



## **HDS trustee role description and person specification**

### **Role description for trustees**

HDS is an organisation which provides high quality psychodynamic training and psychodynamic services, with an aim of making psychodynamic counselling and therapy, and the theories that inform them, more available and accessible across the whole of Scotland. The role of a trustee is to work with other trustees to provide a governance oversight to the management and administration of HDS activity. This is in order to:

- a) Make sure that all the work and activity of HDS is in alignment with our charitable aims and publicly stated objectives, and that it is in accordance with our values.
- b) Ensure the provision of a strategic direction for HDS which will act to inform everyday management decisions.
- c) Ensure that there is a robust scrutiny of the finances of HDS; that the organisation continues to create and maintain appropriate financial records; and that the organisation continues to trade in a sustainable way.
- d) Ensure that all HDS activities are conducted legally and appropriately and in accordance with the stated values of the organisation.
- e) Ensure that HDS is identifying and managing risks (financial and other) appropriately.

Trustees also act as ambassadors for the organisation, and from time-to-time volunteer additional time to support the HDS Director with specific tasks and projects.

### **Person specification for trustees**

Although not always possible we strive to create a balance within the HDS Board by ensuring that collectively we have trustees from all of the following career backgrounds. Each individual trustee will have expertise in one or more of these areas.

- a) Psychotherapy and/or counselling.
- b) Financial management and accounting.
- c) Business management.
- d) Governance.
- e) Management within the public or charity sector.



### **General points about character, commitment and values**

Trustees must be of good character. They must be honest and dependable. They must be able to work as part of a team. They must be prepared to give up time to attend meetings (usually six meetings per year). Trustees are not required to have an in depth understanding of the theories which inform the psychotherapeutic training or work of the organisation. However, it is expected that they will have a grounded belief in the value of high-quality psychotherapy and counselling in effecting change in peoples' lives.