# SCLD Trustee Recruitment

## Specification

SCLD is looking for new trustees who can help make Scotland a fairer place where people with learning disabilities live full, safe, loving and equal lives.

### About SCLD

The Scottish Commission for People with Learning Disabilities (SCLD) is a national intermediary organisation for the learning disability sector in Scotland. We work closely with the Scottish Government as a delivery partner in the implementation of learning disability strategy.

Our vision is of a fairer Scotland where people with learning disabilities live full, safe, loving and equal lives.

SCLD works for people with learning disabilities, aiming to create an environment in Scotland in which systems and culture are changed to ensure people with learning disabilities are empowered to live the life they want in line with existing human rights conventions.  

We work to uphold the human rights of people with learning disabilities; we are working to support the incorporation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) into Scottish law. 

We work with stakeholders, including:  

* People with learning disabilities
* Parents, carers and families
* The Scottish Government
* Health and Social Care Partnerships
* Local Authorities
* Organisations in the Voluntary and Independent Sector
* Professional and regulatory bodies

### About you

The SCLD board wants to hear from people who can bring something different to our board and are willing to drive change. We welcome applications from people of all abilities and backgrounds.

You don’t need to have been on a board before. What we’re looking for is experience in any of the following areas:

* Helping people to overcome inequalities and/or realise their human rights
* Working as a health care professional
* Supporting people with [learning] disabilities to live full lives
* Generating income for a [charitable] organisation
* Raising awareness of issues in society
* Managing the financial performance of an organisation
* Utilising digital technology to support changes in the lives of people with lived experience
* Making change happen
* Communications experience

You’ll be joining a supportive board that is passionate about helping SCLD have a positive impact on the lives of people with learning disabilities.

You will help the board guide SCLD by

* Being interested in the lives of people with learning disabilities
* Learning about how SCLD operates and has an impact
* Getting to know the SCLD board and how we work
* Committing the necessary time to play your part in the board
* Supporting collective board decisions

You will help the board think differently by

* Using your own lived experience
* Bringing your own perspective to board discussions
* Being willing to challenge others in an objective, constructive and respectful way
* Making suggestions about how to improve the way the board works
* Making sure the voice of people with learning disabilities is at the heart of our work

You will use your communication, reasoning and influencing skills in support of all of the above.

### Main Responsibilities:

#### Governance

* Be an active board member, helping to give the organisation strategic direction.
* Actively contribute at board meetings and help to monitor the implementation of decisions taken at Board meetings.
* Contribute to the setting of policy, objectives, and adherence to thereafter
* Ensure the financial stability of the organisation and ensure sound risk management.
* Appoint independent auditors and approve audited accounts.
* Ensure the organisation complies with its governing document, charity law and other relevant regulations.
* Provide support and constructive challenge to the Chief Executive and SMT.

#### Leadership

* Contribute to the development of the charity’s mission and vision.
* Raise the public profile of the organisation.
* Provide leadership which supports the senior management team.
* Represent SCLD externally as necessary
* Develop and approve the organisation’s mission, vision and values.
* Promote the reputation of the organisation.
* Provide the leadership necessary for all staff to deliver high quality services at all times.

#### Strategy

* Review and agree any major changes to the organisation in accordance with the scheme of delegation.
* Regularly assess the external environment, develop the organisation’s strategy and business plan and monitor its implementation.

#### Performance Management

* Monitor and assess the organisation’s results in relation to the agreed strategy, budget and business plan.
* Agree alternative action to remedy shortfalls in performance.

#### Risk Management

* Maintain a robust overview of the principal risks facing the charity.
* Exercise scrutiny over the charity’s risk management system

### What you will get

New Trustees will join the SCLD board at a time when there is considerable scope to make a real difference to the lives of people with learning disabilities. SCLD will be a leading actor at this time, and new Trustees will have the chance to shape SCLD’s role in influencing this time of great change and disruption.

New Trustees will be offered a detailed induction process, including engagement with staff members and people with learning disabilities themselves. We are fully committed to being accessible and will support reasonable adjustments in any way that we can.

The board currently meets four times a year, with additional sub committee meetings taking place. Additional time will be required for board strategy and development sessions.

SCLD meetings currently take place virtually and there will be scope for new Trustees to contribute to discussions on practical arrangements for meetings moving forward.

### Selection process

There will be an open virtual information session with the chance to hear from people with learning disabilities and representatives from SCLD’s board (and leadership team). You can choose to join on the 21st February at 1pm or on the 23rd February at 5.30pm. Please contact Kenneth Fleming at [Kenneth.f@scld.co.uk](about:blank) if you would like to attend or to find out more about these sessions. The open session will allow you to hear more about the lives of people with learning disabilities in Scotland and the work of SCLD.

We would like candidates to show us how they fit the requirement outlined in the role description. This can be through a CV and covering letter, but we are also happy to make reasonable adjustments, including candidates submitting audio or video applications. Please e-mail kgall@aspenpeople.co.uk to discuss

An easy read version of the role description can be found at [www.aspenpeople.co.uk/scld](http://www.aspenpeople.co.uk/scld)

Interviews will take place on March 28th. Interviews will take place in two stages with one panel featuring Trustees and another a panel of people with learning disabilities.