

# Right There

 Livingston James

## Board Trustee Profile



**For People. At Home. In the Community.**



2024 Staff Festival

## Join A Great Team

Firstly, thank you for your interest in joining Right There as a trustee. We are a charity with a long and great history and a strong and ambitious future; to make sure everyone has a safe place to call home.

We can only achieve this with the knowledge, skills and commitment of everyone who is part of Right There – volunteers, staff, and, of course, our trustees.

You would join us at an especially challenging time, with the nation in the midst of the housing emergency declared by the Scottish Government. As a trustee, you would play a pivotal role helping our charity meet this challenge and seize opportunities, making sure our services remain effective and impactful.

Trusteeship is a rewarding experience, providing opportunities to influence strategic decisions, oversee governance, and support our team in delivering our diverse life-changing services.

We are looking for individuals who share our values and vision, and can bring new perspectives and skills onboard.

This document contains all the information you need to understand the role and responsibilities, along with the application process. Please read it carefully and consider how **you** can make a difference to Right There and the people who need us.

[www.livingstonjames.com](http://www.livingstonjames.com)

[www.RightThere.org](http://www.RightThere.org)

Right There walks alongside those who need support, to prevent them becoming homeless or separated from their loved ones.

Right There is a registered charity and company limited by guarantee, with its Registered Office at 15 Dava Street, Glasgow, G51 2JA.

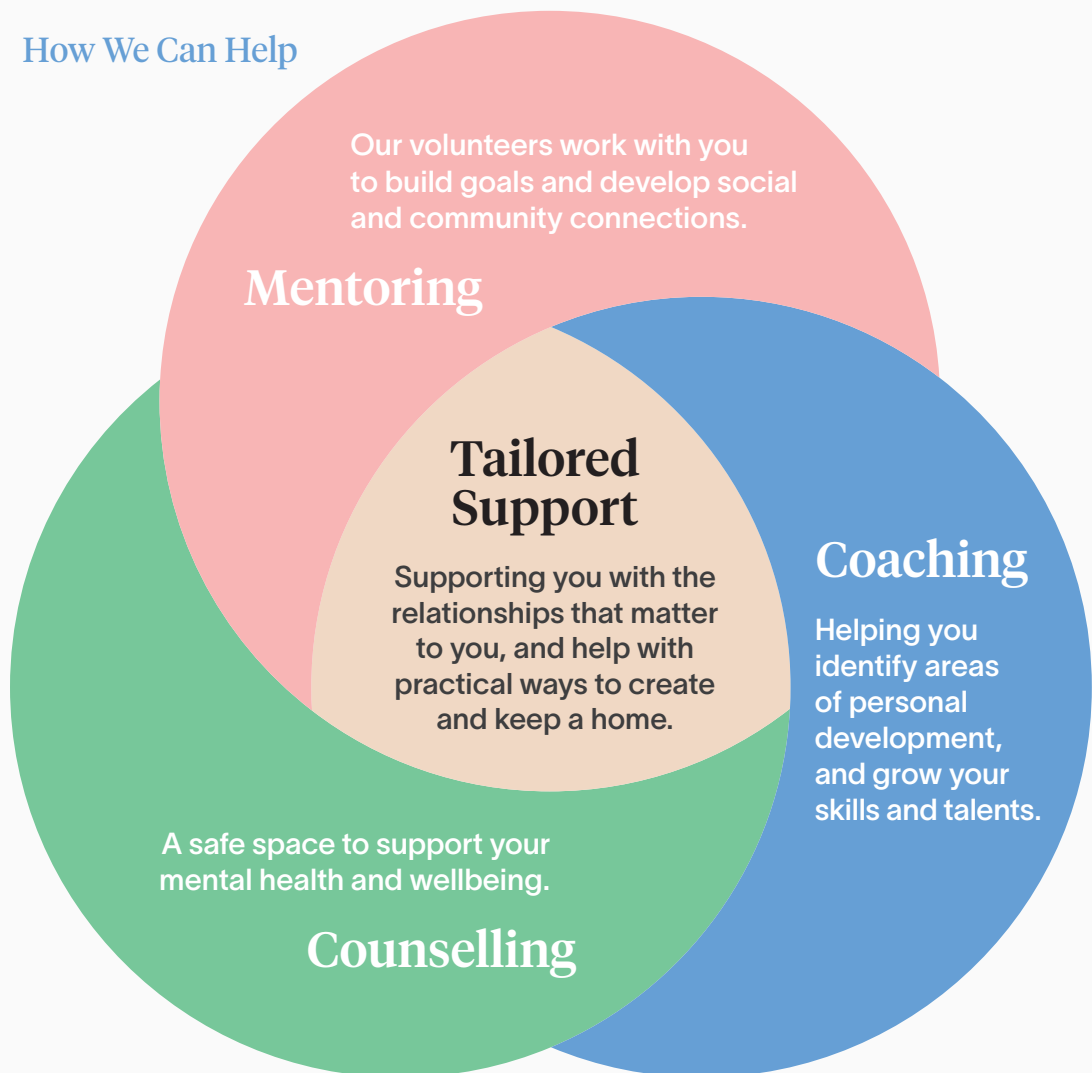
Registered Charity Number SC017093. Company Number SC394447.



## About Right There

We are **Right There**, a charity **celebrating our 200th anniversary**. We provide tailored support for people, at home, and in the community. We are here for people who are living with the effects of homelessness, poverty, addiction, or family breakdowns. Last year we supported almost 4,000 individuals, helping to prevent them from becoming homeless or separated from the people they love.

### How We Can Help





## About Right There continued

We are here to offer the right support at the right time, including breaking down financial barriers; accessing the private rental market; linking up with local health, employment and training services to help people make connections within the community; and, helping people feel happier, safer, and more confident to take steps to improve their own lives. Every person's story is unique, and everyone's route home is different, so we tailor our response to the individual.

We want to challenge stereotypes – it doesn't matter what the situation is – we're not here to judge, only to help. Our approach is about creating trusting relationships and nurturing people's strengths, and our 200 dedicated staff, mentors and volunteers play a crucial role in this.

## Our Vision

A world where everyone has an equal chance to create a safe and supportive place to call home.

## Our Mission

We meet people where they are in life with no judgement; walking alongside those who need support and preventing them becoming homeless or separated from the people they love.

### Our Values

At the heart of Right There is our values. We are proud to live these every day to be the best we can be for those involved in our work.

### Respect

We treat everyone the same way - with dignity and respect. You'll find no judgement here.

### Integrity

We take great pride in having high standards and transparency about our goals and progress as a charity.

### Compassion

We understand the importance of empathy, and the power of a shoulder to lean on.

### Aspiration

We believe firmly in the goodness in people; their strengths and what makes them unique.

### Reflection

We are always learning to be the best we can be.



About  
Right There  
continued

Our current **Strategic Ambition (2022 – 2027)** is to provide the right support at the right time for those who need us the most so that more people can have a settled home life, and fewer people become homeless or separated from their families. This is underpinned by five strategic priorities:

- 1. Provide the best possible support for people whatever their situation:** Delivering truly person-centred support, encompassing both prevention and early intervention, and ensuring the right support is available, in the right place and at the right time.
- 2. Be accessible and available for those who need us most:** Focusing our work in areas where the need is greatest, we will ensure those who need us the most know we are there for them, whilst also shaping our offer so that we are accessible for people in a variety of ways.
- 3. Strengthen community connections:** Expanding opportunities for people we support to feel part of, and contribute to, their communities, we will continue to build community support for what we do and destigmatise adverse life events, including homelessness, mental health and being in care.
- 4. Build a sustainable and dynamic organisation:** With a desire to diversify our funding to support work beyond our contracts, we will strengthen our management processes and capabilities and make better use of evidence to strengthen our impact, share learning and make the case for change.
- 5. Invest in our outstanding team:** Focused on recruiting and retaining a diverse, flexible and committed workforce we will continue to invest in the learning and development of our people and ensure everyone feels both valued and supported.



About  
Right There  
continued

## Our Impact

In partnership with Sonnet Advisory and Impact, we have recently launched a report that highlights the tangible differences Right There has made for individuals in Scotland by addressing their unique needs and implementing the Theory of Change.

Right There generates a societal benefit of at least £308 million based on one year's cohort of referrals (estimated in net present value terms).

[Click to watch Madeline's journey](#)



## Being a Trustee

### Phil Taylor

"When I was first asked to become a trustee with Right There, I already knew its reputation for working with the homeless and vulnerable. I admired the organisation and wanted to help, so I agreed to join in 2014. Now, after 10 years, I am retiring from the role, having witnessed the significant impact Right There has across Scotland.

"As a former senior civil servant with a degree in Law and a master's in Business Administration, I have seen the importance of providing safe and suitable accommodation through my time as trustee with Right There. This is the first step in helping people move to a better place and fulfilling their potential.

"Building confidence and gaining independence is crucial, and Right There excels at this. I am passionate about our mission and deeply admire the dedication of our staff. Their enthusiasm, determination, care for others and humour is astonishing and it has been my privilege and honour to have played a small part in trying to help them do what they do so magnificently."

[Click to read more of Phil's story.](#)



## The Opportunity

Right There is currently looking to identify up to four appropriately qualified candidates to join the Board of Trustees. The Board of Trustees plays a key role in the oversight of the charity, ensuring that it is financially sustainable, has strong governance and safeguards to protect its reputation, and that it delivers against its strategy and charitable objectives.

Always acting in the best interests of Right There as an integral part of a group, your responsibilities will include the following:

**Leading with respect** for the communities we serve, and for the dedicated staff team that delivers our services. This involves:

- Regularly attending, and actively contributing to, board and committee meetings.
- Representing Right There at internal and external events, such as staff and management conferences, fundraising events and stakeholder conferences.
- Strengthening connections within the voluntary, private and public sectors and representing Right There externally.
- Sharing responsibility for communicating the decisions of the Board.

**Leading with integrity**, by being a role model for the organisation, and setting a tone of transparency and trust. This involves:

- Ensuring Right There complies with the provisions of The Charities and Trustees Investment (Scotland) Act 2005 and other relevant statutory, regulatory and ethical standards.
- Ensuring financial controls and systems of risk management are robust.



## The Opportunity continued

- Ensuring appropriate health and safety controls and systems are in place.
- Holding the Chief Executive to account for the effective management and delivery of Right There's aims and objectives.
- Supporting the Board Chair and Chief Executive while exercising personal, team and corporate responsibility as a Charity Trustee and Director.

**Leading with compassion**, by making decisions with and for the people we support. This involves:

- Using any specific skills, knowledge or expertise to help the Board reach sound decisions.
- Participating in seminars, working groups and committees with staff and people we support, to achieve our goals.
- Using life skills and/or professional expertise, while developing skills in being a Board Trustee.

**Leading with aspiration**, which prioritises the current and the future success of the organisation, and which instils a culture of continuous development. This involves:

- Contributing to strategy development that supports our vision, mission and values.
- Ensuring effective implementation of Board decisions by the Chief Executive.
- Ensuring the long-term sustainability of Right There.
- Participating in any induction, training and evaluation identified as an individual and as part of the Board.
- Contributing to the process of maintaining the values and vision of Right There.





## The Opportunity continued

**Demonstrating leadership that is reflective**, where innovation and thoughtfulness is encouraged. This involves:

- Regularly reviewing performance against organisational objectives.
- Offering constructive criticism and challenge to the Executive Team.
- Committing to a culture of learning and enquiry, reflecting on decisions made and using past experiences to inform future success.
- Contributing to constructive debate on the strategic development of Right There.

Board Trustees are expected to commit to participate, as far as is possible, in:

- Six meetings of the Trustee Board annually.
- The Trustee Board's annual away day.
- Ad hoc meetings of the Trustee Board, Committees or sub-groups.
- Working groups which progress Right There's strategic objectives.
- Key internal and external events.

**NB:** We would anticipate the time commitment to be circa one day a month.



## Preferred Candidate Background

Previous board experience is not a pre-requisite for this role, and we are focused on identifying new board members who are committed to our mission and organisational values and bring relevant knowledge or experience within:

- Strategic Commissioning Knowledge (either as a Funder or Provider).
- The design and delivery of children and families services.
- The housing and homelessness landscape in Scotland.
- Policy, PR or Communications.

The core experience required in the role of Board Trustee includes:

- A willingness to lead by Right There's values and by example.
- An understanding of good governance principles.
- The ability to understand complex strategic issues, critically assess, analyse and resolve difficult problems.
- Board-level understanding of organisational development and planning.
- The ability to objectively challenge and offer a professional opinion, at a strategic level, and adopt a short, medium and long-term perspective to ensure the ongoing growth and long-term sustainability of Right There.
- Highly developed interpersonal and communication skills and willingness to participate actively in discussion.
- The ability to think creatively.
- Good independent judgement coupled with the ability to provide positive and constructive challenge.



### Preferred Candidate Background continued

- Demonstrable experience in building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- Able to work effectively and collaboratively as a member of a team.

## Remuneration and Recruitment Process

### Remuneration

This is a voluntary position without remuneration. Reasonable travel and subsistence costs will be reimbursed.

### Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Livingston James will conduct initial conversations prior to discussing candidates with Right There.

Interested candidates should provide a tailored CV and covering letter, outlining their interest and suitability, to:

[douglasadam@livingstonjames.com](mailto:douglasadam@livingstonjames.com)

Right There is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.