

Public Appointments

Statutory

Public Appointments

Voluntary Sector

Committee and Management Board Appointments

Other:

OCPAS Applicant Research

Women on Board: Quality through Diversity, Scottish Government Consultation on the introduction of Gender Quotas on Public Boards

The aim of this consultation is to inform how the Scottish Government will shape its proposals to the UK Government on using legislation to achieve gender equality on the boards of our public bodies, through the use of mandatory quotas of women sitting on public boards. We want to capture the issues that would arise from this step for the organisations, individuals and bodies involved. Findings from this consultation will also support the work of the Scottish Government's Public Appointments and Corporate Diversity Programme which aims to increase the diversity of Scotland's public boards via a range of activities.

<http://www.scotland.gov.uk/Publications/2014/04/1438>

Rewards

The real reward for any Public Appointment is the difference you can make. By playing your role in the leadership of any of Scotland's public bodies, you'll support the Scottish Government in achieving its aims of creating a better Scotland. It's also an opportunity to gain new transferable skills and valuable experience to take into your professional future.

Some appointments are remunerated; others are not. In many cases, you will be able to claim back any reasonable travel, subsistence and care costs you incur in carrying out your duties.

Full details in relation to Public Sector Pay for Staff Pay Remits and Senior Appointments (the remuneration of chief executives, chairs and board members of public bodies) is available from: www.scotland.gov.uk/publicsectorpay

If you would like support or any further information in terms of the vacancies in this bulletin please contact ;

Fiaz Khan

0141 248 4830

fiaz.khan@cemvoscotland.org.uk



The Scottish Government



Committed to excellence

The right people for the roles

Scotland's public bodies need skills, experience and understanding from every walk of life, so it's essential that there are no barriers to participating. As such, appointments are made on the basis of the skills, knowledge and qualities necessary to fill the role – and nothing else. Whatever the role, applications from everyone are welcome.

Statement from Scottish Ministers

The Scottish Ministers ask that a wide and diverse range of individuals apply for ministerial appointments to public bodies. We appreciate the contribution many people already make to public appointments and are keen to see an increase in applications from those individuals who do not already hold a ministerial public appointment. Public bodies should give early consideration to how they can best attract a diverse range of suitably skilled and able people to their boards.

To find out how the Public Appointments Commissioner (Scotland) and the Scottish Government are working together on diversity in public appointments, you can download the Commissioners strategy document by going to: <http://www.publicappointments.org/publications/111/>

Diversity key facts – Public appointment rounds 2013-14

- 34% of our applications came from women, and 36.1% of those appointed.
- 25.5% of our applicants were under 50, but only 20.5% of appointees.
- 11.9% of our applicants were disabled but only 9.8% were appointed.
- 3.3% of applicants came from a minority ethnic background, with 2.5% being appointed.
- 2.9% of applicants were gay, lesbian or bisexual, with 4.1% appointed.
- 3.3% of applicants had a religion other than Christian, and 3.3% were appointed



Members - Scottish Science Advisory Council (SSAC)

Reference: 0656

Remuneration: Not remunerated

Location: Within Scotland - not further specified

Closing date: 30 June 2014 at midnight

Scottish Science Advisory Council (SSAC) Recruitment Round 2014

The Scottish Science Advisory Council (SSAC) provides advice and recommendations on science strategy, policy and priorities to the Scottish Government's Chief Scientific Adviser (CSA) and Scottish Government.

It is a broadly-based group, including both practitioners and users of scientific innovation. The CSA is currently looking to appoint up to 10 new members to enable the SSAC to deliver on its remit – to provide advice on a broad range of scientific issues and science-related policies that will contribute to growing the economy and raising the quality of life while further enhancing Scotland as a science nation.

Applications are sought from suitably qualified individuals and are particularly welcome from those in business and industry.

The appointments, which are unremunerated, will normally be for 3 years, with the possibility of re-appointment for a further term.

SSAC welcomes applications from eligible candidates from diverse backgrounds and actively encourages applications from disabled people.

Further details and the application pack are available on the SSAC website:

<http://www.scottishscience.org.uk/article/ssac-appointment-new-members>

The closing date for applications is 5pm on 30 June 2014

Committee Members - Fife Valuation Appeal Committee

Reference:	0655
Remuneration:	Committee members are not remunerated but travel expenses will be paid
Location:	Fife
Closing date:	31 July 2014 at midnight

FIFE VALUATION APPEAL COMMITTEE

Seeks members to sit on the above Committee dealing with Council Tax and Rateable Value appeals for property in Fife.

No formal qualifications are required as full training will be given. Appointments are subject to approval by the Sheriff Principal and references may be required. The post is unpaid but travelling and subsistence expenses are reimbursed.

The Panel meets on average 10 to 15 times a year and Members are scheduled to attend meetings which are suitable to them. Meetings are held in Cupar, Glenrothes or Kirkcaldy in locations which have ready access for those with disabilities. Applicants must live or work in Fife.

Further information and application forms from RA Murphy, Secretary, Fife Valuation Appeal Committee, Murray Donald LLP, Kinburn Castle, St Andrews, Fife, KY16 9DR. Tel: 01334 477107
email: rmurphy@murraydonald.co.uk

For further information on public appointments or application/s please contact:

Public Appointments Centre of Expertise (PACE) on
Freephone 0800 015 8449 or fax on 0131 244 3833, by email at:
paapplicationsmailbox@scotland.gsi.gov.uk, or by writing to:
PACE, Scottish Government, E1 Spur,
Saughton House, Broomhouse Drive, Edinburgh EH11 3XD.

National Convener / Chief Executive - Children's Hearings Scotland

Reference: 0654
Remuneration: £70,387 - £75,826
Location: Edinburgh, City of
Closing date: 15 June 2014 at midnight

National Convener / Chief Executive

Children's Hearings Scotland (CHS) is a non-departmental public body which aims to improve the lives, outcomes and opportunities of Scotland's most vulnerable children and young people. CHS was created as a dedicated national body to support the delivery of National Convener functions related to the recruitment, selection, training, retention and support of Scotland's 2,700 volunteer children's panel members. Our vision is of a Children's Hearings System where everyone works together, making sure that all children and young people are heard, respected, valued, cared for and protected.

The National Convener / Chief Executive is a dual role. You will be a leader, ambassador and advocate for the national Children's Panel and its dedicated volunteer panel members, whilst providing leadership, motivation and support to all CHS staff. The National Convener / Chief Executive Officer has two distinct responsibilities for which we are seeking one exceptional candidate.

The successful candidate will bring an awareness of, and commitment to, the principles and philosophy of the Children's Hearings System in Scotland: significant strategic leadership experience; inspirational people management skills; and a demonstrable track record of advocacy in a high profile/complex environment.

To request a candidate information pack and application form, or to have a confidential conversation, please contact our recruitment partner Badenoch & Clark on 0141 220 6460 or 0131 524 9020 or e-mail CHS@badenochandclark.com

Applications should arrive no later than midnight **15th June 2014**. Late applications will not be accepted.

Chair of Court - Glasgow Caledonian University

Reference:	0653
Remuneration:	Board members are not remunerated but travel expenses will be paid
Location:	Glasgow City
Closing date:	20 June 2014 at midnight

Glasgow Caledonian University Chair of Court

The University's governing body, the Court, is seeking to appoint a Chair to succeed Mr Tony Brian who retires in February 2015. The new Chair will lead the Court in maintaining high standards of corporate governance and supporting the Principal and Vice Chancellor, Professor Pamela Gillies CBE, in pursuing the University's strategy for 2020.

Glasgow Caledonian University is a dynamic place of learning. It has a strong social mission for the Common Good as reflected in its Chancellor Nobel Laureate, Professor Muhammad Yunus. The University delivers academic excellence in learning and teaching with world leading research in key areas. Working in the UK and internationally in partnership with business, as well as the public and voluntary sectors, we have a proud track record of delivering economic and social benefits. The University has a strong global outlook: it is the first Scottish university to open a campus in London and the first British university to have a campus in New York. With 20,000 students in Glasgow, London and overseas it is one of Britain's leading universities for widening access. It has an excellent track record of producing work ready graduates, with over 96% in employment or further study within six months of graduating.

The Candidate

The new Chair will be a highly experienced individual with extensive knowledge of large, diverse organisations. The successful candidate will have engaged at chief executive level and will have a strong understanding of governance in complex, challenging environments. The Chair will support the University in building and maintaining key relationships and will be able to represent the University as appropriate. Knowledge and understanding of higher education will be important, and it is essential that the individual can demonstrate a strong commitment to the mission, vision and values of the University.

The University is an inclusive organisation and welcomes applications from all backgrounds. The University will pay allowable expenses to facilitate performance of the role, although the position is unremunerated.

For more information and to apply, visit www.gcu.ac.uk/chairofcourt

Application Information

To apply for this appointment please send a full CV with supporting statement, highlighting how your skills and experience match the role requirements, by the closing date of 20th June 2014 to recruitment@gcu.ac.uk. Full details of the application process and the person specification can be found in the Candidate Brief.

Please also complete and return an Equality and Diversity Monitoring Form.

For informal enquiries, please contact Kathleen Cleary (Kathleen.Cleary@gcu.ac.uk or tele: 0141 331 8845) in the first instance

Board Members

Organisation:	Shire Housing Association Ltd
Job Type:	Management Board
Closing date:	20 June 2014
Location:	Cumnock

Role: Would you like to make a difference to people and communities with your skills and experience as a Voluntary Board Member?

We are seeking to appoint members to our Board of Management who share a similar ambition with skills and personal qualities in areas such as good communication skills; enthusiastic about social housing and interests of tenants; able to provide leadership and direction also support and challenge staff. Particular experience might include voluntary, business or professional sector knowledge.

Organisation profile: Shire Housing Association own and manage almost 1,000 properties in the East Ayrshire area providing high quality housing and associated services. We work with the local authority, local communities and tenants to provide desirable homes for rent, help sustain communities and aim to improve lives.

Application notes: For further details and application pack, please contact Elaine Nimmo, Office Administrator on 01290 421130, email info@shirehousing.com or write to us at Shire Housing Association Ltd, Netherthird House, Netherthird, Cumnock, KA18 3DB. Visit our website www.shirehousing.co.uk for more information about Shire or <http://www.goodmoves.org.uk/jobs/18171?page=2>

Directors

Organisation: LawWorks
Job Type: Management Board
Closing date: 27 June 2014
Location: Meetings alternate between Edinburgh and Glasgow

Role: We are looking for three directors to join the board, who can contribute in one or more of these areas:

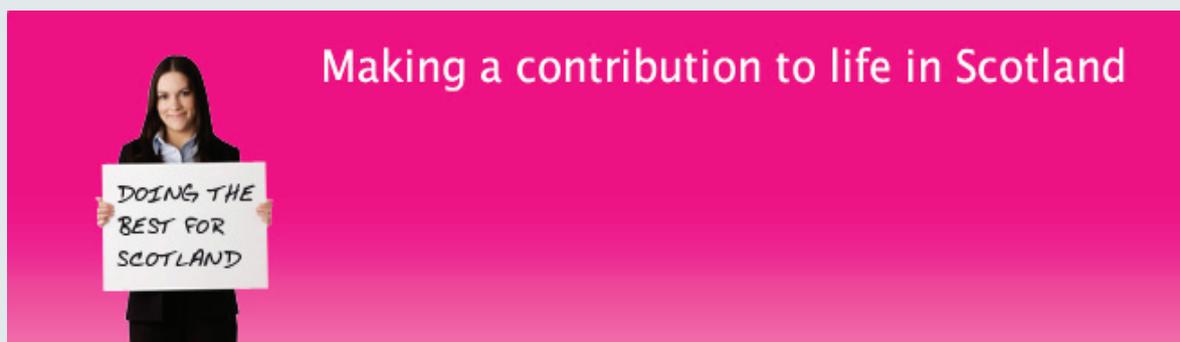
- Development of relationship with advice agencies in which lawyers can provide free legal assistance;
- Recruitment of members of the legal profession to participate in LawWorks Scotland activities;
- Fostering of a new generation of lawyers committed to engaging in pro bono work;
- Fundraising to ensure LawWorks Scotland can fulfil its mission.

Organisation profile: LawWorks Scotland is a charity working with legal firms and the advice sector in Scotland to provide free legal advice to people who could not otherwise afford it.

Website: www.lawworksscotland.org.uk

Application notes: We are looking for enthusiastic ambassadors of the work that the charity does. To find more information or to apply, please visit www.lawworksscotland.org.uk or <http://www.goodmoves.org.uk/jobs/18605?page=2§or=15>

The closing date for applications is noon, **Friday 27 June.**



Trustee Board Member - Volunteer Vacancies

Organisation: Iris Cancer Partnership
Job Type: Management Board
Closing date: 30 June 2014
Location: Edinburgh

Role: The Iris Cancer Partnership is recruiting new volunteer Board Trustee members to share in developing the Iris Business Strategy and Business Plan going forward in 2014, to monitor and evaluate Management Group's performance and to ensure the highest standards of governance. The responsibilities of a Trustee are outlined in the Charities & Trustees Investment (Scotland) Act 2005.

Board Membership Vacancy ; Iris is seeking Board members, particularly with a clinical oncology background, or research background, or cancer support centre experience, or from people who have had cancer. The commitment is bi-monthly meetings, usually held on a Friday evening, and ad-hoc opportunities to serve on specific working groups with members of the Management Team.

Organisation profile: The Iris Cancer Partnership is a Scottish charity formed in 2010 with the charitable aim of developing and increasing the availability of free massage for people living with cancer in Scotland. Iris provides a specialist curriculum of cancer care and oncology massage training for massage therapists, working in partnership with other cancer care organisations to develop massage services, and produces research resources about the effects of massage for cancer patients.

Website: www.iriscancerpartnership.org.uk

Application notes: If you are interested, please contact Iris on:
Email: operations@iriscancerpartnership.org.uk or Phone:
Maggi Scott 07914 601761.

You will then be sent an information pack.

Selection process comprises: Registering interest, sending your CV plus an invitation to write about what motivates you to be involved in this way with Iris. Please state what skills you would bring to Iris.

Following acceptance at this stage, applicants will be invited to meet with Board members informally. There will then be an invitation to attend an Iris Board meeting.

The following links will give a profile of Iris:

www.iriscancerpartnership.org.uk www.facebook.com/iriscancerpartnership

Area Convener

Organisation:	Childrens Hearings Scotland
Job Type:	Management Board
Closing date:	20 June 2014
Location:	South Lanarkshire

Role: The Children's Hearings System is Scotland's unique care and justice system for children and young people in need of care, protection and support. The Children's Hearings (Scotland) Act 2011 created Area Support Teams (ASTs) to support Children's Panel members in their local area. There are twenty-two ASTs across Scotland playing a critical role in the delivery and administration of the Children's Panel. ASTs act on behalf of the National Convener in recruiting, supporting and monitoring panel members locally.

The National Convener's office is now seeking to appoint an Area Convener

Applicants should be able to demonstrate a strong commitment to and understanding of the ethos, values and principles of the Children's Hearings System as well as an understanding of the role of panel members.

Organisation profile: Children's Hearings Scotland (CHS) was established by the 2011 Act to support members of the national Children's Panel and their National Convener – Our vision is of a Children's Hearings System where everyone works together, making sure that all children and young people are heard, respected, valued, cared for and protected. If you share our vision and apply, you will be making a real difference to the lives of vulnerable children and young people. Website: www.chscotland.gov.uk

Application notes: For more information about either role and/or an application pack please contact Franck David by email at franck.david@chs.gsi.gov.uk or by telephone on 0131 244 4888.

The deadline for the return of completed applications is **Friday 20 June 2014**.

More information about ASTs and the Children's Hearings System can be found at: www.chscotland.gov.uk or <http://www.goodmoves.org.uk/jobs/18553?page=2>

Depute Area Convener

Organisation:	Childrens Hearings Scotland
Job Type:	Part time
Closing date:	30 June 2014
Location:	Aberdeen

Role: The Children's Hearings System is Scotland's unique care and justice system for children and young people in need of care, protection and support. The Children's Hearings (Scotland) Act 2011 created Area Support Teams (ASTs) to support Children's Panel members in their local area. There are twenty-two ASTs across Scotland playing a critical role in the delivery and administration of the Children's Panel. ASTs act on behalf of the National Convener in recruiting, supporting and monitoring panel members locally.

The National Convener's office is now seeking to appoint: a Depute Area Convener

Applicants should be able to demonstrate a strong commitment to and understanding of the ethos, values and principles of the Children's Hearings System as well as an understanding of the role of panel members.

Organisation profile: Children's Hearings Scotland (CHS) was established by the 2011 Act to support members of the national Children's Panel and their National Convener – Our vision is of a Children's Hearings System where everyone works together, making sure that all children and young people are heard, respected, valued, cared for and protected. If you share our vision and apply, you will be making a real difference to the lives of vulnerable children and young people.

Application notes: For more information about either role and/or an application pack please contact Franck David by email at franck.david@chs.gsi.gov.uk or by telephone on 0131 244 4888.

The deadline for the return of completed applications is **Monday 30 June 2014**.

More information about ASTs and the Children's Hearings System can be found at: www.chscotland.gov.uk or <http://www.goodmoves.org.uk/jobs/18555?page=6>

External Trustee

Organisation:	Edinburgh University Students' Association
Job Type:	Management Board
Closing date:	30 June 2014
Location:	Edinburgh

Role: Edinburgh University Students' Association (EUSA) is an independent student-led charity providing excellent and significant welfare, representation and commercial services to support the organisation's main aim – to deliver a world leading student experience. With an annual turnover in excess of £9.5m, EUSA is one of Scotland's most diverse and complex democratic organisations.

Our Trustee Board consists of 5 student trustees, 4 student sabbatical officers and 3 external trustees. We are now looking for an external trustee with specialist experience in HR or legal areas of work. The successful candidate will enjoy working alongside highly motivated student leaders providing advice, guidance and support as part of their role, helping EUSA to achieve its overall vision and strategic goals.

The initial appointment will be for a three year term, with trustee meetings held 6-8 times per year.

Organisation profile: Edinburgh University Students' Association (EUSA) is a £9m independent charity, providing excellent and significant welfare, representation and commercial services to support the organisation's main aim – to deliver a world leading student experience.

Application notes: This is a very exciting opportunity to join a thriving organisation that is growing and developing year by year. If you believe that you have the necessary motivation, experience and skills, please visit www.eusa.ed.ac.uk/trustees for further information on the post, the organisation and how to apply.

You can also visit for further information: <http://www.goodmoves.org.uk/jobs/18424?page=8>

The closing date for applications is **Monday 30th June 2014**, interviews will be held in mid July.

Trustees

Organisation: Town Break SCIO
Job Type: Management Board
Closing date: 29 August 2014
Location: Stirling

Role: Town Break SCIO is a registered Scottish Charitable Incorporated Organisation providing innovative individualised support for people with dementia and their families living within Stirling district. Town Break is governed by a voluntary Board of Trustees drawn from a variety of backgrounds, including carers with a personal experience of living with someone with dementia.

We are seeking to recruit new Trustees with a passion for supporting people with dementia and taking our services forward. We would be particularly interested in recruiting people with skills and experience in human resources, marketing and fundraising. We would also like to encourage young people who are considering a career in management to see this as an opportunity to gain experience of working at senior level.

Organisation profile: Town Break Stirling Group provides services to support people with early to moderate dementia and their carers using the skills of trained, supportive, committed volunteers. We liaise with statutory, voluntary and other complimentary services, to help to support people with dementia to remain within their own home and community within Stirling District.

Application notes: If you are interested in this opportunity and would be willing to contribute your time and skills to further progress the organisation's activities, please contact Gail Barton, Development Manager on 01786 447787 or e-mail gail@townbreakstirling.co.uk for an informal chat.

Visit our website www.townbreakstirling.com for more information about the organisation or <http://www.goodmoves.org.uk/jobs/18224?page=23>

Volunteer Directors

Organisation: Fife Shopmobility
Job Type: Management Board
Closing date: 30 June 2014
Location: Fife

Role: Vacancies have arisen for Volunteer Directors with Fife Shopmobility. We are a Company Limited by Guarantee and a registered charity working with the Community to provide wheelchairs and electric scooters for people with mobility difficulties to enable easier access to the main shopping areas in Dunfermline, Glenrothes and Kirkcaldy.

We are looking for enthusiastic, motivated people who can offer their time, commitment, expertise and skills to help our valued Board members govern and develop the Organisation in a positive manner. Skills and expertise required would include Financial, Human Resources, Fundraising, Charity Regulation and Risk Management. Knowledge of the Voluntary Sector would be desirable.

Organisation profile: Fife Shopmobility Ltd lends manual and powered wheelchairs and electric scooters to people with mobility difficulties to enable easier access to shops, leisure and business facilities within the main shopping centres of Dunfermline, Glenrothes and Kirkcaldy.

Website: www.fifeshopmobility.com

Application notes: If you think that you have the time and the skills necessary to contribute to, and further the work of Fife Shopmobility, contact Fife Shopmobility Manager on 0844 335 6414 (option 2) for further information and the way forward should you wish to do so.

Please also visit for further information:
<http://www.goodmoves.org.uk/jobs/17422?page=24>

For further information on public appointments or applications please contact:

**Public Appointments Centre of
Expertise (PACE)** on

Freephone 0800 015 8449 or fax on 0131 244 3833, by email at:
paapplicationsmailbox@scotland.gsi.gov.uk, or by writing to:

PACE, Scottish Government, E1 Spur,
Saughton House, Broomhouse Drive, Edinburgh EH11 3XD.

Commissionaire for Ethical Standards in Public Life Scotland

APPLICANT RESEARCH

19 November 2012 – 30 September 2013

The 2013 survey has shown significant improvements in the views of applicants about almost all aspects of the process. Feedback has improved and the general overall experience appears to have improved for applicants. There are some exceptions and the constructive comments made by those who took the time to complete the survey provide several areas for further consideration and improvement.

When considering the breakdown of results by specific groups, the application section of the process continues to cause concerns. It appears to be lengthy, complicated and generally puts people off the process as a whole. This is particularly the case for women, disabled applicants and first time applicants. This is a requirement of the Code of Practice but progress in this area has been slow. It would be worthwhile for the Scottish Government to continue investing time and effort into considering alternative new and accessible application methods, in order to improve the overall diversity of the applicant pool.

The survey results tell us that all categories of respondent would value direct encouragement to make an application. We also know that new applicants are less likely to find out about opportunities from the Scottish Government website or email alert system. If Scottish Ministers wish to broaden the diversity of boards then raising awareness of public appointments continues to be a high priority and it is apparent that this must involve a broader mix of media channels than are currently used.

Feedback has improved for those who ask for it. When it is provided and found to be useful, it helps to increase the general positive perception of public appointments and encourages repeat applications. The opposite is also true and, for those who meet the requirements of the role but are not appointed, the quality of feedback appears to be particularly important if they are to be encouraged to maintain interest. It would be useful to build on the successes seen this year and to find more ways of encouraging applicants to request feedback.

A further applicant survey will be conducted in autumn 2014. This will be the first survey to test the experience of applicants applying for vacancies run under the 2013 Code of Practice which came into effect on 1st October 2013. It will be interesting to hear from people whether implementation of the 2013 Code, which requires a simpler and more accessible approach to application to be taken, will make a significant difference to the applicant experience.