

**THE ROYAL COLLEGE OF SPEECH AND LANGUAGE THERAPISTS**

**TRUSTEE WITH EXPERTISE IN HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT**

**Help shape the future of RCSLT**

Are you looking for a new challenge? If so, this could be the opportunity for you.

RCSLT is on a mission to ensure that the governance of the RCSLT is truly representative of its membership and the communities in which we live and work.

**About the RCSLT**

The Royal College of Speech and Language Therapists (RCSLT) is the professional membership body for Speech and Language Therapists with over 21,000 members. The RCSLT head office is in London with satellite offices in Scotland, Wales and Northern Ireland.

**Who we are looking for**   
We are looking to appoint a trustee with expertise in human resources and organisational development who shares the RCSLT’s values and behaviours and wants to help us deliver our ambitious [Five Year Vision](https://www.rcslt.org/news/the-rcslt-strategic-vision-2022-2027/).

The ideal candidate will have working knowledge of and experience in Organisational Design, Development and/or Effectiveness.  They should be able to demonstrate how they have used their skills in supporting at least one organisation in maximising its effectiveness.  They should have a working knowledge of general HR topics and can demonstrate how they have worked with leaders to maximise the potential and efficacy of the people they lead.  Formal CIPD or similar qualifications are welcomed but not essential.

This post may be attractive to either a Speech and Language Therapist or a member of the lay public who is looking to broaden their experience in shaping the strategic direction of a charity.

Along with the general duties for a trustee, we hope that the successful individual will bring the following to the specific role:

* To provide strategic guidance and support governance of our people strategy and its implementation.
* Help identify areas of opportunity and risk in the development and implementation of Human Resource policies and other Organisational Development workstreams

There is no expectation for applicants to have a background in Speech and Language Therapy and as such the role is open to non-members. Successful applicants will receive a full induction to fulfil their role.

Applications are open toindividuals of all ages who are allies of minoritised groups and champion equality and diversity both personally and professionally.

We welcome applications from individuals from under-represented groups, such as those who are Black, Asian or have a minority ethnic background, LGBTQ+, with a disability or those living with a long-term condition. This is not an exhaustive list. Please see a [full list of protected characteristics](https://www.equalityhumanrights.com/en/equality-act/protected-characteristics).

**Why you should become a trustee**

This will give you an opportunity:

* To get directly involved in the work of the RCSLT and support the profession
* To ensure the RCSLT represents you and your community
* To grow your professional networks and develop your leadership skills
* To bring your unique experiences and insights to the work of RCSLT
* To get involved in areas of work and projects you’ve not been involved in previously
* To be a champion for your profession who can affect change

Support and training and buddying will be provided if you are new to committees, or governance processes.

**How to apply**

To apply please provide a statement (up to 500 words) or a video or audio statement (no longer than 3½ minutes) setting out:

* A little about your work and personal background
* Why you are interested in this role
* How you meet the role criteria
* Some examples of how you have lived the [values and behaviours](https://www.rcslt.org/about-us/#section-3) agreed by the RCSLT Board in your work or personal life (including roles in any professional networks)
* You will need to [complete an online application form](https://forms.office.com/pages/responsepage.aspx?id=C9-vD1cBjE2dPZAJbM2yA79EHQfCkCJPlU67Q5nufD9UM0dTUlE3TE0yUlQwRTJLUllDQVZMUjRSVS4u)

We will hold virtual interviews with a panel consisting of trustees and selection panel members in August or September, depending on availability.

Applicants are required to complete a diversity survey. Data will be collected anonymously and will inform the charity’s EDI Strategy. The survey can be completed [here](https://forms.office.com/Pages/ResponsePage.aspx?id=C9-vD1cBjE2dPZAJbM2yA79EHQfCkCJPlU67Q5nufD9UMFZFMVJIT1FISVNZNjhUOEtKNDJWOUVZSy4u).

**Find out more**

* If you would like an informal discussion about the process and what’s involved, with one of our trustees, please email [cosec@rcslt.org](mailto:cosec@rcslt.org)
* [Watch](https://youtu.be/0VBXxthwFYQ) trustee Leasil Burrow talk about her experiences of fulfilling this role at the RCSLT.
* To understand more about the roles and responsibilities of trustees and committee members, visit our [website’s board pages](https://www.rcslt.org/our-structure/)
* Please read more about our vision, values and behaviours and the terms of reference for the Board and committees and who’s on the Board on our [website](https://www.rcslt.org/our-structure/#section-3) .

Closing date for applications is 5pm, Friday 26 July.

**Please email applications to** [**cosec@rcslt.org**](mailto:jo.offen@rcslt.org)