BUILD
RAISE
INSPIRE
TOGETHER

Role Description

As part of Tiny Changes Board of Trustees, you will be responsible for the overall control and governance of the organisation, ensuring that Tiny Changes exists and takes all necessary steps in the pursuit of its purpose and strategic objectives. As Trustee, you are trusted to look after the charity's money and you will uphold the charity's values and be an ambassador for the charity and cause. This is an exciting leadership opportunity to join a dynamic organisation and help ensure the charity maximises its impact.

For more detailed information on charity trustee duties see Guidance and Good Practice for Charity Trustees.

A charity trustee must:

- Act in the best interests of the charity
- Provide leadership, settinh appropriate strategy and structure
- Comply with legislation and understand the trustee role
- Delegate and monitor the operational management and day to day authority to senior management
- Safeguard and protect the charity's money
- Continue proper risk management and mitigation
- Approve appointments to the Board and the Chief Executive

We're recruiting up to four new trustees to join our existing six trustees on the Board in January 2027. This round of recruitment is part of succession planning and handing over office bearer roles when the time feels right. Tiny Changes has three office bearer roles - Chair (or co-chair if shared), Treasurer and Secretary. Read more about the three roles here.

Commitment level

Trustees are able to serve for a maximum of three terms (a term is three years). There are currently four Board meetings a year online or in different locations in Scotland, conversations in between on emails and WhatsApp and additional office bearer tasks. Board meetings are usually held Monday-Friday evenings between 6-8pm and occasionally on a weekend day, depending on what works best for the trustees.

We currently have one finance sub-committee. We would like to find new trustees who are able to devote time to a sub-committee, in between Board meetings.

There are other options for Trustees to attend Tiny Changes events or projects throughout each year.

Key dates:

- New trustee welcome and board meeting, 6-8pm, 27 January 2027, Edinburgh
- Two-hour Board meetings in Jan, May, August and November, plus reading and commenting on Board papers in advance.

About You

You will have clear motivation for your application. You have governance or transferable experience, and willingness to learn about any areas of governance you feel are not as strong on. You are passionate about improving young people's mental health and upholding human rights in Scotland.

We are interested in hearing from people with skills in organisational leadership at chief executive or director level, financial management, fundraising and related marketing, equalities, HR and/or legal, youth-led movements and creative co-production, or non-clinical young people's mental health services.

Candidates must:

- Have an understanding of trustee legal duties, responsibilities and liabilities
- Be eligible to act as a charity trustee
- Be able to commit the charity commission recommended approx. 2 hours per month, and more hours as an office bearer
- Have knowledge of, or interest in mental health issues and systemic inequality affecting children and young people in Scotland
- Have the ability to work effectively in a group; contribute to discussions; challenge constructively and ask questions appropriately
- Share our values - we are Hopeful, Brave, Honest and Kind
- Be prepared to uphold and represent Tiny Changes' purpose, vision, values and mission in a personal and professional capacity