

New Board Members Recruitment Pack





Acting together to advance human rights in Scotland

Who we are

Making Rights Real is a small and mighty human rights organisation in Scotland that works with communities and grassroots activists to deliver human rights for everyone. We launched in 2020 and appointed our first Director and team to lead the setting up of our organisation and initiatives with community groups. Success has been remarkable.

Four years after launch, there are challenges ahead that require thoughtful leadership as we transition from a new to an established organisation while maintaining our mightiness and vigour.

Our Values are based on core human rights values of dignity and respect, all our work is underpinned by the principles of a human rights based approach.

We are known for:

- Our commitment to the meaningful and inclusive participation of people who most need change, using a friendly and accessible approach.
- Our fearlessness and ambition for practical and impactful change, by holding power to account.
- Using our skills and expertise at the service of people who most need change.

Recruitment to the Board

We are delighted to open up recruitment for a new leadership team to govern and inspire the wider board. The new trustees will help us shape the organisation, ensure our governance supports the growing team, and direct resource investment. We are currently recruiting to the following roles:

- Chair of the Board of Trustees
- Treasurer
- Trustee

We would particularly value people with expertise in one or more of the following areas:

- Living with human rights and/or social justice concerns
- Experience of accessing justice for issues you have experienced, or leading a team (e.g. within civil society)
- Experience working with governance, budgets and relationship building with civil society and communities.
- Fundraising strategies

More than anything though, it is your enthusiasm and commitment to social justice and human rights that we need. We have set up MRR to be a kind, fun and useful organisation.

The role of Trustee / Board Member may be carried out online or in person.

Please complete our <u>application form</u> if you would like to join our Board. Applications are open to **5pm Monday 27**th **January 2025.**

For an informal discussion about the application process please contact Jo Ferrie, Chair: jo.ferrie@glasgow.ac.uk

Trustees

Roles and Responsibilities



Members of the Board are Trustees of the charity. Board meetings take place every two months, they generally last around 1.5 - 2 hours. Trustees receive Board papers at least 1 week prior to the meeting. Collectively the Board is responsible for the leadership, strategic direction, and governance of Making Rights Real, ensuring the organisation meets its purpose and is accountable and transparent in its activities.

Main roles and responsibilities

Strategy

- Ensure our activities deliver our stated charitable purpose.
- Ensure we have a clear and sustainable vision and strategy, while remaining focussed on achieving our outcomes.
- Work with us to ensure our purpose, work and outcomes keep to our values and constitution.
- Become and active member of one of our sub-groups which meet between board meetings as required.

Regulation and compliance

- Ensure we meet our regulatory and legal requirements.
- Ensure we manage risks to the organisation through effective and proportionate risk management and regular discussion.
- Inform people about Making Rights Real.

Financial

- Ensure we have good financial and management controls in place.
- Approve our annual budget, while continuing to plan for the future.

Accountability

- Act in the interest of Making Rights Real with due care and diligence.
- Hold the senior management of Making Rights Real to account for the organisations' performance, supporting and guiding as appropriate.

Reference:

OSCR - Guide for Charity Trustees OSCR

OSCR - Guidance and Good Practice for Charity Trustees

Charity Number: SC050342

Chair of the Board Roles and Responsibilities

The role of the Chairperson extends beyond chairing the meetings of the management committee. The Chair has the key leadership role, ensuring the committee fulfils its responsibilities for the governance of the organisation.

This will also involve working closely with the employees to achieve the aims of the organisation and acting as the main channel of communication between the committee and the staff. The Chairperson generally acts as a figurehead of the organisation, representing it at events, meetings and in the press when required. Other duties include authorising action to be taken between meetings of the full board and executing legal documents.

Role Description

The role of the Chair is to lead the management committee, ensuring it meets its responsibilities for the governance of the organisation. The Chair's role is also to work in partnership with the employees, and to develop a positive relationship between the board of Trustees and the staff.

Main Responsibilities will include:

- Provide leadership for the committee in their role of setting the strategy & policy of the organisation.
- Planning the cycle of meetings, setting agendas & chairing meetings.
- Monitoring decisions taken at meetings are implemented.
- Representing the organisation at functions and meetings.
- Acting as a spokesperson as appropriate.
- Liaising with the employees and providing support as appropriate.
- Leading one of the organisation's sub-groups.

Person specification

In addition to the qualities needed by all committee members, the Chair should be a human rights defender who can demonstrate

- Strategic leadership experience.
- Experience of committee work.
- Excellent communication and people skills.
- Impartiality, fairness and the ability to respect confidences.

Treasurer Roles and Responsibilities

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The Treasurer oversees the financial affairs of the organisation, ensuring its viability and that proper financial records and procedures are maintained. The Treasurer makes sure that the committee receives reports containing the information needed in an easy to understand format.

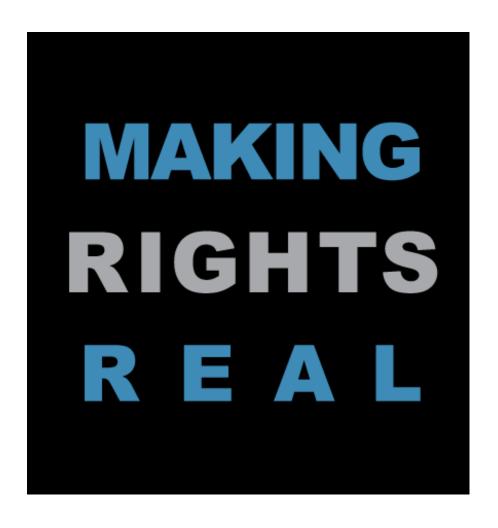
Role Description

- Work alongside the Director to prepare and present budgets, accounts and financial statements
- Liaise with paid staff about financial matters
- Ensure that the accounts are examined in the manner required and that any recommendations of the examiners are implemented
- Contribute to the fundraising strategy of the organisation
- Keep the committee informed about its financial duties and responsibilities
- Make formal presentation of the accounts at the annual general meeting

Person specification

In addition to the qualities needed by all committee members, the Treasurer should also possess the following:

- Financial experience and some business planning skills
- Some experience of organisation finance and fundraising



www.makingrightsreal.org.uk

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