

Recruitment for Board of Trustees

Information Pack for prospective applicants

Company number: SC217735
Charity number: SC002662



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Intro from the Chair

I'm delighted you are interested in joining Team MND Scotland.

MND is rapid, brutal, and relentless. But at MND Scotland we're determined to make a difference for everyone affected, right across the country. Together, we can make time count.

Becoming one of our Trustees is not something to be undertaken lightly. It takes commitment, passion and dedication. You may be pushed out of your comfort zone on occasion, or indeed, frequently. If that makes you uncomfortable then you're probably not who we are looking for. If, however, you are looking to help make a real difference in people's lives and to grow both personally and professionally then we'd be keen to hear from you, particularly if you have a background in any of the specified areas we are looking for.

If you'd like to be part of something truly special, please do consider applying. I look forward to hearing from you.

Regards,

Adrian



"Living with MND on an island and being able to enjoy the outdoors like I once did can be tough. Yet, thanks to the incredible support of MND Scotland, and their assistance with finances, benefits, and essential equipment like stairlifts, recline chairs, electric wheelchairs, and even holiday funds, I have managed to reclaim a precious part of my life."

– Ani

What is MND?

Today in Scotland, 1 in 300 people will develop motor neuron disease (MND) in their lifetime. That's the equivalent of 1 person on a Boeing 747 or 223 people in Murrayfield Stadium at capacity.

MND is a rapidly progressing terminal illness, which stops signals from the brain reaching the muscles. This causes muscle weakness and wasting, meaning people with MND can quickly deteriorate, losing their ability to walk, talk, eat, and breathe. There are over 450 people in Scotland currently living with MND, and within the next year around 200 more people will be diagnosed, and 200 will die. There is no cure. There are no effective treatments. The average life expectancy is just 18 months from diagnosis.

Unless you have experienced MND first-hand, you can't possibly understand how devastating it really is.

- Imagine not being able to reach out and hug the ones you love
- Imagine not being able to read your child a bedtime story ever again
- Imagine not being able to lift a glass and drink when you feel thirsty

MND is fast. It is brutal. It is overwhelming. Not just for those with the disease but for family and friends alike.

Mark Ferguson with his children. Mark was diagnosed with MND in January 2023.

A photograph of Mark Ferguson, a man with a beard and short hair, sitting on the ground with three children. The children are two young girls and one boy, all smiling. Mark is wearing a white t-shirt with a red logo. The background is a textured, light-colored wall.

"MND Scotland, as usual, has had our backs over this year. Providing family breaks to the chalets, support with grants for fuel costs and personal things. Also having a team there that you can talk to and count on is important. MND Scotland has been our rock." – Mark

About MND Scotland

Fighting back for 44 years...

In 1981, police officer John Macleod set up the Scottish MND Association from his living room, two years after he was diagnosed with MND. Supported by his loving wife Peigi, their family, friends and John's police colleagues, a new charity was born which aimed to provide support for others going through this frightening disease. Today, the charity that John and Peigi began supports hundreds of people living with MND. Awareness of MND has never been higher and today MND Scotland invests millions of pounds in cutting-edge MND research.

Over forty years of progress has meant that almost everyone living with MND in Scotland can now take part in pioneering clinical trials to find new medical treatments. We've come a long way in forty four years. But the fight isn't over.

Our vision is a world without MND.

Until that day comes, we're on a mission to **help make time count** for everyone affected by MND.



Peigi and John Macleod

Our purpose

We exist to **help make time count** for people living with MND. To protect the precious time they have left so they can spend it making memories with the people who matter most to them.

How we make time count



We support

Helping individuals and families take back control of their situation.



We campaign

Making the system fairer for everyone affected.



We research

Bringing hope of a cure.



We inspire

Turning frustration into fundraising action to take on MND.



We champion

Building awareness and belief in our cause.

You can find out more on our website:
www.mndscotland.org.uk

MND Scotland

Impact 2023 - 24

252 adults and children have enjoyed quality family time at one of the 2 lodges

180 people provided with vital equipment totalling **£102,577**

Grants to **345** people with MND and **210** carers totalling **£530,030**

138 clients accessed 1-1 counselling receiving over **1600** hours of support

205 clients with MND received a benefits review resulting in **£1.7m** generated income.

Advocacy have supported clients with **262** separate issues related to their rights

132 individuals have accessed the Wills and Power of Attorney Service

59 people have accessed Speak Unique voice banking technology

42 clients signed up to online peer support groups with over **120** attendances

Trustee Specification



To help us achieve these aims, and to support us in our vision to live in a world without MND, we seek to strengthen our existing Board with the appointment of up to 5 new trustees.

You don't have to have specific experience or knowledge of MND nor do you have to already have Board experience – what is more important to us is that you bring a strong skill set in addition to passion, flexibility and strategic vision.

You may have gained your experience through work, by being active in your community, in a voluntary capacity or through your own lived experience.

MND Scotland is firmly committed to the values of equality, diversity and inclusion and we particularly welcome applications from all under-represented groups. To complement the skills of our current Board, we are especially interested to hear from people with expertise and experience in the following areas:

- Income Generation*
- Finance / Risk *
- Governance *
- Health & Social Care / Local authority
- Early careers individuals from any discipline looking to gain Board experience

* We're particularly interested in hearing from candidates with direct charity experience gained in these areas.

About the role

Whilst smaller charities may require Trustees to be very 'hands-on' and get involved in day to day operations, our Trustees aren't required to fill that role. So if you're looking to get your hands dirty, we might not be what you're looking for.

Instead, you can expect to :

- Ensure the Board develops a clear vision and strategy to facilitate delivery of the organisation's charitable objectives.
- Account individually, and collectively, for the effectiveness of the Board as it governs the organisation.
- Provide purposeful scrutiny and assurance on the decisions the Board makes, ensuring the appropriate systems are in place to hold the Executive team to account rigorously and effectively
- Provide support, guidance, and constructive challenge to the Executive team
- Bring strong personal networks, and a willingness to leverage them, in support of the work of MND Scotland and in raising awareness of the disease in wider society
- Actively support MND Scotland's fundraising activities

For a detailed look at the role of a charity Trustee we recommend checking out SCVO – <https://scvo.scot/support/running-your-organisation/governance/roles-responsibilities>



Commitment

Trustees are currently appointed for an initial 4-year term, with the option to be re-elected for a further 4 years. Within those parameters, Trustees are required to attend:

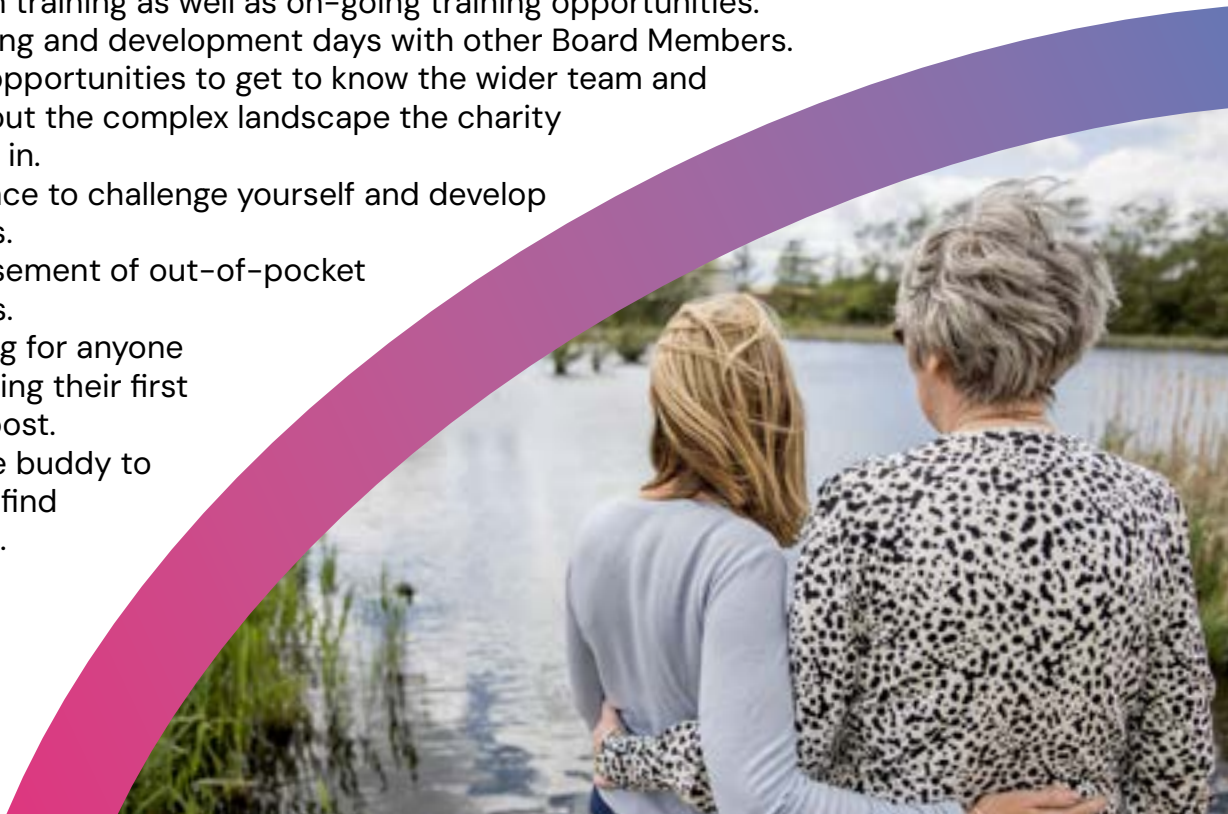
- Quarterly board meetings: approx. 3 hours per meeting (held online).
- 2 in-person Strategy days per annum (6 hours each, held Feb & Oct)
- Ad hoc issues to respond to: approximately 1-2 hours per month.
- Annual General Meeting: approx. 1hr
- Fundraising and other social events throughout the year

We're also a bit different from many Charity Boards in that we don't operate permanent sub-committees, preferring instead to retain all Board business within the wider Trustee group to ensure diversity of thought and collective accountability. It's a change we made in the last eighteen months and it's really working for us. That's why there are no sub-committee requirements listed above.

Please note that timings shown above are indicative and more, or less, time may be required of Trustees on an ad hoc basis depending on the needs of the Charity.

What we can offer

- The opportunity to contribute to the next development phase of a vital, people-centred, organisation.
- To ensure everyone affected by MND across Scotland get access to the services they need and deserve.
- Induction training as well as on-going training opportunities.
- Networking and development days with other Board Members.
- Regular opportunities to get to know the wider team and learn about the complex landscape the charity operates in.
- The chance to challenge yourself and develop new skills.
- Reimbursement of out-of-pocket expenses.
- Mentoring for anyone undertaking their first trustee post.
- A Trustee buddy to help you find your feet.



Interested? We hope so!

For a confidential discussion about the role please contact –
Adrian.murphy@mndscotland.org.uk

To apply please send a CV (max 2 pages) and supporting statement outlining your suitability to our Chief Executive –
Rachel.maitland@mndscotland.org.uk.

Please clearly highlight which particular role you are interested in. When applying please also submit an Equalities Monitoring alongside your application. [This can be found here.](#)

Indicative recruitment timeline:

Deadline for applications	28th February
Interviews	w/c 10th March
Successful candidate confirmation	w/c 17th March
Formal election at board meeting	24th March
Induction	April 2025

*w/c = week commencing



Making time count for people
with motor neuron disease (MND)

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