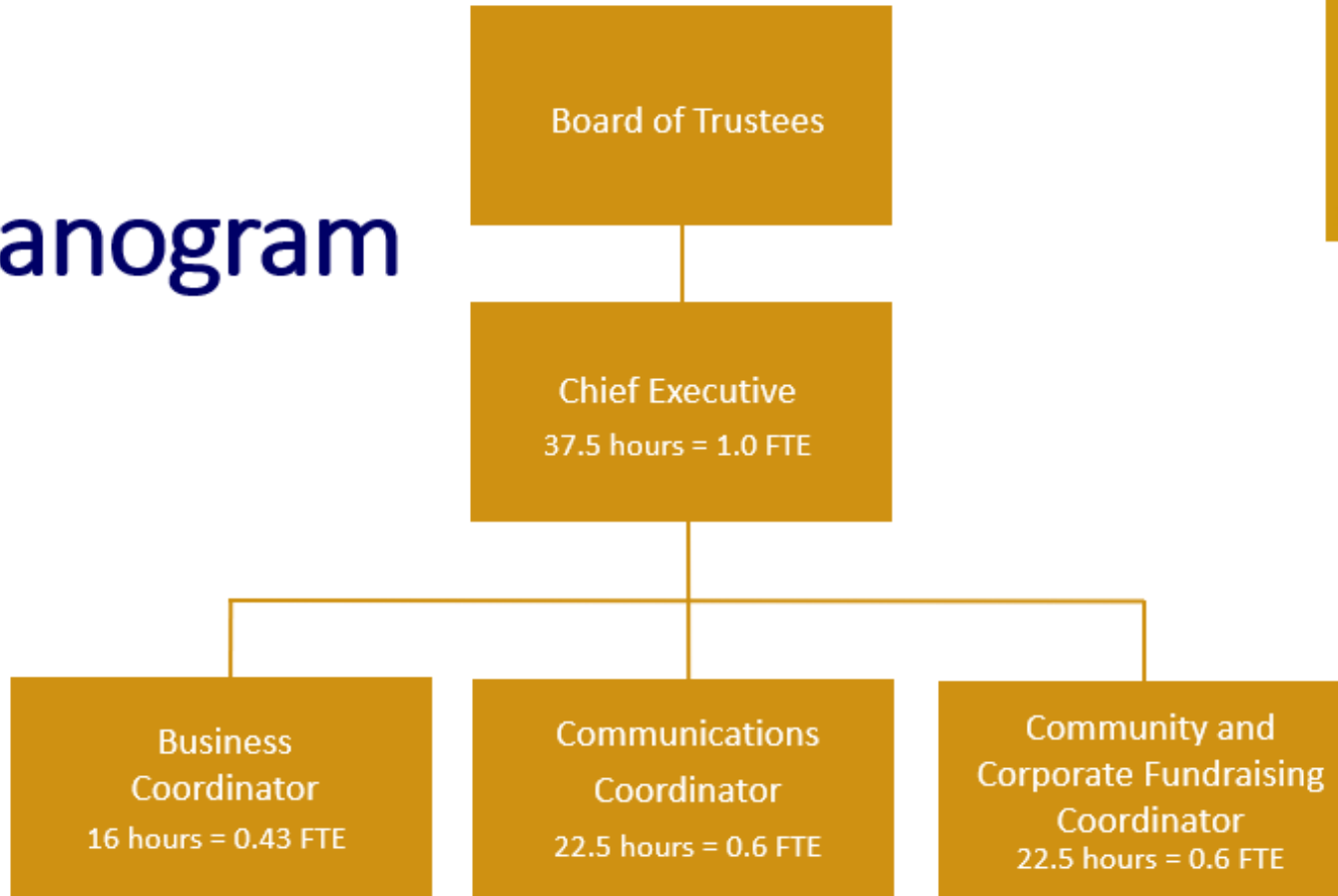
Who are we looking for?

We welcome applications from interested people with professional expertise in either digital marketing and innovation, finance, fundraising, or volunteer engagement to add strategic value to the Board.

Each Trustee should be prepared to use any specific skills, knowledge, network or experience they bring to help the Board of Trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.



Organogram



Part 3: What you'll do

Key responsibilities of being a Trustee

a) Governance

The Board of Trustees is Scottish Love in Action's governing body responsible for ensuring it pursues its charitable purpose, applies relevant legislation and regulations, and uses its resources exclusively for this.

The Board delegates responsibility for the day-to-day running of the charity to Scottish Love in Action's Chief Executive.

b) Vision and Values

The Board of Trustees:

- is responsible for ensuring Scottish Love in Action remains true to its calling and accountable to its stakeholders.
- is charged with championing and maintaining the ethos and values of Scottish Love in Action while safeguarding its reputation.

c) General

The Board of Trustees:

- actively contributes to the charity in setting strategic direction, providing oversight and accountability.
- ensures the financial stability of the charity and appropriate investment of funds.
- appoints and establishes the remuneration of the Chief Executive Officer and oversees their performance and development.
- sets and maintains a framework of delegation and internal control and agree actions on matters which create significant risk to the organisation.

Time Commitment

Applicants are usually appointed for an initial term of 3 years, which may be reviewed for a further term of 3 years.

Applicants are expected to:

- attend at least 3 of 4 Board of Trustee meetings in person each year. Meetings are held in central Edinburgh.
- join a Board sub-committee. We are reviewing this, but expect to have 3 sub-committees – Finance, People and Programmes. We anticipate sub-committees will meet up to 4 times a year and these will be hybrid, so you can join in person or online.
- provide ad-hoc advice between meetings.



Part 4: What you'll have

You will be passionate about helping children and young people to support themselves, creating opportunities and reducing barriers to ensure all people are equal.

In addition to your specialism, you will bring strengths in several of the following competencies:

- Ability to think strategically
- Independence of thought and ability to propose and articulate a debate
- An interest in governance, including an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An interest in international development
- Highly developed interpersonal and communication skills
- Commitment to building a diverse organisation
- Emotional intelligence as we strive to be more self-aware
- Championing fundraising on our behalf across your networks
- Alignment with our vision, values and culture
- Able to make collective decisions and stand by them
- Understand and respect the boundaries between governance and operational functions

Compliance

Successful candidates are expected to understand, sign and comply with all organisational policies, including our Safeguarding and Protection of Vulnerable Groups Policy. Recruitment as a Trustee involves the collection of relevant references.

Equality and diversity

Scottish Love in Action wants to improve the diversity of our Board of Trustees, making it more reflective of the communities we serve. We'd love to hear from anyone who has what we're looking for – see part 3. Since we solely work in India, if you have lived experience of this (you've lived and/or worked in India or South Asia), then we'd really like to hear from you.

Terms of appointment

- The role of Trustee is unpaid but all reasonable expenses will be reimbursed
- Trustees are responsible to the Chair of the Board of Trustees
- Trustees are usually appointed for an initial term of 3 years, which may be reviewed for a further term of 3 years
- Applicants must not be disqualified from being a Trustee according to the Charities and Trustee Investment (Scotland) Act 2005



Part 5: How to apply

If you would like to be considered, please send to jamie@sla-india.org:

- a summary C.V.
- the names of 2 relevant references - we will only contact your referees if you are shortlisted for interview
- a covering letter outlining what you will contribute to the Board

For more information on the work of Scottish Love in Action, check out: www.sla-india.org

Questions? We welcome contact before you apply.

If you would like to chat informally about Scottish Love in Action and the role of a Trustee, please email Jamie, Chief Executive, on jamie@sla-india.org and we will put you in touch with Sheila Cannell, the Chair of the Board of Trustees.

