

Information for Candidates

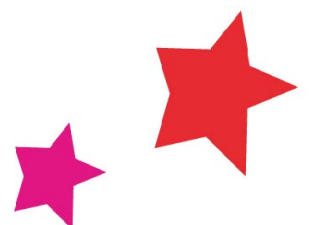
Chair Recruitment



Children 1st

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Our vision is that children in Scotland will be safer, grow up in strong, resilient families and will have access to early help and support when they need it. They will have their rights protected in all areas of their lives. Prevention of harm to children, stronger, more resilient families and communities, greater respect for children's rights and strong partnerships and community engagement will be our measures of success.

Prevention | Protection | Recovery | Resilience

We will:

1. Prevent abuse, neglect and trauma by offering support, information and advice to families and communities to strengthen relationships and build resilience.
2. Ensure children's rights are protected in legislation, policy and practice through direct participation and engagement.
3. Develop accessible trauma recovery and resilience hubs.
4. Modernise and maximise our resources and partnerships in order to be more agile, responsive and resilient.

Advert Chair of Board of Trustees Children 1st

Children 1st is Scotland's National Children's Charity.

Our vision is that all children in Scotland grow up safe and well in strong, resilient families and communities and we work tirelessly to make sure that happens. By getting alongside children and their families to offer practical, emotional and financial help we uphold the rights of children to be raised in their own families. The children we support have to overcome many challenges; poverty, isolation, trauma, violence and abuse but we know that with the right support they can recover and live safe and happy lives. We are proud of the way we do things at Children 1st, we put respect, compassion and relationships at the heart of everything we do and we believe that with the best people delivering the best quality support amazing transformation can take place.

Our campaigning work is led by the voices of the children and families we support and we are proud of the work we do to transform the lives of all children in Scotland by influencing changes to legislation, policy and practice.

In compliance with the terms of our Royal Charter, the tenure of our current Chair of the Board of Management is coming to an end in September 2022 and we are therefore seeking a dynamic and experienced new Chair to help guide us as we continue to deliver our ambitious strategic priorities and goals to transform the lives of children across Scotland.

Applicants should have the values, experience and passion to lead one of Scotland's leading charities at a time when our support is needed more than ever. The successful candidate will be inspiring and inclusive and will provide strategic leadership and direction to a strong and experienced Board of Trustees to ensure the ongoing delivery of sound governance and management for Children 1st. They will also be expected to work in partnership with and provide support to the Chief Executive as well as maintaining a relationship of mutual trust and respect with staff, trustees and stakeholders.

Experience of operating at a senior level in Corporate, Public or Third sector environments would be an advantage. Significant experience as a Trustee, particularly as Chair or Vice Chair, would also be beneficial, as would strong knowledge of the demands and complexities of board-level Governance. The position requires excellent collaboration and interpersonal skills.

Children 1st is committed to ensuring that the Board represents the families, stakeholders, and staff which it represents and welcomes expressions of interest from all individuals who have the experience and expertise needed to help direct and shape the organisation for the future. In particular, the Board seeks to further enhance its diversity from the perspective of ethnic origin, sexual orientation, gender and disability.

This is an unremunerated position, however reasonable travel expenses are reimbursed.

For a confidential discussion about the opportunity, please contact Catriona Mackie at Aspen People on 0141 212 7555.

The Role and Responsibilities of the Chair of the Board of Management

Overview

Children 1st is Scotland's National Children's Charity.

We exist to prevent abuse and neglect, to protect children and keep them safe from harm. Together we help children in Scotland live in safe, loving families and build strong communities. We help survivors of abuse, trauma and other adversity to recover and we work tirelessly to protect the rights of children in Scotland.

The Chair will support the Chief Executive and the organisation to meet its charitable and strategic objectives and will be required to provide leadership to the Board. They will ensure that Trustees fulfil their duties and responsibilities for the proper governance and strategic direction of the charity, as well as complying with the relevant statutory obligations and regulations. Internally they will foster positive working relationships between the Board and Senior Management Team, and externally they will carry out ambassadorial functions for the charity, helping it to develop its profile and representation with all relevant stakeholders. Overall, the role of Chair is one of facilitator and coach, rather than decision maker.

Specific responsibilities:

Strategic Leadership

- In collaboration with the CEO and senior management team, provide vision, leadership and stewardship of Children 1st, ensuring effective delivery of the charity's strategic plan.
- Ensure that the Board fulfil their duties and responsibilities for the effective governance of the charity within the terms of the Royal Charter and other relevant legislation.
- Act as role model in promoting the working practices and behaviours valued by the organisation and ensure the Board exemplifies the culture and values of Children 1st.
- Liaise between Board meetings with appropriate staff to ensure that any requirements for action or authorisation are carried out timeously.
- Monitor the implementation of decisions taken at Board meetings.
- Chair the AGM and the Board meetings which are held 6 times a year
- Build and maintain a cohesive, diverse and inclusive Board ensuring the effective recruitment, induction and training of Trustees.
- Ensure the annual evaluation of Board effectiveness and take actions resulting from the feedback and conclusions.
- Provide leadership in ensuring that Trustees take opportunities, where possible, to visit services, attend some events and meet with staff, fundraisers and users of the services.

Ambassador for Children 1st

- Be a visible public advocate for the charity and for Scotland's children.
- Represent Children 1st at key events or meetings as required.

- Actively support and promote fundraising activities including networking with potential funders and influencers.

Relationship with the CEO and the executive leadership team

- Support the CEO in the delivery of the strategy and act as a mentor in relation to the day to day activities of the charity.
- Liaise closely with the CEO to keep an overview of the charity's affairs and provide support as required whilst respecting the boundaries which exist between the roles.
- Lead the process of appointment and ongoing performance review, goal setting and professional development of the CEO
- Lead and encourage the Board in challenging the CEO and ELT constructively and supportively when necessary to meet the best interests of the charity
- Ensure effective communication between the Board and the CEO, the ELT and the Children 1st colleagues where appropriate.

Meeting Effectiveness

- Ensure that Board meeting agendas are focused on strategic matters and add value.
- Ensure the meetings are structured and chaired effectively.
- Ensure that the Board receive accurate, timely and high-quality supporting information, enabling them to take decisions and obtain appropriate advice
- Ensure that all relevant matters are discussed, including committee issues, allowing sufficient time for discussion of complex or contentious matters
- Facilitate and encourage active engagement and appropriate challenge from Trustees, ensuring everyone is able to participate fully in discussions and decision making

Personal Attributes

- Commitment to and understanding of the aims, principles and values of the organisation.
- An enthusiasm for the work of Children 1st and willingness to act as a champion for it.
- An ability to be open minded, to exercise judgement and work collectively.
- Preparedness to offer personal and business skills and experience to support the work of the staff when required.
- Modern thinking, an openness to creativity and innovation and commitment to the organisation's responsibilities for equality, diversity and inclusion.
- An ability to deal effectively with people at all levels and to build and maintain relationships of trust and respect with staff, trustees and stakeholders.
- Ability to demonstrate commitment to equality, human rights and inclusion.
- Ability to absorb, evaluate and interpret complex information.
- Availability and commitment to attend meetings, functions and deal with urgent business as required.

Additional information

The Board of Management has a Vice Chair and various working sub committees, each of which the Chair is an ex-officio member.

The successful candidate will shadow the current Chair for a period of time prior to taking up the post.

TERMS OF APPOINTMENT AND COMMITMENT REQUIRED

The Chair will be appointed for a term of 3 years, and is eligible to seek nomination to serve a further 3-year term.

You will be required to attend 4 Board meetings, 8 Committee meetings (for two committees who meet 4 times a year) annually and a Board Strategy Day. In addition to the meetings, the Chair must be available to the CEO on a regular basis and attend other meetings and events as necessary. This is likely to require commitment of around 2 – 3 days per month on an average.

Person Specification


	Essential	Desirable
Personal Qualities	A strong passion and commitment to supporting the charity, its values and strategic objectives	Strong networking capabilities which would benefit the charity
	Strong inter-personal and relationship building abilities	
	Demonstrable tact and diplomacy	
	Ability to listen and engage effectively	
	Ability to build and maintain effective relationships with Board and senior management	
	Leadership skills	
	Commitment to diversity, inclusion and equity.	

	Essential	Desirable
Experience	Previous Board membership, preferably as Chair or Vice Chair	
	Experience in a senior leadership role in public, commercial or third sectors	
	Significant financial or business experience	Experience of working in the Third sector
		Experience as a volunteer
Knowledge and Skills	A good understanding of governance within the Third sector	
		A good understanding of financial issues within the Third sector
	Competent public speaker and communicator	
	Strong financial analytical skills	
		Knowledge of child protection and welfare issues



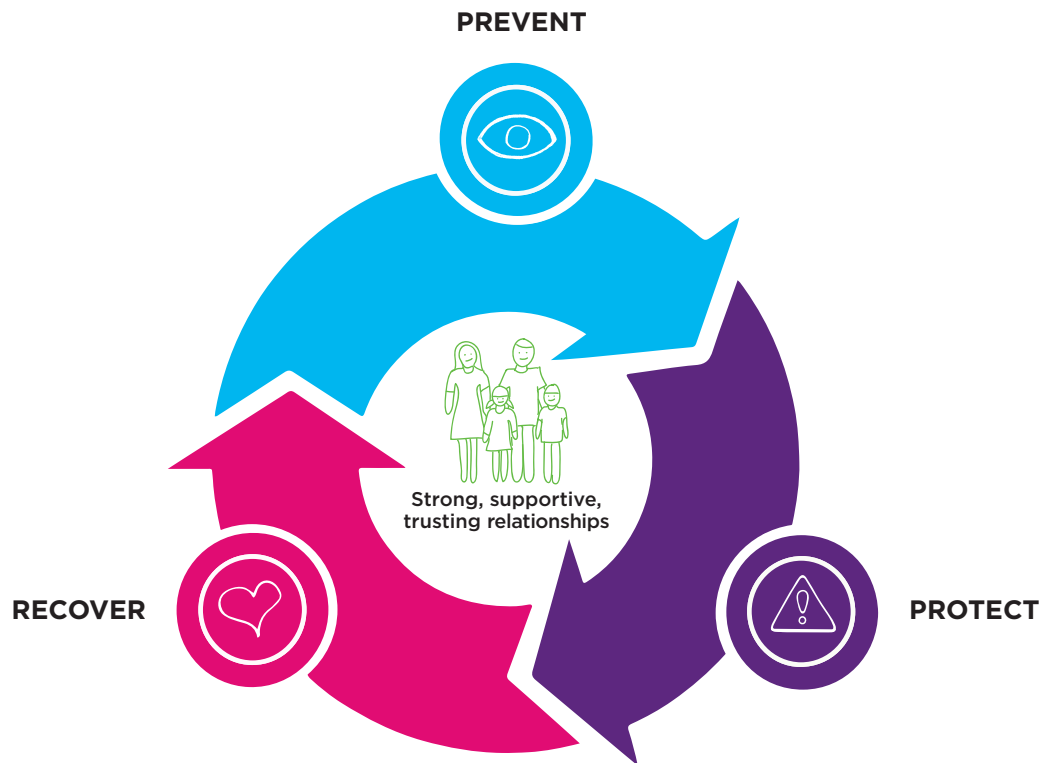
Strategic Priorities 2018 – 2023





Safer children,
stronger families,
resilient communities.

The cycle of resilience



Our work with children and families tell us that prevention and recovery are not two ends of a continuum. Rather they are a cycle. By offering trauma informed support to help parents understand and recover from their own difficulties we can prevent and protect the next generation of children from experiences that are harmful.

Goals for 2018 - 2023

Prevention | Protection | Recovery | Resilience

Over the next five years we will increase the number of children and families we reach annually. We will:

1. **Prevent** abuse, neglect and trauma by offering support, information and advice to families and communities to strengthen relationships and build resilience.
2. Ensure children's rights are **protected** in legislation, policy and practice through direct participation and engagement.
3. Develop accessible trauma **recovery** and resilience hubs.
4. Modernise and maximise our resources and partnerships in order to be more agile, responsive and **resilient**.

How we will reach our goals

Prevention

- We will develop and launch a free, nationwide, digital, family support and early help service available to parents and carers across Scotland.
- We will expand our work in schools to grow the resilience of children so they are informed of their rights and able to speak up when they have worries or concerns.
- We will increase the number of family support workers in schools to link home, family and child more effectively to school and learning to help reduce the attainment gap for the most disadvantaged children.
- We will continue our work in communities to raise awareness of the impact of adverse childhood experiences and work with them to keep children safe.
- We will develop and expand our direct work with families in their homes and local community settings. Through building strong relationships our staff will work with families to address their practical and emotional needs to ensure children are safe and secure and families are connected and resilient.



Image: Janine Warwick



Protection

- We will work with our partners to ensure that children have the same rights to protection from assault as adults, enshrined in law and effective in practice.
- We will work to protect children's rights. Our services will be rights based, we will develop our engagement and participation work so that the voice of children and families are heard in all decisions that affect them.
- We will grow our advocacy and restorative family work in the child protection system.
- We will work with communities and partners across Scotland to raise awareness of the impact of neglect and abuse to ensure the protection of children is the highest priority for everyone.

Recovery

- We will develop directly accessible trauma recovery services for children based in community resilience hubs across Scotland.
- We will work with partners to ensure the research evidence on adverse childhood experiences is shared, understood and that services are trauma informed.
- We will work to transform the experience of child victims and witnesses through the development of a "child's house" so that justice and care is child centred, rights based and recovery focused.

Resilience

- We will increase our income to ensure we can design, develop and sustain innovative, accessible services alongside families, communities and partners that have a real impact.
- We will develop our knowledge, skills and approaches based on the latest research evidence on the most effective ways to achieve and sustain long term change.
- We will invest in the learning and development of our staff.
- We will maximise our partnerships with others to ensure we make an impact across the whole of Scotland reaching as many children as possible.
- We will invest in our infrastructure to help us with our goal to reach more children and families.

The way we do things at Children 1st

Relationships are at the heart of everything we do

We believe in the innate capacity, strength and resilience of the human spirit to respond to connection, and to overcome challenges and thrive through supportive and trusting relationships.

We are courageous

Standing with children to protect their rights
Challenging others to do the same
Working inclusively to develop solutions with communities
Being real and doing the right thing

We are compassionate

Listening so that we can understand
Doing with, not to or for
Respecting and treating people with dignity
Believing in the capacity of people and communities to address their own challenges

We are making things happen

Being clear, straightforward and practical
Working in partnership with others
Being agile and responsive

We are leading

Spreading our learning, skills and expertise
Sharing, innovating and partnering
Informed by the latest research
Improving the quality of everything we do





Making it happen

We will capture the lived experience of the children and families we support and help share their stories to campaign for improvements in care and justice for children affected by abuse and neglect.

We will use our knowledge and expertise to increase our role in influencing the policy environment across Scotland to make sure children's rights are protected and their best interests inform all policy that affects them.

We will recruit, train and develop more staff and volunteers to help us reach more children and families and deliver the highest quality care and support we can to be the best at what we do.

We will innovate in how we design our services and in the partnerships we form, drawing on experts and supports from all areas of civic society and business.

We will value the rights of the children and families we support and our staff will have kindness, respect, and belief in relationships at their hearts and will take this into every aspect of their work with children, families and communities.

We will invest in our fundraising to make sure our resources match our ambitions for children and families. We will work to strengthen existing support, engage new supporters and develop new ways of raising our income.

This strategic plan is about being ambitious for children, aspiring to reach every child who needs us, in every corner of Scotland, to protect them from harm, and to support them to recover from trauma.

We cannot do this alone. Join us, support us and work with us - together we will break the cycle of intergenerational trauma so that children are safer, families stronger and communities more resilient.

How to Apply

To apply for this position, please send your CV and supporting statement including details of 2 referees and your completed Declaration Forms and Equal Opportunities Monitoring Form to kbettoli@aspenpeople.co.uk. Copies of these forms can be downloaded from the Aspen People website via the links below:

- Charities and Trustee investment (Scotland) Act 2005 Declaration Form
- Equal Opportunities Monitoring Form
- Self-Declaration Form for Regulated Work with Children

If you have any queries about the application process, please contact Kelsey Bettoli on 0141 212 7555.

Enquiries

For a confidential discussion about the role please contact Catriona Mackie, Director of Aspen People, on 0141 212 7555.

Contact

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0141 212 7555

Aspen