



Chair of the Venture Trust Board July 2024

Who we are

Venture Trust supports people facing challenging life circumstances to overcome barriers and realise their potential. We work alongside people who have been impacted by trauma, and together we build the programme they need to move forwards in their journey.

Our strengths lie in the trust and relationships we forge, our therapeutic approach and in harnessing the transformational benefit of being outdoors and amongst nature. Working in communities, in greenspaces and journeying through some of Scotland's most wild places, we meet people where they are. By taking time to create safe relationships, we can support people to grow. We work to create community, to strengthen support systems and accompany people as they reach new places. This relational approach allows people to develop in sustainable and meaningful ways.

Our vision

Everyone, irrespective of their past, can achieve their potential for a healthy, happy and fulfilling life. We aspire that more people, ready for change, build the foundations to thrive and succeed for the long term.

Our mission

To help people realise their potential by providing life-changing, personal development. By offering intensive learning and development in communities and the Scottish Wilderness, we support people to gain life skills, stability and confidence. Our work aims to end cycles of disadvantage and adversity for individuals, their families and in communities.

Our values

Our values underpin everything we do.

Courage – in our thinking, our decisions and our actions - even when things feel difficult.

Care – for the people we work with, ourselves, and our planet.

Curiosity – we are always learning and growing.

Collaboration – we believe in the power of partnerships to drive real change.

Connection – to the people we work with, our colleagues, our communities and to nature.

We ask our team to be curious, skilled and committed to our values. We believe in people's rights, equity and opportunity. Everyone is motivated to help people succeed and realise their potential.

Chair role

We are seeking a new chair to lead our Board by bringing fresh ideas and connections that will help steer Venture Trust through its next strategy period between and beyond.

This is a voluntary role in a third sector organisation that is of national importance.

General responsibilities

The Chair leads Trustees in setting the future strategy, ensuring a sustainable funding base, and effective governance and risk management of the charity. Venture Trust currently comprises nine trustees, including the chair, who bring a range of public sector/local government, charity, academic and corporate experience to the board room with diverse experience of justice, public health, marketing and fundraising, sustainability and governance.

The Board is supported by the Chief Executive who is accountable to them for the efficient management of the charity and for the development and implementation of appropriate plans to deliver the strategy. The Chief Executive is supported in this by the senior leadership team.

Specific responsibilities

In our new Chair we are looking for someone who will:

1. Be an ambassador for the organisation, reflecting a passion for its role in supporting people to overcome barriers and realise their full potential.
2. Effectively lead the Board, including chairing meetings of the Board of Trustees and the AGM and through input to other committees or task groups as required.
3. Ensure the governance of the charity is appropriate and that its core purpose and objectives are at the heart of decision-making and in the best long-term interests of the charity.
4. Guide, at Board level, contributions to discussions about the strategic direction of the charity – including deep dives on topical issues.
5. Help foster new relationships that will support our ambition to develop and grow our offer in line with our strategy, including with potential funders and supporters.
6. Ensure there is sufficient information provided to the Board to inform scrutiny of, and decisions related to, strategy, financial and risk management, and impact.
7. Foster trust between the Board and the charity's team of people and participants.
8. Meet regularly with, and provide constructive challenge to, the Chief Executive, and where appropriate other members of the senior leadership team.
9. Undertake an annual review of the Chief Executive's performance and development.
10. Lead an annual review of Board members' performance, seeking input from Trustees and members of the senior leadership team.
11. Maintain a sufficient understanding of the economic, policy and practice developments relevant to the business of Venture Trust.
12. Help communicate the impact of Venture Trust activities to external stakeholders, partners, funders and, when appropriate, the media.

Additional information

Inclusivity

We work hard to ensure we recruit great people and minimise unconscious bias in our selection process. It is important to us that this diversity should be reflected in our Board as well as across the charity. We warmly welcome and encourage applications from people currently under-represented on our board, including young people, people from ethnic minority groups, those from socio-economic disadvantaged areas, disabled people, and LGBTQ+. We believe that a diverse, multi-cultural and inclusive board and team leads to more creativity and better decision-making.

Remuneration

This is a voluntary role, although reasonable expenses for travel and accommodation may be claimed.

Time commitment

The time commitment varies between 10-15 days per year, made up of four Trustee meetings, regular meetings with the Chief Executive and representation at stakeholder and partner events).

Board meetings

Board meetings are normally held quarterly with the remaining Board meetings scheduled for October and January. Meetings normally start at 17.00 and last for up to 3 hours. An AGM is also held in August. Annually the Board also holds a one-day strategy away day.

Events

Periodically, there are staff gatherings, launches, site visits and similar events throughout the year, to which Board Members are invited. There is no obligation to attend but these often provide a valuable insight into Venture Trust's work and create important opportunities for staff and other stakeholders to meet with Board Members. Events may be held during the day as well as during evenings or at weekends.

Advocacy and networking

Board Members are expected to assist the Board and the Chief Executive Officer in advancing the objectives of Venture Trust by meeting and communicating with potential supporters where no conflict of interest is involved.

Contact with staff

Board Members are encouraged to get to know the staff and their work. Their role is to support and motivate staff and provide advice and guidance.

Location

The headquarters of Venture Trust is in Stirling, with a locality base in Glasgow.

Most Board meetings are currently held in Edinburgh with digital provision that allows those who may be unable to travel to participate fully in meetings.

Term

The Chair will serve a three-year term and is eligible, subject to satisfactory performance, for re-appointment for an additional term. In exceptional circumstances the Board may agree for these terms to be extended or to co-opt an individual.

Disclosure of interests

All Trustees are required to provide information as to financial or other interests upon appointment. This declaration is periodically reviewed, and trustees are required to inform the Venture Trust Head of Corporate Services of any changes.

Charity requirements

As a registered Scottish charity, the Chair takes general control and management of the charity. Each charity trustee must meet certain legal requirements and be aware of their responsibilities under the [Charities and Trustees Investment \(Scotland\) Act 2005](#). More information is available on the Office of the Scottish Charity Regulator (OSCR) [Office of the Scottish Charity Regulator \(OSCR\)](#) website.

How to apply

Application and closing date

Please submit the following by noon on Friday 30th August the attention of HR - hrteam@venturetrust.org.uk.

- A current Curriculum Vitae
- A supporting statement, no more than two pages long, of the skills and experience you would contribute to Venture Trust and what you personally would like to gain from the role.
- The names and contact details of two referees.

Nominations Committee

A time-limited Nominations Committee has been formed to lead the recruitment process. This will comprise:

- A Trustee to chair the Nominations Committee
- An additional Trustee of the Board
- Jenny Paterson – CEO of Venture Trust

To ensure that the process is transparent, the nominations committee will declare if they know anyone who has applied for these appointments.

Assessment process

Applications will be assessed in three stages.

1. The Nominations Committee will assess your CV and supporting statement. The applicants who most closely meet the requirements will be invited to interview.
2. Interview with the Nominations Committee and a familiarisation visit to our Head Office in Stirling.
3. Recommendation made by the Nominations Committee presented to the full Board for approval.

Interviews

Interviews will take place in September 2024 with the aim of your attendance at the Board meeting on 30th October.

More information

If you would like to speak to the Chair of the Nominations Committee or the Chief Executive, please contact our HR team (hrteam@venturetrust.org.uk) to put in place the necessary arrangements.