

## About Cyrenians

Cyrenians is a Scottish Charitable Incorporated Organisation (SCIO). Registered charity number SC011052.

As a respected charity in our field, over the last 50 years Cyrenians' has built a reputation for delivering sustainable and exciting solutions to address the causes and consequences of homelessness. With over 30 projects we build community and nurture trusted relationships with people who are often experiencing extreme exclusion. Our services evolve and change to reflect the communities we operate in and we constantly strive to find new solutions, applying our values-led and relationships-based approach to all that we do. Our current projects range from four residential communities, to working with those who have travelled through the justice system; from our outreach teams to our employability courses; from our mediation and support work through to our social enterprises; Cyrenians offers support to those who need it the most.

Last year we supported over 11,600 people in their time of need, welcoming a further 13,000 people to Cyrenians services, events and training courses. Over 900 volunteers generously gifted a total of 76, 673 hours of their time, knowledge, support and experience to us across our organization.

We believe in the power of walking alongside someone as they move from a tough reality to a more stable future, whatever that may look like.

We aim to offer consistently excellent service across all locations - currently covering most of South East Scotland, plus one national service - and in all our activities. Our way of working is built on our **four core values**:

**Compassion:** We believe that everyone should have the chance to change, no matter how long that might take.

**Respect:** We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

**Integrity:** We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

**Innovation:** We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

## The Role of a Trustee

The role of Trustees is a voluntary position without remuneration. Relevant and other expenses will be reimbursed.

Trustees provide governance and are responsible for the charity's strategic direction.

Our Board currently consists of 8 Trustees, and we are looking to recruit two more, to help steer the organisation through a challenging yet exciting time.

Trustees should follow the **Five Core Principles of Governance**:  
<https://governancecode.scot/>

## **Person Specification**

### Essential attributes

- An understanding of what it means to be a values led organisation.
- An interest in the ethos and aims of Cyrenians and in the issues faced by our service users.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Commitment to preparing for and attending regular board meetings.
- Ability to maintain confidentiality on sensitive and confidential information.
- The ability to work as part of the team of Trustees in order to reach sound and fair decisions.
- Ability to understand and analyse complex information, often presented in report form.
- Ability to contribute to Cyrenians strategic planning process.
- To be able to represent at least one key skill/knowledge area on the Board.
- Commitment to representing the interests of our service users and volunteers in your decision-making.
- To ensure that you are not disqualified from being a trustee for any reason.

### Desirable attributes

- Qualifications and or membership of professional bodies related to your area of expertise.
- Previous experience of serving on a Board of Trustees or equivalent.

## **Time commitment**

- You will be expected to commit to serving on the Board for a minimum of two years.
- Meetings take place approximately every 6 weeks between 6.00pm-8.00pm, on a Tuesday evening. Dates for the following calendar year are circulated prior to, and agreed at, the last meeting of the year.
- To attend an annual Trustee Strategy Day (usually in May).
- To attend an annual Trustee Leadership Team Conference (usually on a Thursday afternoon/evening in November).
- To represent Cyrenians at other internal and external events depending on your availability.
- To participate in appropriate sub-committee groups – depending on your area of expertise and availability.
- To attend any other exceptional meetings by agreement of the Board.

## **Trustee Induction includes**

- An induction meeting with the Chairman.
- A written induction pack containing background information about the charity and the role of a trustee.
- You will be invited to meet key members of staff during your induction period.
- You will be encouraged to visit other Cyrenians sites (such as Cyrenians Farm and the Good Food depot) in order to help familiarise yourself with the organisation.

### **The benefits of becoming a Trustee**

- The knowledge that you are playing a vital role in the running and development of Cyrenians; enabling the organisation to continue its work and make a difference to people on the margins of society.
- The opportunity to enhance your existing skills and knowledge relating to the development of an innovative and dynamic voluntary organisation.

### **Location**

The meetings take place at Cyrenians Head Office: Norton Park, 57 Albion Road, Edinburgh. Occasionally meetings may take place at other Cyrenians locations.

### **Application and selection process**

We encourage applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race.

Selection will be evidence based and we are looking for examples of your interest, passion and concern for our mission; your ability to demonstrate Cyrenians values in what you do; as well as the skills, knowledge and experience you will bring.

To apply, please send us your **CV with a covering letter** to explain your interest in joining our Board.

Send these by email to [recruitment@cyrenians.scot](mailto:recruitment@cyrenians.scot) or by post to Cyrenians, Norton Park, 57 Albion Road, Edinburgh, EH7 5QY

Closing date: **12 noon on Monday 2<sup>nd</sup> September 2019**

Please visit [www.cyrenians.scot](http://www.cyrenians.scot) for more information about our work.

If you would like to discuss this opportunity, please contact Ewan Aitken on 0131 475 2354.