

## Person Specification for Cattanach Trustees

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>✦ Formal qualification or significant experience in field of expertise (e.g. infant mental health/clinical experience, professional qualification in Early Years, social work, etc., degree-level education in finance, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>✦ Previous exposure to, or work experience in, Early Years sector</li> </ul>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>✦ 5+ years of experience in field of expertise</li> <li>✦ Prior experience of governance (not necessarily on a Board)</li> </ul>	<ul style="list-style-type: none"> <li>✦ Knowledge of Scottish Early Years sector</li> <li>✦ Understanding of Scottish charitable sector</li> <li>✦ Prior experience of grant making (as advisor, recipient, professional, grant maker, etc.)</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>✦ Ability to think strategically, set a vision and provide strategic advice to the Chief Executive</li> <li>✦ Ability to communicate effectively to different audiences</li> <li>✦ Challenge constructively and effectively</li> <li>✦ Networking skills</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>✦ Commitment to the Cattanach values</li> <li>✦ Curiosity and openness to learn</li> <li>✦ Personable and open to interacting with people from all walks of life</li> <li>✦ Collegiate working style</li> <li>✦ Self-direction and initiative</li> </ul>	<ul style="list-style-type: none"> <li>✦ Keen interest in continuous improvement and training</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>✦ Willingness to engage in Cattanach induction process and required training</li> </ul>	