



**WHO
CARES?**
SCOTLAND

A lifetime of equality, respect and love for
Care Experienced people



POSITION PROFILE

Chair of the Board





Welcome!

Join Us as Chair of our Board – Make a Lasting Impact

Are you a visionary leader with a passion for making a difference? We are seeking an exceptional individual to become the **Chair of the Board of Who Cares? Scotland**, a mission-driven organisation dedicated to ensuring a lifetime of equality, respect and love for all Care Experienced people.

As Chair, you will guide our strategic direction, support and challenge the senior management team, and ensure effective governance as we continue to deepen our impact. This is a unique opportunity to shape the future of a charity at a pivotal stage, working alongside a committed and skilled Board and leadership team.

At Who Cares? Scotland, we are deeply committed to placing the voice of Care Experienced people at the centre of everything we do. In line with this commitment, this role is open exclusively to candidates with care experience*.

What We're Looking For:

- Proven leadership experience, specifically at charity trustee or non-exec director level
- Strategic thinker with strong governance and oversight skills
- Excellent communication and interpersonal abilities
- Passion for improving outcomes for Care Experienced people
- A collaborative, inclusive approach to chairing meetings and building consensus

Why Join Us?

- Lead a dynamic, passionate Board and support a dedicated team
- Influence real, measurable change in people's lives
- Bring your voice and values to an organisation that listens
- Expand your leadership portfolio in a meaningful, values-driven environment

Thank you for your interest in this role,

Team Who Cares? Scotland

**Who Cares? Scotland, in line with [The Promise](#), recognises the following definition of care experience:*

The term Care Experienced refers to anyone who is currently in care or has been for any length of time regardless of their age. This care may have been provided in many different settings, such as:

- Kinship Care (formal and informal)
- Looked After at Home – With the help of social work.
- Residential Care
- Foster Care
- Secure Care
- Adoption



The Organisation

Who Cares? Scotland is Scotland's only national independent membership organisation for Care Experienced people. Our mission is to secure a lifetime of equality, respect, and love for Care Experienced people in Scotland.

At the heart of Who Cares? Scotland's work is the rights of Care Experienced people, and the power of their voices to bring about positive change.

We provide individual, relationship based independent advocacy, and a range of participation and connection opportunities for Care Experienced people across Scotland. Every year, our advocacy workers support around 1,600 people with around 6,000 individual advocacy issues across all 32 Local Authorities in Scotland. We take a human rights based approach to our work, and around 10,000 individual rights are realised every year through our work in supporting these issues.

We bring Care Experienced people together to connect and shape the world around them. We work alongside Corporate Parents and various communities to broaden understanding and challenge stigma faced by Care Experienced people.

We work with policy makers, leaders, and elected representatives locally and nationally to shape legislation, policy and practice. We do this collaboratively to build on the aspirations of [The Promise](#) and to secure positive change.





Position Overview

Who Cares? Scotland is seeking a Care Experienced Chair of the Board to support the organisation to achieve its vision of a lifetime of equality, respect and love for all Care Experienced people.

The successful candidate will provide inclusive leadership to the Board, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will support the Chief Executive to ensure the achievement of agreed strategic priorities and objectives.

Key Responsibilities

Strategic leadership

- Ensure that the Board operates within its charitable objectives, and provides a clear strategic direction for the charity
- Ensure that the Board regularly reviews major risks and associated opportunities
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity with systems in place to ensure financial accountability
- Ensure continued focus, with regular review, on the organisation's overall mission, vision and strategic priorities

Governance

- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the charity and its sub-committees, and that they remain compliant with charity and company regulation
- Ensure that the Board of Trustees encompasses the right balance of skills, knowledge, and experience needed to govern and lead the charity effectively
- Ensure that the governance arrangements are working in the most effective and efficient way for the charity
- Develop the knowledge and capability of the Board of Trustees
- Encourage positive change where appropriate, address and resolve any conflicts within the Board
- Appraise the performance of the Trustees on an annual basis
- Work within any agreed policies adopted by the charity





Efficiency and effectiveness

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision making process
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the charity and that the Board has collective ownership of issues
- Foster, maintain and ensure that constructive relationships exist with and between the Trustees
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Trustees
- Ensure that decisions taken at meetings are implemented
- Ensure all Board Trustees are aware of their roles and responsibilities, developing an effective development and appraisal systems for all Trustees
- Regularly review the composition of the Board and the skills of individual Trustees taking appropriate action to remedy any deficiencies through succession planning

Relationship with the Chief Executive

- Establish and build a strong, effective and constructive working relationship with the Chief Executive, ensuring they are held to account for achieving agreed strategic objectives
- Establish an appropriate relationship with Who Cares? Scotland's Executive Team
- Liaise with the Chief Executive to maintain an overview of the charity, providing input as required
- Conduct an annual appraisal for the Chief Executive
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support

External Relations

- Working collaboratively with the Chief Executive:
 - Develop relationships with key external stakeholders
 - Act as a spokesperson for the organisation
 - Represent the charity at external functions and events





A Care Experienced individual with direct experience of charity governance. The successful candidate will have strong interpersonal and relationship-building abilities and a strong commitment to the aims and objectives of Who Cares? Scotland.

Skills and experience

- Relevant experience as a charity trustee or non-executive Board member, including committee membership and delegated governance
- A deep understanding of the role of a non-executive and Chair of Trustees including strategic oversight, constructive challenge and support to the Executive.
- Strong leadership skills, ability to motivate board members and bring people together
- An understanding of managing the performance and effectiveness of an organisation to ensure it meets its operational, business, and financial goals
- A good understanding of charity finance issues
- A highly effective communicator, able to build strong, effective and positive relationships while winning the confidence and respect of all
- Broad understanding of the legal, statutory, governance, political and economic issues facing third sector organisations
- Able to demonstrate tact and diplomacy, with the ability to listen and engage effectively
- The ability to foster and promote a collaborative team environment





Time Commitment:

Monthly Commitment: 1-2 days

- Board meetings: 4 per year (quarterly)
- Finance & HR Committee: 4 per year
- Strategy Oversight Committee: 2 per year
- CEO support meetings: 4-6 per month
- AGM and strategy days: 1-2 per year

Note: Evening and weekend meetings are standard

Remuneration:

This role is voluntary and therefore not remunerated. All reasonable expenses will be paid.

The Recruitment Process:

Candidates wishing to apply should send a CV and covering letter, outlining interest and suitability, to jobs@whocaresscotland.org by **Monday 4th August 2025 at 5pm**.

To arrange an informal discussion about the role, please contact jobs@whocaresscotland.org.

Interviews are anticipated to take place during September, and Who Cares? Scotland aims to identify the preferred candidate by mid-October to allow for approval at the AGM.

