

Bridging the Gap (Glasgow): Trustee Recruitment

The Board of Directors is ultimately accountable for the smooth running of the organisation, ensuring its long-term financial security and delivery of its charitable objects. It needs to provide leadership, set strategic direction, exercise effective control and monitor performance, The Board of Directors must avoid becoming involved in day-to-day operational decisions & matters.



Role	Guiding principles ...
<p>1 Board & Committee participation</p>	<p>Work with the Chair and other Directors in a collective & supportive manner to achieve the aims of the Board, but always:</p> <ul style="list-style-type: none"> • act in BtG's best interests • be challenging when appropriate. • be of an independent mind, voice concerns & be prepared to abstain. • yet, support Board decisions once taken. <p>Adhere to the spirit of the Board of Directors Handbook, policies & procedures</p>
<p>2 Management & staff interaction through:</p> <ul style="list-style-type: none"> • project visits • use of a Director's specialist expertise to assist and advise in specific tasks 	<p>Build good relationships whilst retaining independence.</p> <p>Maintain a clear distinction between the non-executive & executive roles:</p> <ul style="list-style-type: none"> • advise & challenge but avoid telling staff what to do. • avoid hands-on management. <p><i>Where appropriate</i>, ensure any meetings they have with management and staff are documented and communicated with:</p> <ul style="list-style-type: none"> • the person concerned. • their manager and/or Director • the senior management and/or Chair
<p>3 External representation</p>	<p>Act as an advocate and ambassador for BtG and promote its work:</p> <ul style="list-style-type: none"> • among its & your own networks • to all BtG stakeholders

Collective Role/Requirements

The Board is required to:	
Vision And Values	<p>Safeguard and promote BtG vision, values and mission. Uphold and promote our values - as individuals and as a group. Make decisions in the best interests of the organisation and the people it supports</p>
Strategy & Structure	<p>Determine and monitor the strategic direction of the organisation. Establish and review the core structure of the organisation. Review and approve the business strategy. Seek to ensure structures, processes & resources are in place to implement the Business Strategy</p>
Controls And Policies	<p>Seek to ensure BtG operates in an effective, efficient, responsible and accountable manner. Set frameworks of delegation, internal control, performance reporting & risk management Enable compliance with:</p> <ul style="list-style-type: none"> • governing documents & internal policies • laws & regulations <p>Support the senior management in delivering objectives. Hold the senior management to account for:</p> <ul style="list-style-type: none"> • implementing the strategic plan and Board decisions. • achieving targets set by the Board. • delegated powers.
Combined Code of Corporate Governance	<p>To enable the effective functioning of the Board, Directors must:</p> <ul style="list-style-type: none"> • Listen to stakeholders' views. • promote the success of the organisation. • exercise independent judgement • exercise reasonable care, skill and diligence • act with integrity, comply with disclosure requirements and avoid conflicts of interest. • reviews its own performance and be open and accountable