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JOB APPLICANT INFORMATION

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SCOTTISH SPCA
Scotland's Animal Welfare Charity

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INTRODUCTION FROM FIONA MACLEOD, CHAIR & KIRSTEEN CAMPBELL, CHIEF EXECUTIVE OFFICER

This is a pivotal point in the long, storied history of the Scottish SPCA. Earlier this year, we launched our first ever ten-year vision. This features six bold, ambitious commitments to make Scotland the world-leader in animal welfare.

Since 1839, we have championed the welfare of animals across the nation. 183 years on, we have made so much progress.

We do not take our position as Scotland's animal welfare charity for granted. We are fortunate and privileged to hold the role we do in Scottish society. Over the next decade, we will continue to rescue and rehabilitate thousands of animals. But we'll also, inspire, educate and advocate to reduce the chances of animals ever needing our help in the first place.

As we emerge from the pandemic and a testing two years where we have been at the forefront of helping people, pets, wildlife and farmed animals in crisis, we are well-placed to take on the most pressing challenges in our sector.

We're looking for diversity in the broadest sense on our Board. We exist to help all animals, and it takes all sorts of people to make that possible. The one thing which unites us all at the Scottish SPCA is a single-minded commitment to animals.

If this sounds like a mission you want to support and if you are willing to give your time, energy and expertise to the cause of giving every animal a good life, then we want to hear from you. This is a chance to serve as a Trustee on one of Scotland's most respected and loved charities.

Please apply if you are interested, and join us on our journey to make Scotland the best place in the world for all animals to be.



Fiona Macleod
Chair

This is a crucial time to join our Board. After overcoming two difficult years of a global pandemic, we have recently launched our 10-year strategy aiming to tackle the challenges we're likely to face in the years ahead. Factors such as the rising cost of living, increasing demand for pets, the climate crisis and habitat loss pose a massive challenge to animals – and to organisations like us to respond to.



However, despite the complex and varied issues we need to overcome, I am positive about the future. Our unique position as Scotland's animal welfare charity, alongside the expertise and dedication of our teams across the Society, leaves me in no doubt that we are well equipped to face whatever challenges come our way.

During my tenure, I have been fortunate enough to benefit from the advice and counsel of Board members who are passionate about animal welfare and using their skills and expertise to make a positive difference.

Building on our heritage, and having driven significant positive changes for animals over the last 183 years, we are at the beginning of a journey which aims to make Scotland the best place in the world for animals to live by 2032. I'd love you to join us in making that ambition a reality.

We're here for all animals, always and it's my hope that you'll join our Board of Trustees and be there for Scotland's animals too.

Kirsteen Campbell
Chief Executive Officer

ABOUT US

Since 1839, we have proudly fought to improve the lives of animals in Scotland. Over almost two centuries, we've grown to become a national charity which celebrates the strength of the human-animal bond and enriches the lives of animals and people. As the only animal charity in the UK recognised as a reporting agency to the Crown Office, our inspectors enforce the Animal Health and Welfare (Scotland) Act 2006. We are proud to

- save animals that are injured, neglected and abused and enforce the law to make sure people who cause suffering face justice.
- provide veterinary services, behavioural training and expert animal care before rehoming pets or releasing wild animals.
- improve knowledge of animal welfare and increase awareness of the positive impact animals have on our lives.
- highlight the need for change, set standards and champion improvements that make life better for animals and people.

The breadth and scope of work we do, plus the fact we have legal powers, gives us a special position in animal welfare. It is a position we do not treat lightly and it gives us an incomparable view of the issues affecting all animals in Scotland.

We are here for all animals, always.

To view our 10 year strategy, please [click here](#):



What We Want: Our Vision

Every animal has a good life. Every person embraces the joy and value animals add to our lives, and recognises they have feelings and needs which should be met.

Why We Exist: Our Purpose

To champion animal welfare in Scotland and ensure animals are treated with respect and kindness. To provide the support and knowledge people need to protect the welfare of the companion, wild and farmed animals in their lives.

What We Do: Our Services

We will continue to proudly deliver and improve our services, and we will amplify our work in proactively making life better for animals and people. Responding to animals in need while being proactive in preventing animals from requiring help.

Reactive



Rescue and Enforce

We save animals which are injured, neglected or abused and we enforce the law to make sure people who cause suffering face justice.



Rehabilitate, Rehome & Release

We provide veterinary care, behavioural training and other expert support before rehoming pets or releasing wild animals.



Inspire and Educate

We improve knowledge of animal welfare and increase awareness of the positive impact animals have on our lives



Advocate and Campaign

We highlight the need for change, set standards and champion improvements to the animal welfare sector

Proactive

The Way We Do Things: Our Values

Committed



Professional



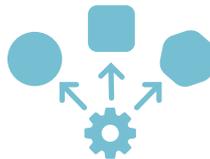
Compassionate



Collaborative



Adaptable



Expert



Why We Must Achieve This

Lots of factors are putting pressure on not only animals, but people who care for or interact with them too. These include:



Increasing demand for pets



More people who need mental health support



Rising veterinary costs



Rising costs of living



Catastrophic habitat loss



Acceleration of climate change



Our Ambitions For Animal Welfare by 2032

1/2

1. Reduce instances of intentional abuse and unintentional neglect by 50%.



2. Inspire and support communities, engage with 25% of the population and create a network of over 250,000 Youth Ambassadors



3. Eliminate the low welfare puppy and kitten trade.



4. Ensure all farmed animals in Scotland are reared to our own high welfare standards.



5. Create a network of partners to support the recovery of natural habitats and biodiversity which is critical to the welfare of animals.



6. Grow our net income by 20%, achieve Net Zero, and achieve colleague and volunteer satisfaction levels in excess of 90%

OUR GOVERNANCE

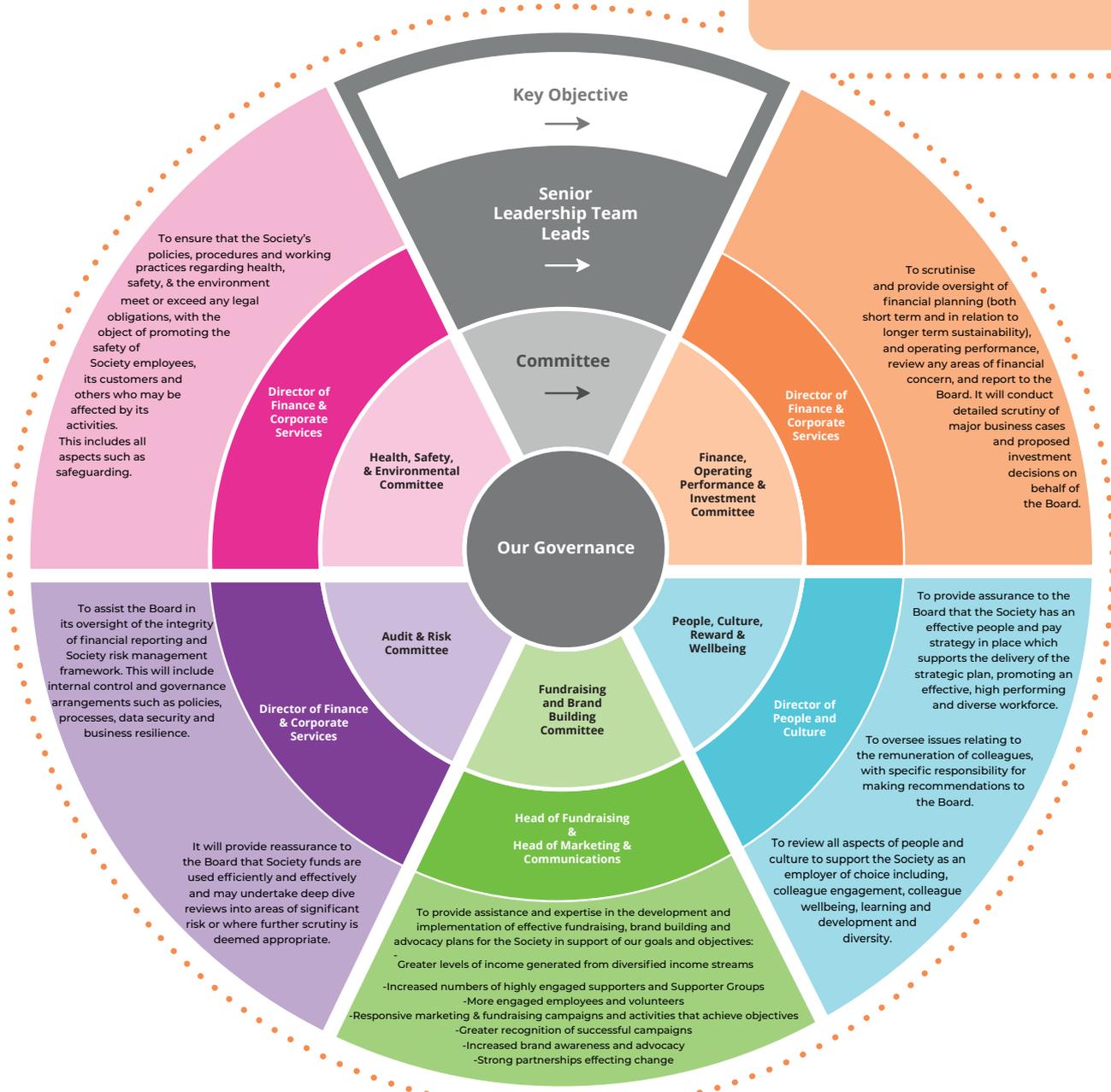
Strong governance is vitally important in any organisation. The Society has six Board committees whose remits are outlined here. Very often committees will work together on joint areas of interest. Given the importance of ethics to the Society, the Ethics & Policy Committee informs every other committee. The frequency upon which committees meet is dependent on the purpose of each committee. Often committees meet quarterly. Committee membership is comprised of both Board members and Society colleagues. Each committee is chaired by a Board member with support from a member of the Senior Leadership Team. Updates are provided by committee chairs to all Board members. The full Board meets a minimum of four times per year.

Ethics & Policy Committee

To consider the ethical implications of current and future policies and procedures and provide advice, guidance and recommendations.

Approve guidelines for the care of animals in the Society and throughout Scotland.

Ethics and Policy underpin other committees.



PURPOSE OF ROLE

To promote the work of Scottish SPCA by making a positive contribution to strategy formulation, overseeing delivery of the organisational mission, vision and values. Board Directors are responsible for the overall governance and strategy, and for making sure that the charity is led effectively. They have ultimate accountability for its activities and outcomes. Scottish SPCA's Board of Directors currently comprises 9 members (maximum 12 members)

The Board of Directors provide advice and guidance on agreed policies to enhance animal welfare standards and deliver a financially sustainable organisation. The Board is ultimately responsible for the health, safety and wellbeing of staff and volunteers, builds positive networks and strong relationships which enhance the culture and interests of the Society.





KEY RESPONSIBILITIES

- Determine the overall direction and development of the Society through good governance, leadership and clear strategic planning.
- Be an active member of the Board, providing organisational oversight and engaging in participative decision making to ensure Scottish SPCA is high performing in all areas of our work.
- Ensure the organisation is legally compliant and adheres to the sector standards defined by OSCR.
- Ensure that Scottish SPCA is well-managed, accountable, and strives to achieve good practice in all areas.
- Monitor and evaluate the work of Scottish SPCA to ensure that it is in line with its charitable aims and purposes.
- Actively engaging in discussion and debate at meetings, listening carefully, challenging sensitively, and avoiding conflict. Acting collectively at meetings and accepting a majority decision.
- Safeguard the good name and values of Scottish SPCA, promote a positive public profile, enhance its reputation and represent it as required.
- Oversee the financial stability of Scottish SPCA and ensure that all financial controls and systems of risk management are robust.

- In collaboration with Trustee colleagues, ensure that decisions are taken in the long-term interest of the Society and that the Board takes collective ownership of its decisions.
- Monitor and assess the organisation's results in relation to the agreed strategy and budget and to agree alternative action to remedy shortfalls if required.
- Use personal skills, knowledge or experience to help the Directors reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the Director has particular expertise.
- Build strong and effective relationships with the Chair, Board colleagues, the CEO and Society Leadership.
- Role model and drive an inclusive culture.



PERSON SPECIFICATION

Current knowledge, skills, or experience at a strategic level in one or more of:

- Farming
- Health, Safety and Environmental
- Fundraising, especially Digital Fundraising
- Legal
- Customer experience
- Human resources & people development
- Digital transformation
- Strategic implementation
- Marketing and branding
- CFO, Investment Management
- Technology change and transformation, with a focus on creating fit for purpose technology models and solutions as an enabler to business outcomes

In addition, they will have:

- A commitment to the mission and purpose, vision and values of Scottish SPCA
- Sound judgement, integrity and high ethical standards
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Understanding of the principles of effective governance of organisations (ideally third sector)
- Understanding of the charity sector and the environments in which we operate
- An effective networker, developing relationships and influencing outside of Scottish SPCA, acting as an advocate and brand-builder
- Experience of Leading organisations through periods of development and change
- Ability to set objectives and monitor progress against these
- Effective Leadership skills, with the ability to coach and facilitate outcomes
- The ability to provide advice and guidance, working in partnership
- Experience of creating or co-creating compelling visions and strategies
- Prior experience as a trustee, ideally having led a board sub-committee

FURTHER INFORMATION

Time Commitment

The Board meets approximately every quarter plus a variety of board subcommittees that oversees the operational governance of the Society. We hope Directors will be able to attend meetings in person where possible. Commitments will include:

- Attending a comprehensive induction programme and occasional Trustee development events (development time commitment post induction is expected to be iro. 1 day per annum)
- Four Board meetings per year (one each quarter, with 50% intended to be face to face)
- Chairing and/or attending at least one Board sub-committee meeting as appropriate (a commitment of c. 1.5 days per month)
- Six-monthly 1:1 with Chair
- It is hoped that Trustees will give time to support society events such as Colleague and Volunteer recognition and AGM
- Committing regular time to connect with the work of the Society and our people on the front line

Terms of Office

Appointments are for an initial four-year term.

Remuneration

The positions are voluntary and unremunerated. Reasonable out of pocket expenses will be paid in line with our policies.

Training

Board members will receive full induction, along with access to further training and development opportunities.

Equal Opportunities

We welcome the many benefits which diversity in our workforce and Board brings and to creating an inclusive environment where all people can contribute to reach their full potential, regardless of individual characteristics or circumstances.

HOW TO APPLY



For further information or a confidential discussion, please contact Alix Meekison on:

cv@fwbparkbrown.com

Or alternatively, you can contact our Edinburgh office by phone on +44 131 539 7087.



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