

Join the RSABI Board



**Applicant Pack:
Trainee Trustee**

rsabi.org.uk/vacancies


RSABI
Supporting People
in Scottish Agriculture

Foreword

RSABI, which provides emotional, financial and practical support to people in Scottish agriculture, is launching a search for one new trainee trustee.

During a year-long programme starting in December, the trainee trustee will shadow the charity's trustees and participate in board, committee and staff meetings. Successful candidates will receive support and mentoring from the charity's senior staff and board, and get a real sense of what it is like to be a charity trustee.

RSABI's trustees play a vital role in the running of the charity, using their experience and insight to help it best support people in Scottish agriculture. This round of recruitment follows four successful previous trainee trustees who found their time with RSABI of great value.

We're keen to see more younger people volunteering with the charity at board level and we are looking for enthusiastic young people who are keen to find out what it's like to sit on a charity's board.

We are looking for people with a real interest in the work of RSABI and it's a fantastic opportunity to contribute to a great cause as well as enhancing your CV with new and improved skills.

RSABI's trainee trustee will complete a 12-month programme designed to increase confidence, skills and insight about what it's like to be on a charity board. Trainee trustees do not have voting rights but will participate in board and committee meetings, meet with staff teams and have the opportunity to contribute to the running of RSABI.

We look forward to receiving your application.

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

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.

Role Description

RSABI's trainee trustee will complete a 12-month programme designed to increase confidence, skills and insight about what it's like to be on a charity board. The trainee trustee will not have voting rights but will participate in board and committee meetings, meet with staff teams and have the opportunity to contribute to the running of RSABI.

We're looking a **person with a farming or crofting background** who is enthusiastic and motivated to help RSABI and find out what it's like to sit on a board of trustees. Ideally (but definitely not essentially), some knowledge of mental health and/or public relations and communications would be good. You must be able to commit to the full 12-month programme. We anticipate the time commitment to be on average a day a month.

Meetings may take place virtually and in-person and where travel is required reasonable expenses will be covered by RSABI.



Draft programme outline

The programme will be delivered over a 12-month period.

Month	Activity	Mentor
2025		
November	Induction with the Chief Executive including introduction to the team	CEO
	A review of the role and responsibilities, and a discussion about RSABI's strategy	CEO
	Discussion regarding board member mentor options	CEO
	Review of contractual terms including confidentiality agreement	Head of Finance and Compliance
	Introduction to RSABI accounts/financial statements	Head of Finance and Compliance
	Coaching session to review trainee trustees' personality profile and alignment with other Board members	Greenburn HR
	Assessment of training needs	Greenburn HR
December	Attend first Board meeting. (2 Dec)	Chair
	Introduction to OSCR and understanding its relevance to RSABI	Head of Finance

Draft programme outline continued

Month	Activity	Mentor
2026		
January	Inclusion in a Welfare team meeting to discuss work of RSABI and review types of support	Welfare Manager
	Attend board planning day (20 Jan)	Chair
	Join a staff meeting online to hear about the work of the charity.	CEO
February	Inclusion in Fundraising team meeting	Head of Fundraising
	Attend Finance Committee meeting (10 Feb)	CEO
March	Attend board meeting (17 Mar)	Chair
May	Attend Scotsheep	CEO
June	Attend Royal Highland Show	CEO
	Attend Finance Committee meeting (9 June)	CEO
	Attend board meeting (30 June)	Chair
August	Attend Finance Committee meeting (18 Aug)	CEO
September	Attend board meeting (22 Sept)	Chair
October	Attend Health Hut	
November	Attend AGM	
	Attend Finance Committee meeting (24 Nov)	CEO
December	Attend final board meeting and deliver short presentation on trainee trustee experience (1 Dec)	CEO

Skills and experience

By the end of the programme you should be able to demonstrate the following skills and experience:

1. An understanding of the commitment to the objects, vision and mission of RSABI

- An understanding of RSABI's vision and mission
- Familiarity with our existing work

2. Specific competencies

- Ability to maintain confidentiality
- Understand the purpose of, and commitment to, the preparation for board meetings
- Challenge constructively
- Willingness to express your own opinion
- Ability to work in a team
- Understand RSABI's digital and social media presence

3. Awareness of legal duties

- An understanding of the legal duties undertaken by Trustees of RSABI

4. General behaviours

- Clarity of focus
- Compassion in our social focus
- Courage of your convictions
- Creativity in your practice
- Integrity in all our relationships
- Investment in the long-term future
- Income generation to sustain our work
- Understanding of embracing inclusivity

5. Impartiality

- Understand conflicts of interest during board member tenure

6. Sufficient eligibility

- Eligible for service as a charity trustee

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.

For more information about the role, please email recruitment@greenburn.co.uk.

Application Timeline



Friday 22nd 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.

