



EQUALITY | RESPECT | LOVE

## Application Process for the Board of Directors

### 1. Background

Who Cares? Scotland is Scotland's only membership organisation for Care Experienced people. We've been operating since 1978 and our mission is to secure a lifetime of equality, respect and love for Care Experienced people. Care Experienced people can refer to anyone who is or has been in care in any setting. This might include kinship care; looked after at home; residential care; foster care; secure care; or adoption. Currently, we have over 3500 Care Experienced members ranging in age from 1-76. All members receive a birthday card, our quarterly magazine and a Christmas parcel. They also have voting rights at our AGM.

### 2. What does the Board do?

- Helps to shape Who Cares? Scotland's objectives, strategy and policy.
- Ensures that Who Cares? Scotland is pursuing those strategic objectives in everything we do.
- Oversees the financial management of the organisation and makes sure it acts within the law.

You can read more about our current Board members [here](#).

### 3. Who can apply?

Our Constitution states that the Who Cares? Scotland Board can have up to 15 members, at least five of whom must be Care Experienced. Board members bring a range of skills and experience to the role and must always act in the best interests of the charity.

We are recruiting for both Care Experienced and non-Care Experienced Board members. Our Board is diverse in age, background and skills and all Board members have equal responsibility and status. We are particularly keen to appoint people from groups currently underrepresented on our Board, including people from black or ethnic minority backgrounds, people with a disability or people who identify as LGBTQIA+.

Care Experienced applicants must already be a Who Cares? Scotland [member](#).

Non-Care Experienced applicants must be a [friend](#) of Who Cares? Scotland.

If you're not already a [member](#) or [friend](#), you can become one by completing the online form on our website.

All Board members should be:

- Passionate about making our vision of "A Lifetime of equality, respect and love for Care Experienced people" a reality.
- Able to attend at least four board meetings a year, either virtually or in person, sub-committee meetings and a number of events throughout the year where there will be opportunities to meet and listen to our members.

- Committed to making a meaningful contribution to fulfilling the Board’s strategic, financial and legal responsibilities and to building strong relationships with the Care Experienced community.
- Particular expertise in the spheres of Human Resources, Fundraising, Communications, Public/external affairs and member engagement are desirable.

No previous experience of being on a board is necessary as full support and training will be provided.

#### 4. **The Application Process**

- The first stage of the application process is to submit a personal statement by **Sunday 21<sup>st</sup> August 2022**.
- The second stage will involve interviews with our current Board members and some of our Care Experienced members. Interviews will take place in September.
- The final stage of recruitment will take place at our AGM in October. Any candidates who have made it through the first two stages will be invited to make a short presentation to our members and answer their questions before members vote on whether to accept their nomination to the Board.

#### **Salary**

The role is voluntary but we will cover reasonable out-of-pocket and travel expenses.

#### **How to apply**

Please complete a short application form (available on our website), including a personal statement which includes details of:

- Why you want to be on the board;
- What you think you can bring to the role;
- Relevant background and experience;
- How you’ve worked so far to make “A Lifetime of Equality, Respect and Love for Care Experienced people” a reality.

Email your completed application and a completed Equalities Monitoring Form to [jobs@whocaresscotland.org](mailto:jobs@whocaresscotland.org) by **Sunday 21<sup>st</sup> August 2022**.

#### 5. **Any questions?**

Email [jobs@whocaresscotland.org](mailto:jobs@whocaresscotland.org)