



CARE
SUPPORT
SCOTLAND

Together we thrive

Recruitment Pack

Trustees

Chairperson Introduction

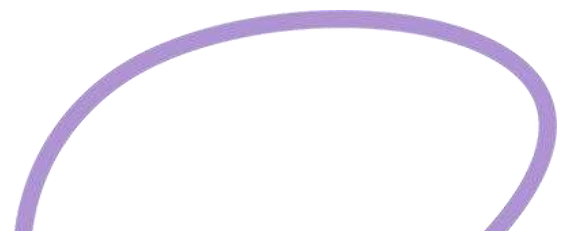
Thank you for your interest in the role of Trustee at Care Support Scotland, we have a long history, but a very new feel to us as an organisation. We have completed a two-year transformation programme, which has seen us re-brand and invest heavily in every area of the organisation.

We have a new one-year strategy that will focus the organisation on internal development that will see the quality of care move from good to great. During this year of investment in our people and systems the organisation will become more resilient to ensure that future in future years we will grow the organisation. We want to be known for high quality social care services, and a place where people want to work, and want to stay.

As Trustee you will play a pivotal part in ensuring that the strategy of the organisation is challenging and fit for purpose and that the Senior Leadership Team is Supported and challenged in relation to strategic objectives set and the governance of the Organisation in general.

There will be a need to attend meetings with the board monthly either in person or remotely by Teams.

Best regards,
Jane Prior
Chairperson



Role Description

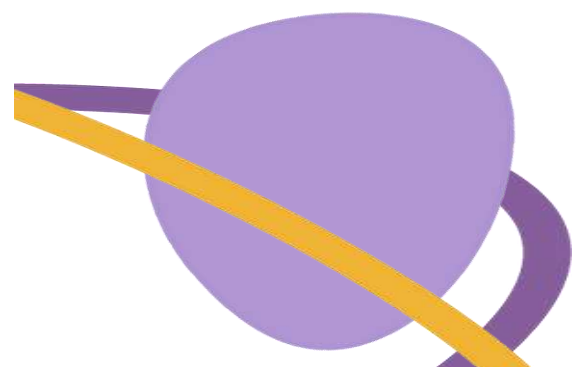
Care support Scotland is seeking dedicated passionate individuals to join its Board of Trustees. As Trustee you will play a crucial role in the governance and strategic development of the charity, ensuring that it continues to provide high quality person centred care and support to those in need.

As a Trustee you will:

- Support the Chair and the chief Executive Officer in leading the organisation, demonstrating Care Supports Scotland's values.
- Ensure compliance with legal and regulatory requirements.
- Contribute to the development and implementation of organisational strategy.
- Monitor organisational performance and ensuring effective risk management.
- Promote good governance and participate in the induction of new Board members.
- Foster strong relationships with stakeholders and senior leaders.

Time Commitment

The Board meets once per month either in person or on Teams. Trustees may also contribute their knowledge and skills to support the organisations strategic development. The role requires approximately 2 to 5 hours per month varying throughout the year based on organisational needs and Trustee availability. (meeting are held in the evening). Trustees are appointed for a term of four years, with a possibility of extension thereafter.



Who we are looking for



The ideal person will have worked in a leadership or academic role before, or in a programme management role with familiarity in leading multiple specialisms.



A background in Finance, Social Work, Charities, IT, Media work or commerce in general would be advantageous



An understanding of care and support Learning Disabilities, Neurodivergence, Mental Health, Senior Care or Homelessness would be helpful.



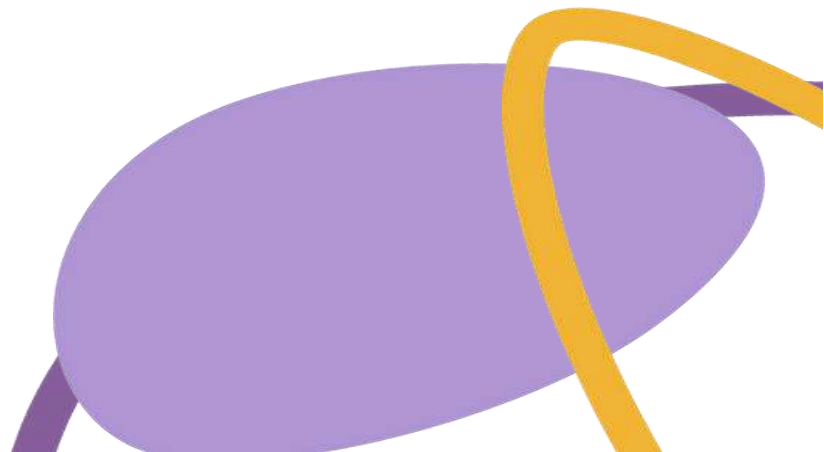
Familiar with, and comfortable with, working at a senior level.



Someone who can understand the 'bigger picture' and work at a strategic level.



Most importantly, we're looking for someone who fits in with our values of Respectful, Kind & compassionate.



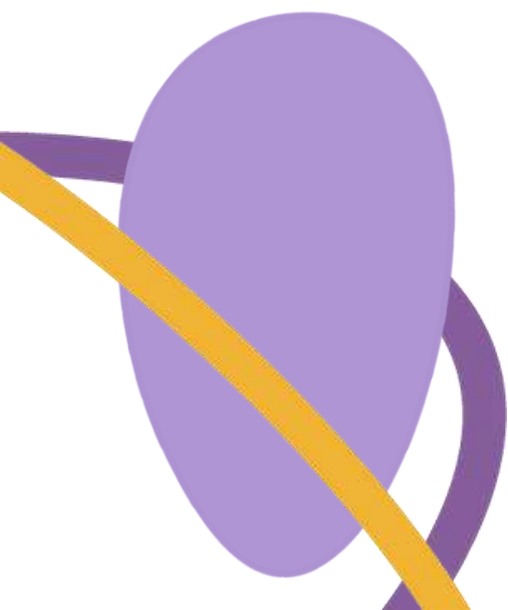
Who we are looking for

We are seeking Trustees who are passionate about high-quality social care and committed to making a meaningful difference to the lives of people who access support services.

You do not need prior Trustee experience. However, we are looking for individuals who bring strategic thinking, independent judgement and a commitment to good governance. As an organisation that has recently completed a major transformation programme, we are particularly interested in people who can provide constructive challenge, support continued organisational development and help shape our future direction.

We welcome applications from people with commercial and or professional expertise or community insight.

Most importantly, we are looking for people who align strongly with our values of **Respect, Compassion and Thrive**, and who are motivated to work collaboratively with fellow Trustees and the Senior Leadership Team.



About us

We've been in existence for 35 years, starting as a small community support organisation, and then the social care arm of Castle Rock Edinvar Housing Association, and latterly Places for People Scotland Care & Support. In 2018, we became a separate legal entity, and in 2024 we re-branded to Care Support Scotland.

We are nearing the end of a whole-scale transformation of the organisation, which has seen a significant investment in learning and practice development, technology and infrastructure, property and facilities, and ways of working across teams.

Our Vision

“To enable the people we support to live their best lives.”

Our Mission

“We provide expert services that make a positive impact for people who require support with independent living.

Our staff are passionate, caring professionals, thriving within a progressive learning environment.”

Our Values



Respect

“We respect the choices and dignity of our people and ensure integrity in all we do.”

Compassion

“We care deeply about one another, promote diversity and create spaces of compassion free from judgement.”

Thrive

“We learn, develop, work and grow together, supporting people to thrive.”

About us

We employ 300 staff, and we have ambitions to continue to expand our operations further. Our annual turnover is forecast to reach just under £10m in 2025/26.

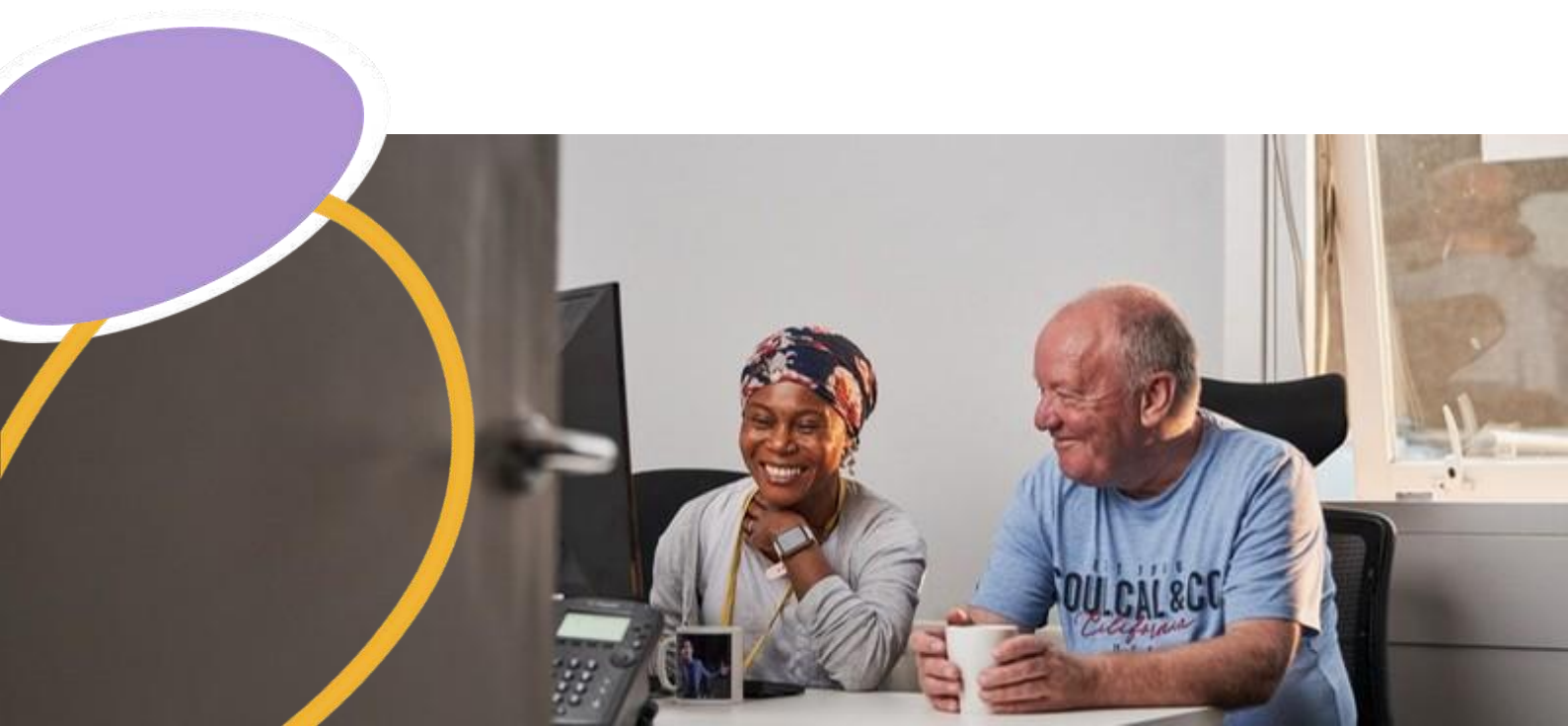
At present, we provide services across broad categories of social care:

- Learning Disability and Neurodiversity
- Older Age Care
- Homelessness, Prevention and Housing Support
- Mental Health
- Substance use.

These services are delivered across Edinburgh, Midlothian, East Lothian and West Lothian. We plan to expand into new local authorities over the next strategic plan cycle.

We work with people 16+. We operate core and cluster support services and supported living services for people with a learning disability or who are neurodivergent, or who have a physical disability or mental health need. We also deliver older age care services, including day opportunity provision. We deliver temporary and emergency accommodation services and tenancy support services.

Our Corporate Services teams represent 4% of the workforce. It is a lean directorate, but highly efficient and effective, and is instrumental to our success. We are digitally modern, with highly capable team members who partner with Services colleagues to ensure we deliver high quality care and support, and that the organisation has the correct balance between charitable purpose and business sustainability and acumen.



Why should you be a Trustee?

Although we have been around for 35 years, it's a modern organisation. We're flexible and full of energy. If that appeals to you – then this might be the right fit for you.

We have great people working here, and there is a real culture of compassion and respect for each other. We are all working towards the same vision and support each other to get there.

We're now about to embark on our new one-year strategy. Whoever joins in this role will have the opportunity to enhance our strategic direction towards greater resilience.



How To Apply

If you are interested in making a tangible impact to help shape the future of care and support for those who need it most, please send in your CV to.

Care Support Scotland
57 Calton Road
Edinburgh
EH8 8FJ

Or email:

brian.murphy@caresupport.scot





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