



**workingrite**

**Trustee & Chair of  
the Board  
Recruitment Pack**



## Make a Lasting Impact on Young Lives

### Join Our Board of Trustees – Drive Positive Change Across Scotland

Working Rite is excited to present a unique voluntary opportunity to join our Board of Trustees from June 2025. We are at a pivotal moment in our journey, with a bold growth strategy for the next 3-5 years led by an ambitious CEO a dynamic leadership team and exceptional front-line team. Together, we are empowering young people across Scotland with the skills, confidence, and support they need to thrive.

We are seeking exceptional individuals with high-level experience, skills, and expertise to guide us on this transformative journey. If you are a strategic thinker with a passion for social impact, this is your chance to contribute to meaningful change. We welcome expertise in:

- **Fundraising, Income Generation, or Philanthropy**
- **Communications, Media, PR, or Social Media**
- **Finance**
- **Marketing & Communications**
- **Strategic Growth**
- **Project/Change Management**
- **Third Sector Experience**
- **Business or Public Sector Leadership with Transferable Skills**

A positive, proactive attitude and a collaborative approach are essential.





## Why Join Working Rite?

At Working Rite, our mission is to build trust-based relationships with young people, helping them become the best version of themselves. We are a charity dedicated to early intervention, deeper engagement, and sustained support, creating change that works and transforming young lives through:

- **Choices** Programme: Early intervention for school age 15-16-year-olds, nurturing pre-employability skills and boosting confidence.
- **Chances** Programme: Award-winning employability training for 16+, combining practical work skills with personal development through mentored work placements.
- **Connections** Mentoring: Offering long-term guidance to help young people transition into working life and achieve lasting success.

We are scaling our impact from supporting 250 young people annually to over 500 by 2027, focusing on Financial Sustainability, Operational Rigour, People & Culture, and Impact & Communications.

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## Our Story

We are a charity working with young people aged 15-25 to create positive choices for what comes next after school.

We build connections with employers and create chances for young people to grow their skills and confidence in working environments.

We are committed to coaching young people, engaging their families, carers and communities over a sustained period to create long-term change through working.





## The Role of the Chair of the Board of Trustees

As Chair, you will provide strategic leadership to the Board and act as a critical partner to our CEO. You will set the tone for our governance, ensuring effective collaboration and guiding us through this exciting growth phase. Your role will include:

- **Leading Board Meetings:** Setting agendas, facilitating discussions, and ensuring productive outcomes.
- **Strategic Partnership with the CEO:** Providing guidance, mentorship, and support to achieve organisational goals.
- **External Ambassador:** Representing Working Rite with funders, partners, and stakeholders to enhance our profile and build new connections.
- **Governance Excellence:** Ensuring compliance with regulatory and financial standards, fostering a culture of accountability and impact.

This role is ideal for a seasoned leader with board experience and a strong network in philanthropy, business, or the public sector.



*Currently our Board of Trustees is represented by Karina Good (Chair), Maggie McGeary (Vice Chair), Ashley Topping, Karen Lothian, Sara Cook, Euan Chisholm and Rebecca Pierce.*



## The role of Trustees

Trustees play a vital role in shaping Working Rite's future. You will:

- **Support Strategic Planning:** Help set and monitor our progress against strategic objectives.
- **Engage in Subgroups:** Contribute expertise in Finance, Risk, Strategy, Marketing, or People.
- **Act as Advocates:** Champion our cause at fundraising and awareness events.
- **Provide Oversight:** Monitor financial health and assess initiatives that drive our mission forward.

We value fresh perspectives and the ability to constructively challenge and guide our leadership team.

*(Both the Chair and Trustee Roles are Non-Executive Director roles and are non-paid positions, however expenses are payable in line with the Working Rite expenses policy.)*

## Guidance for Charity Trustees

The office of the Scottish Charity Regulator (OSCR) has produced a ‘Guidance for Charity Trustees’. The document sets out in detail the duties and responsibilities of charity trustees in Scotland. Click on this link to download: [Guidance for Charity Trustees](#).

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## The Application Process

**Step 1:** Submit your CV and a cover letter detailing your interest and suitability for the role to [recruit@workingrite.co.uk](mailto:recruit@workingrite.co.uk)

**Deadline for applications: 5pm on Monday, 14th April.**

**Step 2:** Informal conversations with the Chair, Karina Good, and CEO, Graham Robertson, will take place the week commencing 28th April.

**Step 3:** Shortlisted candidates will be invited to a formal interview with a sub-group of Trustees during the week of 12th May.

**Step 4:** Successful candidates will be confirmed at our June 2025 Board meeting.

For an initial conversation, please contact:

- Karina Good, Chair of the Board of Trustees:  
[karina@workingrite.co.uk](mailto:karina@workingrite.co.uk)
- Graham Robertson, Chief Executive:  
[graham@workingrite.co.uk](mailto:graham@workingrite.co.uk)



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## Our Values

**The WorkingRite Way** is a set of shared behaviours and values that everyone who works or volunteers for us has agreed to embody. We hold ourselves and each other to account via the following statements and behaviours:

- **Authenticity:** We are true to our mission and values in everything we do.
- **Empathy:** We support each other and the young people we serve.
- **Investment:** We are committed to nurturing the next generation and our colleagues.
- **Continuous Improvement:** We challenge ourselves to grow and adapt.
- **Collaboration:** We build strong partnerships to drive community development.







## Join Us – Make a Difference

By joining Working Rite, you will play a crucial role in helping young people across Scotland find their path, gain confidence, and achieve lasting success. Your expertise, insights, and connections can help us create a brighter future for the next generation.

We look forward to hearing from passionate leaders who share our vision and are ready to help us make a lasting impact.

