



What we're looking for in a Trustee

**The qualities, skills and experience that will help
you contribute**

Personal attributes

- ① Sound, independent judgement
- ② Ability to think strategically, creatively and for the long-term
- ③ Ability to act with integrity and avoid any personal conflicts of interest and a commitment to collective decision making
- ④ A passion for Shetland and its future

Skills

- ⑤ Ability to communicate effectively with Trustees, Stakeholders, Partners and members of the public in a manner consistent with their role as an ambassador for the Trust
- ⑥ Ability to challenge constructively and ask questions appropriately
- ⑦ Ability to express your own opinion in a reasoned way while also listening to the views of others
- ⑧ Ability to analyse and evaluate strategic documents and Trust reports
- ⑨ Ability to demonstrate effective evidence based decision making
- ⑩ Proven track record to work as part of a team

Experience and knowledge

The following would be desirable, but applicants will not be expected to fulfil all these. Individuals can be supported to build their knowledge and skills.

- ⑪ Experience or understanding of management and governance in line with the *Seven Principles of the Standards in Public Life* called the “Nolan Principles”
- ⑫ Experience of working in partnership with different stakeholders
- ⑬ An understanding of the role of a charity Trustee (including the legal duties and responsibilities of Trusteeship)
- ⑭ Ability to understand and manage strategic risks, in the context of charity law and the environment that the Trust operates
- ⑮ An understanding and knowledge of finance and investment

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