



TRUSTEE RECRUITMENT PACK

Hi,

Thanks for your interest in becoming a trustee for Farmstrong Scotland. Farmstrong is a Scottish Charitable Incorporated Organisation (SCIO) working to improve the wellbeing of farmers, crofters and the wider agricultural community.

Although we are still a relatively young charity, we have established a strong presence within Scotland's agricultural community. We share practical information, tools and real stories that help people take positive steps to look after their physical, social, emotional and mental wellbeing.

We are now looking for a new trustee to join our voluntary board. This is an opportunity to help shape the future of Farmstrong Scotland, support good governance and contribute to a practical, positive approach to wellbeing in agriculture. You don't have to have had previous board experience to apply.

Being a trustee is rewarding, but it also carries genuine legal and practical responsibilities. This pack explains what Farmstrong does, where our role begins and ends, and what we expect from every member of our board.

Applications should be emailed to Farmstrong Director, Alix Ritchie **by 12pm on Monday 9th November 2026**.

If you need any more information about the role of a non-executive charity trustee or about Farmstrong Scotland please don't hesitate to give me a call.

Thanks,

John Scott

Chairman, Farmstrong Scotland
chair@farmstrongscotland.org.uk
07770863506



FARMSTRONG SCOTLAND TRUSTEE RECRUITMENT PACK

ABOUT FARMSTRONG SCOTLAND

Farmstrong Scotland is a charity delivering a farmer led, preventative wellbeing programme that helps farmers, crofters and agricultural communities take practical action to live and work well.

We understand the realities of farming and crofting. Farmstrong is designed to be practical, relatable and relevant to people working in agriculture.

We go to the places where farmers and crofters already meet, work, learn and socialise. We share stories from voices from within the agricultural community, alongside wellbeing research and evidence, to make information accessible and useful.

Our approach is positive and practical. We acknowledge that farming and crofting can be challenging, but our focus is on the actions, habits and connections that can help people manage pressures, live well and farm and croft well.

Our work is informed by research, regular evaluation and feedback from Scotland's agricultural community.

WHAT FARMSTRONG DOES

We help people build knowledge, habits, skills and connections that support their everyday wellbeing. We aim to reach people before they become unwell or reach crisis point.

We do this by:

- sharing practical, evidence based wellbeing information and tools
- using stories from farmers and crofters to show what works in everyday life
- delivering workshops, talks and learning activities
- producing digital, printed, audio and video content
- creating opportunities for farmers and crofters to connect and get off farm
- supporting community led and industry events that improve wellbeing and reduce isolation
- working with agricultural organisations, businesses and communities to build a positive culture of wellbeing
- using research, monitoring and evaluation to understand need and improve our work
- promoting the Five Ways to Wellbeing: Connect, Be Active, Take Notice, Keep Learning and Give

WHAT FARMSTRONG DOESN'T DO

It is important that trustees, staff, partners and the community understand the boundaries of Farmstrong's role. Farmstrong Scotland is not a clinical, counselling or crisis support service.

We do not:

- diagnose or treat mental or physical health conditions
- provide counselling, therapy, clinical advice or medical treatment
- operate a helpline or crisis response service or provide ongoing one to one case support
- provide financial assistance or welfare casework or replace NHS, emergency or specialist support services

If someone needs individual, clinical, crisis, financial or specialist support, we help them identify an appropriate service. Depending on the person's needs, this may include services such as RSABI, NHS Scotland, Samaritans, Breathing Space or the emergency services.

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OUR VISION, MISSION & VALUES

Our Purpose:

To enable individuals in Scotland's agricultural community to lead happier, healthier, and more fulfilling lives, creating more productive and sustainable businesses.

Our Vision:

To have a resilient and thriving agricultural community in Scotland who experience a high level of wellbeing, feel supported, and are prepared to handle challenges and adapt to change.

Our Mission:

To work collaboratively to enable and grow a culture of wellbeing within the Scottish agricultural community.

Our Values:

✓ **Positive Culture:**

We focus on positive and practical solutions while acknowledging the challenges people face. We are professional, approachable and respectful. We want our work to feel welcoming, relatable and enjoyable.

✓ **Supportive Community**

We listen to people, value different perspectives and help create meaningful connections. We work collaboratively with farmers, crofters, communities, businesses and other organisations. When someone requires support that Farmstrong cannot provide, we help them find an appropriate service.

✓ **Always Curious**

We use evidence, evaluation and lived experience to learn and improve. We are willing to try new approaches, ask questions and challenge our thinking. We encourage people to explore what supports their wellbeing and find practical actions that work for them.

Our Strategic Priorities:

1. **Sustainability:** Secure funding, partnerships and demonstrate good governance and efficiency.
2. **Delivery:** A programme with a spectrum of positive solutions delivered through a comprehensive communications strategy.
3. **Engagement:** Facilitate participation through social and engaging peer-to-peer community led events.
4. **Impact:** Ensure a robust monitoring and evaluation strategy to showcase impact and guide the programme.

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THE TRUSTEE OPPORTUNITY

Farmstrong Scotland is a Scottish Charitable Incorporated Organisation, commonly known as a SCIO.

Our trustees are collectively responsible for the governance and strategic direction of the charity. They oversee Farmstrong's finances, risks, impact and legal compliance, while supporting and constructively challenging the Director and staff team.

As a trustee, you will be expected to:

- ✓ Uphold and adhere to the highest standard of charity governance as set out by the Charities and Trustee Investment (Scotland) Act 2005.
- ✓ Be an ambassador and an advocate at all levels for Farmstrong Scotland.
- ✓ Contribute to the strategic direction of the charity, underpinned by appropriate values and behaviours.
- ✓ Monitor the performance of the executive team against the organisation's strategic and operational plans.
- ✓ Be able to explain the main factors affecting long-term success and contribute to the identification and monitoring of risk.
- ✓ Participate in meaningful discussions at Board (and subgroups) with your expertise, skills, knowledge, and experience.
- ✓ Scrutinise Board papers and create an environment of robust debate where challenge, support and diversity of thought are essential components.
- ✓ Active input into discussions, apply good judgement and contribute to the decision making process.
- ✓ Make difficult decisions when required.
- ✓ Maximise your networks and identify opportunities that will benefit Farmstrong Scotland.
- ✓ Build constructive, positive relationships with other Trustees and staff with a willingness to listen and understand.
- ✓ Be responsive to a changing world, actively engaging with and learning about developments in the charity sector and beyond.

A TRUSTEES LEGAL RESPONSIBILITIES

As per the constitution, each of the charity trustees has a duty, in exercising functions as a charity trustee, to act in the interests of the SCIO; and, in particular, must:

- ✓ seek, in good faith, to ensure that the SCIO acts in a manner which is in accordance with its purposes;
- ✓ act with the care and diligence which it is reasonable to expect of a person who is managing the affairs of another person;
- ✓ in circumstances giving rise to the possibility of a conflict of interest between the SCIO and any other party:
 - put the interests of the SCIO before that of the other party; or
 - where any other duty prevents them from doing so, disclose the conflicting interest to the SCIO and refrain from participating in any deliberation or decision of the other charity trustees with regard to the matter in question;
- ✓ ensure that the SCIO complies with any direction, requirement, notice or duty imposed under or by virtue of the Charities and Trustee Investment (Scotland) Act 2005.

Every trustee is part of the board as well as a SCIO member and is jointly responsible for running the SCIO and managing its assets. More information can be found about the responsibilities of SCIO trustees at [SCIOs: A Guide](#).

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THE RELATIONSHIP BETWEEN THE BOARD AND THE TEAM

The board of trustees is responsible for the governance and strategic direction of Farmstrong Scotland. This includes protecting the charity's purpose and values, overseeing finances and risk, ensuring legal compliance, approving key policies and plans, monitoring performance and impact, and supporting and holding the Director to account.

The Director and executive team are responsible for the day to day management and delivery of Farmstrong's work, including programmes, events, communications, staff, budgets and relationships with partners and stakeholders. The board governs; the team delivers. Individual trustees do not normally direct the executive team or become involved in operational management, unless they are undertaking a specific piece of work agreed by the board.

Executive Team

The executive team consists of the Director, Programme Coordinator and Community Engagement Specialist who work to deliver the operational plan as guided by strategic direction from the non-executive trustees.

SKILLS & EXPERIENCE

You do not need to have previous board experience to become a Farmstrong trustee. Induction and support will be provided.

We are interested in what you can contribute through your experience, judgement, perspective and connection to Scotland's agricultural community.

Additionally, in line with Farmstrong's values, the board are looking for trustees with the following attributes:

Team Player:	Be focused on positive solutions and opportunities and work as a key player as part of the team.
Supportive:	Respectful, supportive and willing to work collaboratively with other trustees, the team, stakeholders and the wider community.
Reliable:	The ability to respond to internal and external communications in a timely manner, meeting deadlines and attending meetings.
Communication:	Effective communication skills so you can communicate with trustees, the team, stakeholders and the wider community.
Passionate:	Have a passion for the work of Farmstrong and a desire to make a positive contribution.
I.T. Skills:	Ability to use Teams and other I.T. systems effectively.
Accepting:	Accepting of others who might be different to you and the ability to work as part of a diverse team.

This is a great opportunity to gain experience at board level, to network and for personal and professional development.

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TIME COMMITMENT & TERM OF OFFICE

Trustees are required to attend a minimum of 3 in person meetings (usually Edinburgh or Perth), 2 online meetings and an annual general meeting (AGM) each year, dates of which will be agreed at the AGM. Meetings generally last around five hours.

We also hold a virtual Monthly Operational meeting (1 hour) to discuss key updates, these are not compulsory but beneficial if you can attend.

As per the constitution, any charity trustee can serve for a period of three years. At the end of the term, the trustee will leave office unless they are eligible and approved for a further term under the constitution. Trustees can serve no more than 2 consecutive terms.

The trustee role also includes: reading papers and preparing for meetings, responding to significant matters, completing induction and relevant training, sub group activity, contributing to agreed pieces of board work and attending occasional Farmstrong events or stakeholder meetings.

The total anticipated commitment is approximately 1 – 1.5 days per month.

SUPPORT, INDUCTION & EXPENSES

The trustee role is voluntary and unpaid.

Farmstrong Scotland will provide:

- a structured trustee induction
- copies of the constitution, strategy and key policies
- information about Farmstrong's finances, activities, risks and impact
- training on charity trustee duties
- access to relevant board papers and organisational information
- support from the Chair, fellow trustees and Director
- relevant training and development during the term
- reasonable agreed out of pocket expenses

Expenses will be reimbursed in accordance with Farmstrong Scotland's Expenses Policy.

Trustees are encouraged to identify any support or training they require to fulfil their responsibilities confidently and effectively.

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OUR TRUSTEE CODE OF CONDUCT

1. Members of the Farmstrong Scotland board of trustees are responsible for good governance in the organisation, and as such have a duty to accept the responsibilities of their position and to act at all times in the best interests of Farmstrong Scotland and its beneficiaries, ahead of any other professional or personal interest. The general principle to be observed is that the trustees will avoid action or inaction which cannot be justified to the board, Farmstrong Scotland members, or the public. Equally, the trustees should be alert to anything which might give rise to suspicion of improper conduct or bring the organisation into disrepute.
2. On appointment and during business meetings, trustees are required to declare any and all relevant interests and be alert to any potential conflicts.
3. In order to fulfil their duties, trustees should uphold certain values and principles. These include:
 - Acting at all times in the best interests of the organisation and its beneficiaries, ahead of any professional or personal interest
 - Acting in accordance with the organisation's governing document and any relevant legislation
 - Acting collectively at meetings, with honesty and integrity, respecting confidentiality and diversity of opinion
 - Enhancing the organisation's reputation, taking an active interest in its work
 - Upholding the values and principles of the organisation
 - Maintaining good relationships with other trustees and with staff, volunteers, members and other people in the organisation
 - Actively contributing to the work of the board by regularly attending meetings and preparing and participating in discussion and decision-making.
4. Trustees are expected to attend board meetings, and that this is understood to mean at least 75% of all meetings in any given year unless there are mitigating circumstances.
5. In accordance with section 43 and 44 of Farmstrong Scotland's constitution, a trustee may be removed from office where they have committed a material breach of this Code of Conduct, or where they have failed to comply with the Conflicts of Interest Policy.

HOW TO APPLY

To apply, please send us your CV, along with a short statement of no more than 500 words. It would be helpful if you could tell us:

- why you would like to become a trustee of Farmstrong Scotland
- what skills, experience or perspective you could bring to the Board
- anything from your work, volunteering or life experience that you think would help you contribute

Please provide details of any support or reasonable adjustments required during the application process. Applications should be emailed to: **Alix Ritchie**, Director, Farmstrong Scotland by **12pm on Monday 9th November 2026**. Email: alix@farmstrongscotland.org.uk. Interviews will be held virtually using Teams on **Monday 23rd November 2026**.

For more information about the role please contact Programme Director, Alix Ritchie by email: alix@farmstrongscotland.org.uk or Chairman, John Scott chair@farmstrongscotland.org.uk.