

Person Specification for Cattanach Trustees

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ✦ Formal qualification or significant experience in field of expertise (e.g., infant mental health/clinical experience, professional qualification in Early Years, social work, etc.) 	<ul style="list-style-type: none"> ✦ Previous exposure to, or work experience in, Early Years sector
Knowledge and Experience	<ul style="list-style-type: none"> ✦ 5+ years of experience in field of expertise relating to early years and/or charities ✦ Prior experience of governance (not necessarily on a Board) ✦ Knowledge of Scottish Early Years sector 	<ul style="list-style-type: none"> ✦ Understanding of Scottish charitable sector ✦ Prior experience of grant making (as advisor, recipient, professional, grant maker, etc.)
Skills and Abilities	<ul style="list-style-type: none"> ✦ Ability to think strategically, set a vision and provide strategic advice to the Chief Executive ✦ Ability to communicate effectively to different audiences ✦ Challenge constructively and effectively ✦ Networking skills 	
Personal Attributes	<ul style="list-style-type: none"> ✦ Commitment to the Cattanach values ✦ Curiosity and openness to learn ✦ Personable and open to interacting with people from all walks of life ✦ Collegiate working style ✦ Self-direction and initiative 	<ul style="list-style-type: none"> ✦ Keen interest in continuous improvement and training
Other	<ul style="list-style-type: none"> ✦ Willingness to engage in Cattanach induction process and required training ✦ Capacity to commit time and energy to the role (about 10 days a year) 	