



# Application pack

## **Trustee**

Every child in India has an opportunity to thrive

## Welcome

Hi,

This is an exciting time to join, as we celebrate 25 years of helping children thrive.

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

- Introduction
- The lowdown including organogram
- What you'll do
- What you'll have
- How to apply

For more information, check out our website: [www.sla-india.org.uk](http://www.sla-india.org.uk) and our socials.

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



Jamie McIntosh  
Chief Executive  
[jamie@sla-india.org](mailto:jamie@sla-india.org)



## Introduction

### WHO WE ARE

Scottish Love in Action harnesses the compassion and generosity of people in Scotland, to support the poorest and most vulnerable children and young people in India. We are a local charity with a global impact.

We believe every child deserves to thrive. For 25 years we've been working with local partners in South India to help create life-long change for children, their families and their communities.

### OUR VISION

Every child in India has an opportunity to thrive.

### OUR MISSION

We work to ensure the poorest and most vulnerable children in India are protected, provided for, and equipped for a brighter future.

### VALUES

Our values inspire and inform all that we do:

- **Compassion**  
We act with compassion, empathy, care and respect towards all those we support and work with.
- **Partnership**  
We recognise the importance of working together with local communities and partners to maximise their impact, build their capacity and create sustainable change.
- **Education**  
We seek to both support the work of partners, who understand and value the transformative power of education, and to be a learning organisation, reflecting on our knowledge and expertise and building our learning into all that we do.
- **Accountability**  
We ensure transparency, responsible stewardship of resources, and the delivery of effective programmes and services.



## 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 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 business management, charity management, human resources management or as a career fundraiser, and an interest in or links with South Asia. Previous experience of being a trustee is welcome but not required.

Each trustee should be prepared to use the skills, knowledge, networks and/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.

### What is the role of a trustee?

Charity trustees (sometimes called directors) are the people in overall control and management of a charity. They are responsible for the charity's governance and strategy, and for making sure that the charity is administered effectively. They must account for its activities and outcomes. Further information can be found from the charity regulator OSCR's [guidance on trustee duties](#).

### Where can I find official information about Scottish Love in Action?

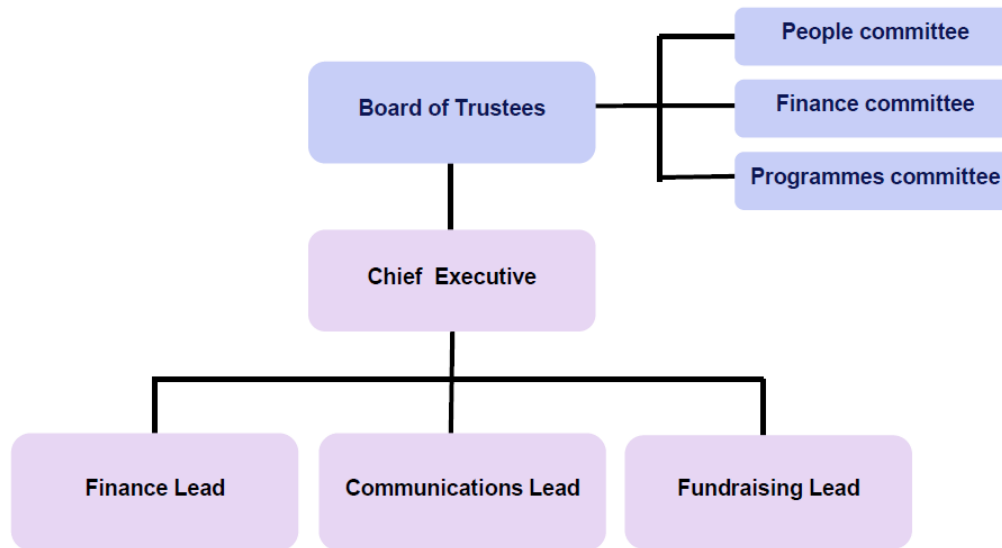
You can read Scottish Love in Action's listing on [OSCR](#) and on [Companies House](#).



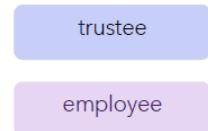
# Organogram

Scottish Love in Action has 3 committees, which make proposals and act in an advisory role to the Board of Trustees:

- The people committee ensures rigour surrounding people management and development. People covers staff, volunteers and trustees.
- The finance committee ensures rigour surrounding the charity's finances, including risk management and investments.
- The programmes committee ensures rigour surrounding overseas programmes.



## Key



correct at August 2025



## 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.
- sets and maintains a framework of delegation and internal control and agree actions on matters which create significant risk to the organisation.

### Time Commitment

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

Trustees are expected to:

- attend at least 3 of 4 Board of trustee meetings each year, attending in person unless there are exceptional circumstances. Meetings are held in central Edinburgh.
- join one of three Board committees – Finance, People or Programmes. Each committee meets at least 4 times a year, with meetings held online.
- provide ad-hoc advice between meetings.



## 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
- Experience of living and/or working in India or South Asia
- 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 seeks to have a diverse Board of trustees. We welcome applications from anyone who aspires to help the communities we serve.

### Terms of appointment

- The role of trustee is unpaid but all reasonable expenses will be reimbursed
- Trustees are 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



## How to apply

If you would like to be considered, please send to [jamie@sla-india.org](mailto:jamie@sla-india.org):

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

For more information on the work of Scottish Love in Action, check out: [www.sla-india.org](http://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](mailto:jamie@sla-india.org) who will put you in touch with Malcolm Reid, Chair of the Board of trustees.

