



# withYOU Board recruitment

2023

Thank you for your interest in the position of Trustee.

## Who we are

withYOU is an organisation established in the 1980's, previously part of Castle Rock Edinvar and latterly Places for People Scotland. In 2018, it separated to become its own independent charity.

Our services cover a broad range of social care areas, but have a unifying focus around ensuring those we support are able to have a safe, secure place to stay, and wherever possible are able to maintain their tenancy.

We work with people 16+. Our service models range from housing support in core and cluster, outreach services and we have a number of 24/7 supported services, including homelessness hostels.

Our services cover:

- Homelessness, Prevention and Housing Support
- Older Age Care
- Learning disability and Neurodiversity.

We work with over 1200 people each year, employ 230 staff and have an annual turnover of over £6m. Whilst our organisation is relatively unknown, we have ambitions to become a more recognised provider of high quality care and support. Alongside substantial internal transformation activity, we are also undergoing a re-branding exercise which will culminate in a new name and visual identity, alongside new external communications approaches to support our development.

## Our Vision

To enable the people we support to live their best lives.



## Our Mission

We provide expert services that make a positive impact for people who require support with independent living. Our people are passionate, caring professionals, thriving within our progressive learning environment.

## Our Values

**Respect** – “We respect the choices and dignity of our people, and ensure integrity in all we do.”

**Compassion** – “We care deeply about one another, promote diversity and create spaces of compassion free from judgement.”

**Thrive** – “We learn, develop, work and grow together, supporting people to thrive.”

## Who we are looking for

We are undertaking a substantial transformation and improvement programme, and are looking for several trustees who can play an integral role in the governance of our charity.

You do not need to have been a Trustee before, nor hold a senior position elsewhere. What we are looking for is people with an interest in supporting our organisation to develop through contribution of their own skill sets, a passion for ensuring high quality care and support is provided to those in our services, and a desire to play an active role in our governance.

We would particularly like to speak to individuals with a background in:

- Finance
- Social Care / Social Work / Health
- Legal.

However, if you have a background in an alternative area, but are interested in the work of withYOU and believe you could bring energy and value to our organisation, please do get in touch.



## Purpose of the board and the position of Trustee

The withYOU Board provides leadership and direction to the organisation, determining strategy and ensuring that people and financial resources are available to support its delivery.

The Board promotes high standards of governance to ensure that the organisation complies with legal and regulatory requirements, both as a registered charity and a company limited by guarantee. The Board monitors performance ensuring that risks are assessed, monitored and managed, and that quality service provision and innovation is thought through and implemented. Working collectively, Board Members share and accept responsibility for the decisions made by the Board.

The role of Board Member is non-executive and unpaid; the Senior Leadership Team, led by the Chief Executive Officer, is responsible for operational management within a framework of controls established by the Board. In practice, the Board and CEO work in partnership to develop innovative approaches to business development and delivery and to safeguard the organisation's future.

## How to apply

Please send an up to date CV and covering letter, indicating why you are interested in the role of Trustee, to our CEO, Jack: [Jack.Rillie@withyou.support](mailto:Jack.Rillie@withyou.support)

For an informal conversation before application, please get in touch with Jack either via e-mail or phone: 07741645376

Closing date: Monday 11<sup>th</sup> December 2023, at 9am.



## Trustee Role Profile

withYOU is seeking to recruit board members with a range of skills, knowledge and professional and life experiences. We have identified some core competencies and skills that we would like all of our board members to be able to demonstrate and we also wish to support and train new board members.

We are keen to ensure that all withYOU Board members are able to demonstrate the following:

- Values aligned with those of withYOU
- Strategic outlook: the ability to contribute to the development and review of strategy and to evaluate implementation
- Solution focus: the ability to make sound judgements and reach appropriate conclusions, engage in constructive debate and identify innovative solutions
- Analytical & evaluation skills: the ability to analyse a wide range of data, including financial data, and to make sound judgements/ reach appropriate decisions or conclusions
- Be a team player
- Some financial awareness skills (further training will be provided)
- Good communication and interpersonal skills including strong networking and partnership working capabilities and the ability to engage with and understand the views of the organisation's stakeholders

All Board Members, as Charity Trustees and Company Directors, are equally responsible in law for the decisions made and each must act only in the interests of withYOU and its stakeholders. The following is a summary of the role and responsibilities:

1. Support the Chair and Chief Executive Officer in leading the organisation, demonstrating withYOU's values and embedding excellence throughout the organisation. Contribute constructively to Board discussion and decision-making.
2. As a Board, ensure that withYOU always acts in line with its Constitution, Articles of Association, charity and company legislation and all other legal or funders requirements. Ensure that withYOU pursues its charitable aims as set out in the Articles of Association and meets all statutory duties.
3. Contribute to the development, review, and implementation of organisational strategy.
4. As a Board, approve and monitor withYOU's budget, ensuring financial systems operate properly in accordance with agreed systems and controls. Approve audit plans and reports and create policies as necessary to govern financial reserves and fundraising practice.



5. Contribute to the development and effectiveness of a range of policies and procedures governing the business and employment activities of withYOU.
6. Participate in the regular review of organisational performance, monitoring delivery of strategies and ensuring withYOU's internal control systems are adequate to meet legal, regulatory and best practice standards.
7. Contribute to regular reviews of Board performance including reviews of individual contribution as well as overall Board effectiveness.
8. As a Board, ensure a robust risk management process is implemented and reviewed across the organisation; contribute to reviews of the risk management process and its implementation.
9. Develop and demonstrate an understanding of the views of stakeholders and key opinion formers to support relationship-building and influencing.
10. Ensure good working relationships and open communication between the Board and the senior team, promoting a culture of openness and collaboration.
11. As a Board, carefully select and induct new Board members. Ensure the quality of governance for the organisation by carefully selecting and training new Board members to provide the best leadership for the organisation.
12. Promote equality, inclusion and diversity in all of withYOU's activities.

The withYOU Governance Manual will be a further reference point for information about governance protocols, procedures and responsibilities. New Board Members are supported through an induction process and an annual programme of training and individual support.

Strategic board away days provide an important opportunity for networking and team building as well as training and development. The Board are encouraged to identify any other development areas throughout the year and to attend relevant conferences and events. All new Board members will be involved in the ongoing programme of Board development and will have opportunities to learn more about office-bearing roles including chairing meetings and involvement in sub-committees.

## Time Commitments

The time commitment required by Board members is around 2.5 to 5 hours a month. This will flex through the year and be dependent on what Board member support is required outside of meetings for, for example, recruitment to senior posts, site / service visits, training and development. The term is four years, with an option to extend for another three.