



Livingston James

Position Profile

Board Trustee

Ypeople



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1. Welcome from Phil Taylor, Chair of the Board

Ypeople is a 196-year-old organisation, with a vibrant, modern outlook.

We have been at the forefront of supporting marginalised people and communities since 1824, working alongside children, young people, adults and families across Scotland to further our mission of supporting positive change in people's lives.

Today, Ypeople works across 8 local authority areas, providing support, counselling, mentoring, and accommodation to almost 4,000 people every year, having grown our impact significantly in recent years. In 2016 we welcomed YWCA Scotland – The Young Women's Movement to our family, forming the Ypeople Group.

Ypeople is going through an exciting time in our continuing evolution. Our CEO, Janet Haugh, joined us in January and is bringing fresh new ideas and insight to the work that we do. Also, having been on the Board for many years, I was recently appointed Chairperson, and together with a new Vice Chairperson, I lead our Board of committed and experienced Trustees.

Together with our talented and passionate staff team, our charity is driving forward exciting, sector-leading initiatives, such as the Glasgow Alliance to End Homelessness, and we are leaders in Scotland in developing innovative approaches to supporting our communities.

This is a fantastic time to be joining Ypeople. We are in the process of preparing for our new strategic plan, which will lead us into our bicentennial year. We are at the start of the process of engaging with our employees, volunteers and the people we support to help us set our new vision for the future. Our service users come from a wide range of backgrounds and we want a board whose diversity represents the communities we serve.

We are ambitious and driven by our values to achieve positive outcomes for the people we serve, and we are now seeking to appoint similarly ambitious and passionate people to our Board of Trustees, to allow us to gain additional expertise that will be essential to our future success.

I hope you will be as inspired as I am by the work of Ypeople, and I wish you well with your application.

Phil Taylor,
Chair of the Board

2. About Ypeople

Ypeople has been supporting positive change in people's lives since 1824 and has worked with generations of young people, families, and those in need across Scotland.

Understanding that we all have unique journeys through life Ypeople puts the experiences of those they support first and firmly believe that listening and working alongside those with lived experience is the best way to deliver the most effective strategies. They also know how vitally important it is to offer a platform to those who so often have their experiences marginalised.

Ypeople's mission is to support positive change in people's lives across Scotland and they currently deliver services in Glasgow, Edinburgh, Fife, South Lanarkshire, East Dunbartonshire, Orkney and the Scottish Highlands. Each of these areas are unique as is the support provided in them which takes many forms including; mentoring and counselling, tenancy support and housing advice, supported accommodation, and after school care.

Ypeople's five core values are at the heart of everything they do. Being guided by these values means that positivity, respect, best practice, and celebrating diversity is central to everything they achieve.

- **Respect** – We treat everyone fairly and value diversity
- **Integrity** – We are honest, professional and our actions are guided by best practice
- **Compassion** – We understand people's life journey and show kindness to everyone
- **Aspirational** – We strive to be the best for our staff, service users and partners
- **Reflective** – We learn and adapt, embrace change and celebrate success

More information can be found at: <https://www.ypeople.org.uk/>

"I can't recommend it highly enough – anyone who becomes part of our team can be assured they're joining a values-driven charity with a first class staff and leadership team who really make a positive difference to the lives of the people they support."

Drew McGowan, Trustee

3. The Opportunity

Ypeople is currently looking to identify two appropriately qualified candidates to join the Board of Trustees. As members of the Board, you will always act in the best interests of Ypeople, acting as an integral part of a group and not as an individual.

As a member of the Board your responsibilities will include the following:

- Leading with **respect**, for the communities we serve, and for the dedicated staff team that deliver our services. This involves:
 - Regularly attending, and actively contributing to, board and committee meetings
 - Representing Ypeople at internal and external events, such as staff and management conferences, fundraising events and stakeholder conferences
 - Strengthening connections within the voluntary, private and public sectors and representing Ypeople externally
 - Sharing responsibility for communicating the decisions of the Board
- Leading with **integrity**, by being a role model for the organisation, and setting a tone of transparency and trust. This involves:
 - Ensuring Ypeople complies with the provisions of The Charities and Trustees Investment (Scotland) Act 2005 and other relevant statutory, regulatory and ethical standards
 - Ensuring financial controls and systems of risk management are robust
 - Ensuring appropriate health and safety controls and systems are in place
 - Holding the Chief Executive to account for the effective management and delivery of Ypeople's aims and objectives
 - Supporting the Board Chair and Chief Executive while exercising personal, team and corporate responsibility as a Charity Trustee and Director
- Leading with **compassion**, by making decisions with and for the people we support. This involves:
 - Using any specific skills, knowledge or expertise to help the Board reach sound decisions
 - Participating in seminars, working groups and committees with staff and people we support, to achieve our goals
 - Using life skills and/or professional expertise, while developing skills in being a Non-Executive Director

- Demonstrating leadership that is **aspirational**, which prioritises the current and future success of the organisation, and which instils a culture of continuous development. This involves:
 - Contributing to strategy development that supports our vision, mission and values
 - Ensuring effective implementation of Board decisions by the Chief Executive
 - Ensuring the long-term sustainability of Ypeople
 - Participating in any induction, training and evaluation identified as an individual and as part of the Board
 - Contributing to the process of maintaining the values and vision of Ypeople
- Demonstrating leadership that is **reflective**, where innovation and thoughtfulness is encouraged. This involves:
 - Regularly reviewing performance against organisational objectives
 - Offering constructive criticism and challenge to the Executive Team
 - Committing to a culture of learning and enquiry, reflecting on decisions made and using past experiences to inform future success
 - Contributing to constructive debate on the strategic development of Ypeople

Board Trustees will commit to participate, as far as is possible, in:

- Six meetings of the Trustee Board annually
- The Trustee Board's annual away day
- Ad hoc meetings of the Trustee Board, Committees or sub-groups
- Working groups which progress Ypeople's strategic objectives
- Key internal and external events

For further information on the duties of the Trustee please visit:

<https://www.oscr.org.uk/managing-a-charity/trustee-duties>

4. Preferred Candidate Background

Ypeople is looking to identify two Board Trustees with relevant levels of executive experience and a desire to contribute to the future success of the organisation.

In terms of their specific requirements Ypeople is looking to identify:

- A **Qualified Accountant** with strong governance exposure
- A **Senior IT Professional** with relevant business transformation experience

The core experience required in the role of a Ypeople Board Trustee includes:

- Board level understanding of organisational development and planning
- An understanding of good governance principles

- Experience of strategic leadership in an organisation embarking on transformational change
- Proven ability to influence and generate impact
- Experience of working in a diverse stakeholder organisation
- The ability to think creatively
- Sound independent judgement
- A willingness to appropriately speak their mind
- A commitment to the mission of Ypeople

In addition, an excellent awareness and understanding of third sector and public policy is desirable.

5. Remuneration & Recruitment Process

This is a voluntary position without remuneration. Reasonable travel and subsistence costs will be reimbursed.

Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James. Interested candidates should provide a tailored CV and covering letter to douglasadam@livingstonjames.com

All third party applications, enquiries and direct approaches to Ypeople will be referred to Livingston James.

