

Kinning Park Complex is seeking a new Chair

We are seeking a new chair to join our board to work alongside our existing board trustees in supporting The Kinning Park Complex (KPC) in its mission to develop assets and services that are community-owned and led. The chair will work closely with the staff team to support the organisation through a period of significant change.

Who are we looking for

KPC is a Scottish Charitable Incorporated Organisation (SCIO), which is a unique legal structure purpose built for Scotland's third sector and its board members are the charity trustees with responsibility for governing the organisation. The KPC would like to talk more to you about joining our board if you share our values of:

- **Self-Determination:** We create space for people to determine their own priorities;
- **Empowerment:** We create opportunities for people to develop the confidence and capacity to take action on the issues that affect them;
- **Participation:** We make decisions with people not for them;
- **Collaboration:** We work with others because it achieves more than working in isolation;
- **Solidarity:** We recognise the problems of one of us impact on all of us;
- **Responsibility:** We are proactive on the issues we care about;
- **Understanding:** We build dialogue through respect, transparency and patience;
- **Inclusivity:** We value diversity of interest and experience, create space for all and seek to challenge discriminatory practice

Kinning Park Complex is committed to the promotion of an inclusive and diverse working environment and we therefore encourage expressions of interest from all suitably-qualified individuals, irrespective of gender, transgender status, disability, marital, parental status or caring responsibilities, ethnic or racial origin, or class background. We are particularly interested in working with individuals from identity groups historically underrepresented on Boards.

About the Kinning Park Complex

KPC is a community-owned space in the Southside of Glasgow. Our purpose is to promote community, citizenship, creativity and wellbeing. Our mission is to develop assets and services that are community-owned and led. Our vision is a place where our communities work together to ensure that wellbeing is prioritised in a world that is sustainable and just. Our flexible spaces for private events or community activity are available to hire. We have office space and studios which are used by tenants. We also offer a diverse programme of free and low-cost events, classes and activities for all ages and aim to reinstate regular Community Meals.

Where we are now

The Kinning Park Complex Board has decided to implement a transitional structure in light of financial and structural challenges the organisation has faced over the past couple of years. In light of this, the KPC board is proposing that we look at 2023 and 2024 as a period of recovery and transition. We are looking to structure the organisation so we are able to keep KPC open and operational in the short term, whilst designing and developing a future KPC that is based on a strong and sustainable operational model. A key aim for the organisation through this transition is to understand how to effectively achieve our charitable aims and best serve the local community.

Skills, experience and commitment

The KPC Chair is responsible for facilitating board meetings, ensuring processes and procedures are followed in line with our constitution and good governance. We are seeking a Chair who:

- Shares the mission & vision of KPC; as outlined above
- Has experience of community or member led organisations
- Has knowledge of governance and previous board or chair experience
- Is confident in reading and evaluating Financial Reports and Accountancy Papers
- Is committed to and has experience of implementing change on an organisational level
- Can support the staff roles through a period of transition
- Can lead board discussions and facilitate conversations

We have completed a skills audit of our current trustees, and have identified the following gaps. If you have one or more of these skills, that would be desirable, but not essential for applying to the role. The skill gaps are:

- Business Development
- Organisational Development
- Communications - PR & Media
- Human Resources
- Legal (Charity/ third sector)

Commitment:

Regular Board Meetings are held quarterly, usually in person in KPC. During this period of transition more frequent and focused meetings are anticipated. The Chair would be working closely with the Trustees and Staff to support the organisation. During this period of rebuilding we anticipate a commitment of about **18 hours per month** from the Chair. We trust that in time this can be reduced and include more flexibility.

Next steps

If you are interested in applying, we are inviting expressions of interest by post or email. We can also be contacted for an informal chat ahead of submitting your expression of interest. Please let us know if you want anything to help you through the process and we will endeavour to accommodate this.

By email - board@kinningparkcomplex.org

By post –Kinning Park Complex, 43 Cornwall St, G41 1AB

Your expression of interest should outline:

- Your interest in KPC
- What attracted you to being a Trustee with KPC
- What skills or personal attributes you feel you can bring to the role
- If you are currently a member of KPC and/or live in G51 or G41 postcode area
- Your previous experience in a Trustee or Governance role or similar relevant experience

The deadline to apply is **5pm Friday 8th December 2023.**