



edinburgh rape crisis centre  
supporting survivors of sexual violence

## Edinburgh Rape Crisis Centre Board Recruitment

**Position:** Convener of the Board  
**Salary:** Voluntary (covers reasonable expenses)

We are seeking a new Convener to provide leadership and oversee the strategic direction and effective running of Edinburgh Rape Crisis Centre.

### **About ERCC**

Established in 1978, Edinburgh Rape Crisis Centre (ERCC) is a specialist support service for women, non-binary people, members of the trans community and young people aged 12 and over in Edinburgh, East Lothian and Midlothian who have experienced recent or non-recent sexual violence, including rape, sexual assault, childhood sexual abuse and commercial sexual exploitation.

Our charitable objectives are to reduce the distress and suffering of people affected by sexual violence through the provision of support and information, and to increase awareness of sexual violence and its impacts within the wider community.

To deliver these objectives, we provide a holistic range of trauma-informed services for survivors of sexual violence, including short-term and longer-term therapeutic support, advocacy, outreach, and group support.

We additionally deliver training for a range of stakeholders, and work in schools and with young people across Edinburgh and the Lothians, and strategically with multi-agency partners, towards preventing sexual violence.

Our skilled and dynamic team at ERCC currently comprises 40 staff and volunteers, and 10 trustees.

As a member of Rape Crisis Scotland, ERCC works to the National Rape Crisis Service Standards and within the guidance of the Rape Crisis Scotland Best Practice Model, reflecting the ethos and values of feminism, human rights and equalities.

Please visit our website [www.ercc.scot](http://www.ercc.scot) for further information about our work and services.

### **About the role**

The board of directors role description is set out in the appendix.

With reference to this, the role of the chair is to provide overall leadership and coordination of the board of trustees, supported by the Chief Executive Officer (CEO.)

This includes:

- Providing overall leadership of the board and the organisation
- Ensuring governance structures are fit for purpose and are operating effectively
- Chairing board meetings
- Ensuring clarity of purpose, effective discussion and strategic decision-making by the board
- Ensuring a cohesive and effective board
- Promoting positive and constructive relationships with the staff and volunteer team
- Support and supervision of the CEO
- Overseeing recruitment and induction of new trustees

### **Skills and requirements**

- An understanding of a gendered analysis of violence against women
- A commitment to feminism and feminist governance
- A commitment to learning about ERCC services and partners
- A commitment to promoting equality of access to ERCC's services
- Strategic vision and leadership skills
- The ability to effectively chair meetings
- Reliability, self-responsibility and the ability to commit the time required to be an effective Convener
- Personal integrity, honesty and transparency
- The ability to form positive and constructive working relationships with fellow Board members, the staff and volunteer team and wider stakeholders as required
- The ability to deal constructively with differences of opinion and challenges facing the organisation
- An understanding of charity governance and procedure
- Basic financial literacy (including a level of understanding of funding of small orgs)

**Only women need apply under Schedule 9, Part 1 of the Equality Act 2010**

ERCC welcomes applications from women who are survivors of sexual violence and recognises the importance of survivors' involvement in the governance of the organisation. We do not ask women to disclose such experiences when applying to join the board, but we do ask that women who have accessed support at ERCC allow a period of six months after finishing support before making an application.

### **Estimated time commitment**

The current time commitment of the Chair is approximately 14 hours per month, including:

- Bimonthly board meetings (including preparation, chairing the meeting and review of minutes)
- Quarterly sub-group meeting
- Support and supervision of Chief Executive Officer
- Ad hoc issues to respond to: approximately 7 hours per month

### **What we can offer**

- The opportunity to be part of ensuring survivors in Edinburgh and the Lothians get access to the services they need and deserve
- The opportunity to help shape an organisation at the forefront of challenging sexual violence and inequality
- Induction training as well as ongoing training opportunities
- Networking and development days with other Board Members in the Rape Crisis network to develop Governance practice
- Chance to challenge yourself and develop new skills and insights
- Opportunity to work with people with similar values and ethos
- Out of pocket expenses

### **Next steps**

If you are interested in applying for this role, please send a CV and cover letter to [info@ercc.scot](mailto:info@ercc.scot)