

Havencare Trustee Recruitment Specification 2025

A rare and exciting opportunity to be part of a well-established and dynamic charity as we embark on the next chapter of our journey.

 **havencare**
making a difference



Chair Designate (Deputy Chair) Person Specification

Criteria	Essential	Desirable	Measurable Through
Proven experience of board or senior governance leadership (Chair, Vice-Chair, Committee Chair, or equivalent)		✓	Application / Interview
In-depth understanding of charity governance, fiduciary duties, and regulatory compliance	✓		Application / Interview
Knowledge of social care, supported housing, or health sector regulation (CQC, RSH, or equivalent)		✓	Application / Interview
Experience of leading organisational change, transformation, or culture development	✓		Application / Interview
Strategic financial literacy and ability to interpret complex financial and risk information	✓		Interview
Experience of working with or alongside executives and senior teams to provide both challenge and support	✓		Application / Interview
Experience of stakeholder and partnership engagement across sectors (public, voluntary, or community)	✓		Application / Interview
Understanding of co-production, person-centred practice, or user voice in governance		✓	Interview

Criteria	Essential	Desirable	Measurable Through
Board experience in a regulated or complex environment	✓		Application
Ability to lead a board effectively — ensuring clarity of purpose, good governance, and shared ownership	✓		Interview
Skilled facilitator — able to bring out diverse views, manage difference, and enable balanced decision-making	✓		Interview
Sound judgement and strategic insight, with the ability to focus on the “big picture” while ensuring effective scrutiny	✓		Interview
Confidence in financial oversight, risk appetite, and assurance processes	✓		Interview
Diplomacy, emotional intelligence, and political awareness	✓		Interview
Strong ambassadorial skills and credibility with external stakeholders	✓		Application / Interview
Digital fluency for online board meetings, papers, and governance platforms	✓		Application / Interview
Commitment to Havencare’s mission: People lead their lives through opportunity and choice	✓		Application / Interview

Chair Designate (Deputy Chair) Person Specification Continued

Criteria	Essential	Desirable	Measurable Through
Embodies Havencare's values of empowerment, trust, and collaboration	✓		Interview
Demonstrates integrity, openness, and accountability in all dealings	✓		Interview / References
Inclusive and reflective leadership style, valuing diversity and lived experience	✓		Interview
Commitment to continuous learning and self-awareness	✓		Application / Interview
Energy, curiosity, and courage to lead change in a values-led way	✓		Interview
Able to commit 2–3 days per month (board meetings, preparation, stakeholder activity)	✓		Application / Interview
Eligible to act as a charity trustee under Charity Commission rules	✓		Self-declaration / Checks
Willingness to represent Havencare externally and act as an ambassador	✓		Interview
Intention to assume full Chair role within an agreed timeframe	✓		Interview



Trustee Person Specification

Criteria	Essential	Desirable	Measurable Through
Understanding of charity governance and trustee responsibilities		✓	Application / Interview
Knowledge of social care, supported living, or housing regulation (CQC, RSH, or equivalent)		✓	Application / Interview
Strategic financial literacy – ability to interpret budgets, balance risk and viability	✓		Application / Interview
Experience of governance, assurance, or risk management in a complex organisation	✓		Application / Interview
Experience of change, transformation, or organisational development	✓		Application / Interview
Understanding of co-production and the importance of lived experience in service design	✓		Interview
Knowledge of stakeholder engagement, partnership working, or community development	✓		Application / Interview
Direct or indirect experience of living with disability, social care support, or advocacy		✓	Application / Interview
Board or committee experience (trustee, governor, or equivalent)		✓	Application
Ability to think strategically and contribute to long-term planning	✓		Application / Interview

Criteria	Essential	Desirable	Measurable Through
Strong analytical and questioning skills – able to probe, challenge, and support constructively	✓		Application / Interview
Financial and risk awareness – able to understand reports and make balanced decisions	✓		Application / Interview
Clear communication and interpersonal skills, with the ability to build relationships across diverse groups	✓		Interview
Ability to work collaboratively and collectively as part of a board	✓		Interview
Commitment to evidence-based decision making and continuous improvement	✓		Application / Interview
Sound judgement and integrity in handling sensitive or complex information	✓		Application / Interview
Digital confidence – able to read and engage with online papers, Teams meetings, and data dashboards	✓		Application / Interview
Leadership presence and ambassadorial ability to represent Havencare externally	✓		Interview
Commitment to Havencare's mission: People lead their lives through opportunity and choice	✓		Application / Interview
Alignment with Havencare's values of empowerment, trust, and collaboration	✓		Interview

Trustee Person Specification Continued

Criteria	Essential	Desirable	Measurable Through
Commitment to equality, diversity, inclusion, and co-production	✓		Interview
Openness to learning, reflection, and self-development	✓		Interview
Willingness to give time, share expertise, and act in the charity's best interests	✓		Interview
Belief in collective responsibility and shared leadership	✓		Interview
Able to commit approximately 1–2 days per month (meetings, reading, preparation)	✓		Application / Interview
Eligible to act as a trustee under Charity Commission guidance	✓		Self-declaration / Checks
Willingness to attend events, training, and represent Havencare externally	✓		Interview



Thank You



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Havencare Homes and Support Limited
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Company Number: 21982332024


making a difference


PUBLIC LEADERS APPOINTMENTS