

GSEN Board Recruitment Information

GSEN | Glasgow Social
Enterprise Network



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JOIN THE GSEN BOARD

Thank you for your interest in joining the board of Glasgow Social Enterprise Network (GSEN). GSEN is the largest local social enterprise network in Scotland – a dynamic and growing network – members working to support members on their social enterprise journey, and to carry the voice of social enterprises, large and small, to the corridors of power. To carry all this work out effectively we need talented individuals to come and share their skills and expertise for the benefit of the sector, and join their voice to our engaged and committed Board volunteers. We look forward to hearing from you.

Mark McRitchie

Chair

Glasgow Social Enterprise Network



INTRODUCTION

GSEN is a membership network of Greater Glasgow social enterprise leaders who believe that social enterprise can transform the economic, environmental, social, and cultural life of Glasgow. GSEN is a company limited by guarantee with charitable status, and is a partner organisation in Third Sector Interface (TSI) for the City of Glasgow. You can find out more about us please visit our website at gsen.org.uk

Our Vision

Our vision is for Glasgow to be the most successful and innovative centre of social enterprise in the world.

Our Mission

Our mission is to create an eco-system in this city where social enterprise will thrive.

Our Drivers

We deliver our mission by:

1. Providing support and opportunities for our members.
2. Working to embed social enterprise in policy making at all levels of government.
3. Encouraging the people of Glasgow to engage with social enterprise in every aspect of their lives.
4. Ensuring the sustainability of GSEN at all times.

Our Values

- We will be member led, providing quality and reliable services.
- We will encourage ambition and contribute to strengthening the social enterprise community.
- We will work ethically, with honesty and empathy.

JOINING OUR BOARD

The GSEN Board currently consists of five Trustees, all with passion for social enterprise, partnership-working and equality, and each bringing a unique suite of skills and experience to the table. We're now looking to expand our number to allow us to draw on an even wider pool of knowledge and ideas as we take the network forward. With that objective in mind, we're hoping to attract interest from applicants from a range of different backgrounds, but we're particularly keen to encourage applications from those who feel they meet the following profile.

Experience & Expertise	Skills & Abilities	Personal Qualities
<i>At the moment, we're especially interested in adding to our board with experience in the following areas:</i> • Business or Charity Law. • Education (Primary, Secondary, Further Education or Higher Education). • Human Resources. • Media Engagement or Public Relations. • Running a Small/Start-up Social Enterprise. • Previous experience of local or national government. • Civic Enterprise. • We will, however, welcome applications from those who can bring life or work experience in other fields that will contribute to our knowledge base.	• Excellent communication and interpersonal skills. • Analytical ability and good independent judgement. • Capacity for clear, creative and strategic thinking and vision. • Strong leadership skills combining confidence and an open, accessible style. • An understanding and acceptance of the role and legal responsibilities of being a Company Director and Charity Trustee. • A willingness and ability to devote the necessary time and effort to attend Board and other meetings, including preparing and reading for those meetings.	• Passion for and interest in social enterprises. • Commitment to, and the promotion of diversity and inclusion. • Independence of thought and judgement. • Ability to evaluate and interpret information independently. • Ability to work as a team member.

THE BENEFITS OF BEING A BOARD MEMBER

Becoming a board member of GSEN is a rewarding experience. As well as knowing that you are making an active contribution to the social enterprise sector in Glasgow, it also opens the door to many other opportunities. These include:

- Enhancing your leadership and governance skills.
- Gaining access to different perspectives, points of view and working methods.
- Broadening your network.
- Raising your profile.
- Learning new skills.

COMMITMENTS

Time

As a GSEN board member, you'll be expected to commit around 4-5 hours per month to the role. This will include:

- Attendance at: six board meetings per year; our annual strategic planning meeting; our AGM; and a minimum of two GSEN networking events per year.
- Participation in: monthly management accounts reviews; sub-committees; projects; and e-mail discussions.

Communication

We generally ask that board-related e-mails or telephone calls receive a response within two working days. We understand, however, that this is not always possible due to home or work commitments, so we usually try to keep each other informed if we're likely to be unavailable for more than a few days.

Our aim is to keep correspondence within standard business hours.



DUTIES AND RESPONSIBILITIES

As a board member you'll work with our Chair, fellow board members and Director to contribute towards the future of the organisation. Your work will help ensure that we continue to deliver support, training, and networking opportunities to our membership, while creating an environment for social enterprises to innovate and flourish in Glasgow.

You will be legally responsible for the organisation and will be supported in fully understanding how to carry out your role. You will provide ideas, insight, feedback, and will challenge to help increase our reach and impact.

Your main duties and responsibilities will include:

- Having GSEN's best interest in mind at all times.
- Furthering the charity's overall purpose and setting its direction as set out in its governing document, for example by developing plans and strategies and monitoring progress.
- Ensuring the work of the charity is effective, responsible and legally compliant.
- Safeguarding finances, resources and property and ensuring they are used exclusively to further the charity's purposes.
- Upholding the reputation and unwavering principles of GSEN.
- Appointing the senior staff team.
- Monitoring the effective and efficient management and administration of GSEN.
- Working at all times to uphold the Values of GSEN.



THE APPLICATION PROCESS

We're looking for applications from potential board members who share our values, our passion for social enterprise and our desire to ensure that Glasgow's social enterprise sector continues to grow, thrive and innovate.

We're also keen to recruit board members from a range of personal and professional backgrounds. Relevant skills and experience are important but previous participation on boards is not essential, nor is a long career at senior level.

We believe that a diverse and inclusive board makes for better discussion, better decision-making and better organisational impact. It also better reflects the people, social enterprises and communities that we support. We encourage applications from those typically underrepresented on boards and from those who feel that they can bring additional and alternative experiences and perspectives.

We'll do all we can to support the full participation of all board members, whatever their needs. This commitment is set out in our Diversity & Inclusion Policy, which you can see on our website at gsen.org.uk

We're keen to make our recruitment process and accessible as possible so please let us know if there is any additional support we can provide or any particular adjustments we can make.

Your application will be handled in confidence.



HOW TO APPLY

We appreciate that one size does not fit all and that some people come across better in different ways so please choose one of the following options:

- A CV and a 1-page note of interest.
- A video or audio application – less than three minutes in length.
- A visual or poster application – in PDF format.

Whatever format you choose, we need to know two things above all else:

- The qualities that will make you great addition to our team as a member of the GSEN board.
- The benefits that you hope to gain from the role.

Please send your application to chair@gsen.org.uk



FAQs

Do I get paid for being on the Board?

No, it is voluntary. Being led by a voluntary board is important for the GSEN and consistent with the approach within the wider Third Sector. All reasonable expenses will be covered.

I'm interested in volunteering to develop my own skills and career prospects. Is that OK?

Yes! As long as you are committed to fulfilling your role we would be delighted to support your own personal development. There will be opportunities for training and learning as you progress as a Trustee so we feel confident that we can offer you a chance to grow your own skills and career prospects.

I work in the Public Sector and I'd like to learn more about the Third Sector. Is that OK?

Yes, as long as you are committed to fulfilling your role we would be delighted to have you. Research has shown that volunteering is good for growing your confidence, skills and knowledge, so it benefits both.

I'm concerned I live too far away to travel to meetings?

Taking on board learning from the pandemic we have moved our Board meetings to a hybrid mix of online and in person, with every third meeting in person in a central Glasgow location.

Can I be a staff member or Board Trustee of a member organisation as well as being a Board member of GSEN?

Yes. We are a member led organisation and therefore we aim for at least 70% of our Trustees to be staff or board trustees of member organisations.



OUR TEAM

Director

Jennifer Robertson

Comms Officer

Sam Kelly

Membership Engagement Officer

Rachel Watson

Chair

Mark McRitchie

Treasurer

Sheila Fazal

Board Members

Yaser Al Madhagi

Beth Welsh

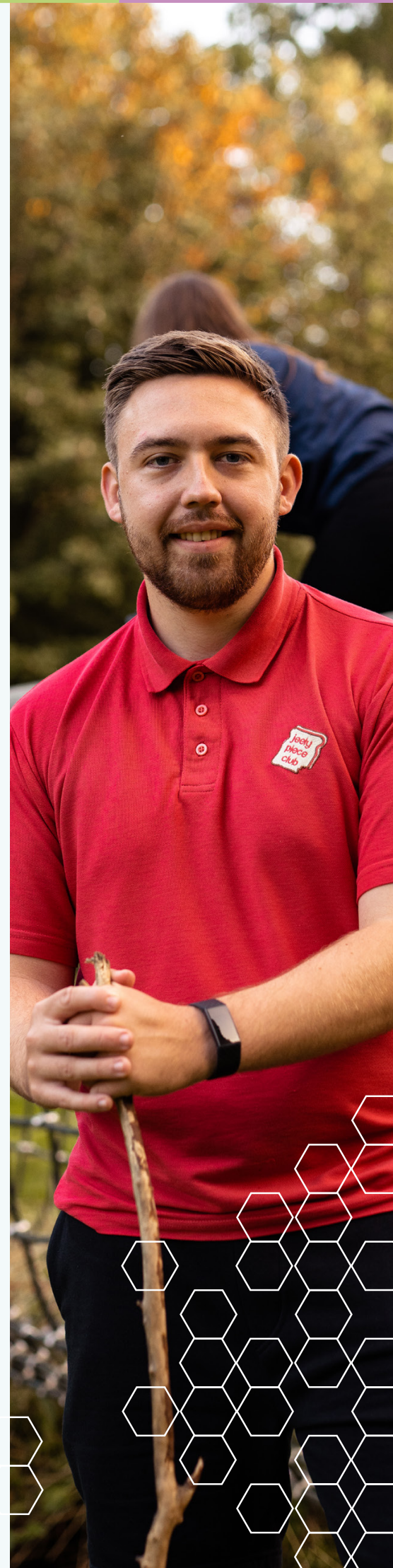
Board Advisor

Kim Wallace

You can find out more about our team on our website at gsen.org.uk

We look forward to hearing from you.

The Board of Trustees, GSEN





GSEN

Glasgow Social
Enterprise Network

Join

Glasgow Social Enterprise Network

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