

# Join the RSABI Board



**Applicant Pack:  
Trustee**

[rsabi.org.uk/vacancies](https://rsabi.org.uk/vacancies)

  
**RSABI**  
Supporting People  
in Scottish Agriculture

## Foreword

On behalf of all at RSABI I'd like to thank you very much for your interest in the work of RSABI and the opportunity to apply to join our board in December 2025, subject to approval at our AGM in November.

RSABI provides emotional, practical and financial support to people in the Scottish agricultural industry and our board is responsible for the charity's governance and strategy, and for making sure that the organisation is administered effectively.

We're looking for two individuals who are enthusiastic about the good work RSABI does and who would be happy to volunteer their experience and knowledge to support the effective running of the organisation.

In line with our trustee skills matrix, the particular skills we are seeking are full-time, working farmer or farm worker for one of the Trustee roles. For the second we are looking for someone who has in-depth professional knowledge of mental health and/or suicide prevention.

Our new Trustees will play a very important role on the RSABI board at a crucial time for the charity in our mission to support people in need in Scottish agriculture.

We look forward to receiving applications for these roles and my thanks, again, for your interest in the work of RSABI.

**Jane Mitchell**  
Chair, RSABI



## RSABI Strategy (2024 – 2029)

### Vision

The lives of people in Scottish agriculture are consistently improved through the work of RSABI to enhance the wellbeing of farmers, crofters and others.

### Mission

RSABI works steadfastly at the heart of Scottish agriculture, to improve the lives of people in farming and crofting.



### Values

Kind

Inclusive

Supportive

Trusted

## RSABI Strategy (2024 – 2029)

### Strategic objectives

- 1** To ensure trustees, volunteers and staff operate in a culture of professionalism and kindness, truly living our values, so the RSABI team feels supported to deliver strongly.
- 2** To deliver impactful wellbeing and welfare activities, supported by strong strategic partnerships with key stakeholders, so RSABI maximises its positive impact for people in Scottish agriculture.
- 3** To develop & deliver a robust fundraising strategy and optimise income generation so RSABI is prudently funded to grow and fully achieve its aims to support people in Scottish agriculture.
- 4** To effectively promote RSABI and its activities via powerful and targeted communications (which also champion Scottish agriculture) so there is strong awareness of the services and activities the charity delivers.
- 5** To demonstrate full legislative compliance, transparency, efficiency and good practice in all of the charity's policies, procedures and practices so RSABI maintains and grows its reputation for honesty and integrity.



## Trustee Role & Responsibilities

### Statutory duties

- 1 To ensure that the organisation complies with rules and regulations as set out by OSCR, charity law, company law and any other relevant legislation or regulations.
- 2 To ensure that the organisation pursues its objects as defined in its governing document.
- 3 To ensure the organisation uses its resources exclusively in pursuance of its core objectives.
- 4 To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- 5 To safeguard the good name and values of the organisation.
- 6 To ensure the effective and efficient administration of the organisation.
- 7 To ensure the financial stability of the organisation.
- 8 To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.
- 9 To appoint the Chief Executive officer and monitor his/her performance.

## Other Trustee Responsibilities

In addition to the above statutory duties, each trustee should use any specific skills knowledge or experience they possess to help RSABI's Board of Trustees reach sound decisions and ensure the organisation fulfils its objects.

### This will involve:

- A** Attending Board and other meetings as appropriate.
- B** Participating in one or more Board subgroups as required.
- C** Scrutinising board papers and other communications.
- D** Leading discussions and providing guidance on new initiatives, particularly in areas where the Trustee has specific skills, knowledge or expertise.
- E** Abiding by RSABI's policies and procedures including the Safeguarding, Diversity and Equal Opportunities and Information Governance Policies, ensuring these are effectively implemented.
- F** Participate in activities to promote RSABI to our beneficiaries, funders and the wider public.
- G** Contributing on other issues or areas of special expertise.

## Trustee/Co-opted Trustee Role Description

### Person Specification and Requirements for this role.

- 1 A commitment to the aims and values of RSABI.
- 2 An understanding of the issues and challenges within the agricultural/rural sector in Scotland.
- 3 Ability to provide the level of commitment required for this role.
- 4 Experience of governance – desirable not essential.
- 5 Ability to work as a team.
- 6 Knowledge or experience in one or more of the following areas:
  - a Practical, hands-on farming
  - b Mental health/suicide prevention in a professional capacity
- 7 Vitally, our Trustees must have the time to devote to their responsibilities in their roles.

## Application Process

To apply please send your CV and a covering letter explaining why you would like to join our board, and the skills and experience you would bring to [recruitment@greenburn.co.uk](mailto:recruitment@greenburn.co.uk).

For more information about the role, please email [recruitment@greenburn.co.uk](mailto:recruitment@greenburn.co.uk).

## Application Timeline



**Friday 15th August, 5pm**  
Closing date for applications



**w/c 8th September 2025**  
Interviews taking place

We welcome applications from under-represented groups. If you require any adjustments to assist with your application, please let us know.

