

Election of the RSPCA Board of Trustees 2019

Trustee person specification

As a member of the Board you will be responsible for the RSPCA's financial sustainability and the strategic oversight of all aspects of the RSPCA's activities including development of its future direction and strategic priorities. You will work with the CEO to shape the RSPCA's future effectiveness in delivering its charitable objects and animal welfare objectives, its culture, organisational structure, leadership and professional capability.

The RSPCA is a large and complex charity, delivering prevention of cruelty (to all species) and providing enforcement of animal welfare legislation: via its uniformed Inspectorate and its supporting network of independent RSPCA Branches; via a wide range of animal welfare services; and via its animal welfare specialists and scientists. The RSPCA has an important history that makes it a world leader in animal welfare. You will be personally resilient with proven leadership capability and the ability to analyse and respond to complex technical and moral issues. You will be articulate with the ability to create simplicity from complexity, to be decisive, to think creatively and offer clear opinions and advice. You will bring a range of diverse skills and experiences to the Board and you will be an influencer within and outwith the RSPCA with the ability to understand organisational finances, governance and the ultimate vision for the future of animal welfare on a global level.

You will develop close professional relationships, becoming a trusted confidante on all strategic matters. You will be proactive in offering expertise and guidance and unafraid to offer your opinions and appropriately challenge behaviours giving reason for concern. You will be an effective and empathetic communicator, who speaks plainly and delivers on commitments. You will be emotionally intelligent and capable of building lasting relationships with diverse and demanding personalities and viewpoints. The ability to build relationships and to collaborate will be key to creating shared purpose and a strong vision for the future of animal welfare globally.

You will be committed to good practice and will remain highly competent, knowledgeable and relevant by continuing to develop personally and professionally by maintaining professional networks, participating in professional organisations and continuing personal development.

You will have a strong sense of personal values and ethics and a track record of demonstrating and leading on values driven behaviours and culture. You will have experience of stakeholder engagement and a track record of positively influencing others.

You will be able to demonstrate a successful track record in one or more of the following areas:

Key Skills and Experience:

- practical voluntary or professional frontline animal welfare expertise (for example running a successful RSPCA Branch)
- running a charity, commercial business or private enterprise, public sector service, or senior management experience including significant experience of recruitment

- financial skills, qualifications and experience, for example in senior financial management or responsible voluntary roles demonstrating , business acumen and appreciation of risk
- driving organisational change
- negotiation skills, building and sustaining relationships and developing and maintaining successful collaborations and partnerships

You may also be able to demonstrate skills and experience in the following desirable areas

- Income generation and strategic fundraising
- Legal qualifications (especially charity law)
- Animal Welfare science and animal welfare ethics or veterinary medicine
- Public policy, education, advocacy and campaigning
- Strategic communications and marketing
- Risk management and/or operating within a regulatory framework
- Digital communications and innovation
- Estate and asset management

Personal attributes

First and foremost you must be committed to the vision, mission and values of the RSPCA, and creating a sustainably successful future for the organisation. You will be able to demonstrate your personal passion for animal welfare, providing compelling leadership to the RSPCA and all its stakeholders.

The personal attributes that individuals bring to the Board are as important as their ideas and experience. These qualities enable Board members to use their skills and knowledge to function well as part of a team and make an active contribution to effective governance. All those elected (or otherwise appointed) to the Board should fulfil their duties in line with the seven principles of public life (the Nolan principles) and act in a way that exemplifies and reinforces the Society's culture and values.

They should also be mindful of equality legislation, recognising and supporting diversity and inclusion. They should understand the impact that effective governance has on improving the outcomes that the Society can achieve for animal welfare and public benefit, abiding at all times by the RSPCA Trustee Code of Conduct.

In addition, Board members should be:

- **Committed** - devoting the required time and energy to the role and ambitious to achieve the best possible outcomes for animals and the public benefit. Prepared to give time, skills and knowledge to developing themselves and others in order to create highly effective governance.
- **Confident** - exercising an independent mind, able to lead and contribute to courageous conversations, to express their opinion and to play an active role on the Board.
- **Challenging** - providing appropriate challenge to the status quo, not taking information or data at face value and always driving for improvement.
- **Collaborative** - prepared to listen to and work in partnership with others and understanding the importance of building strong working relationships within the Board and with the executive leadership, staff, Branches, volunteers and local communities.
- **Critical** - understanding the value of critical friendship which enables both challenge and support, and self-reflective, pursuing learning and development opportunities to improve their own and whole Board effectiveness.
- **Curious** - possessing an enquiring mind and an analytical approach and understanding the value of meaningful questioning.
- **Dynamic** - able to challenge conventional wisdom and be open-minded about new approaches to problem-solving; recognising the value of innovation and creative thinking to organisational development and success.
- **Thoughtful** - in both senses: treating others with respect and compassion; considering information carefully and being able to juggle multiple competing factors in order to reach a decision.

Eligibility criteria under RSPCA rules

You need to have at least 3 years prior membership of the Society

You will not be eligible for election if you have:

- been employed by the Society/a Branch in the last three years
- received any payment in the last 3 years (apart from reimbursed expenses) as a

voluntary worker for work on behalf of a Branch

- previously served 9 continuous years on Council without a 3 year break
- previously served as an Honorary Officer of the Council without a 3 year break from Council

If you currently serve as a branch committee member of an RSPCA Branch, you would need to resign from the branch committee within seven days if elected to the Society's Board of Trustees.

Please refer to the "Trustee Declaration" for details of the eligibility criteria applying to charity trustees generally