

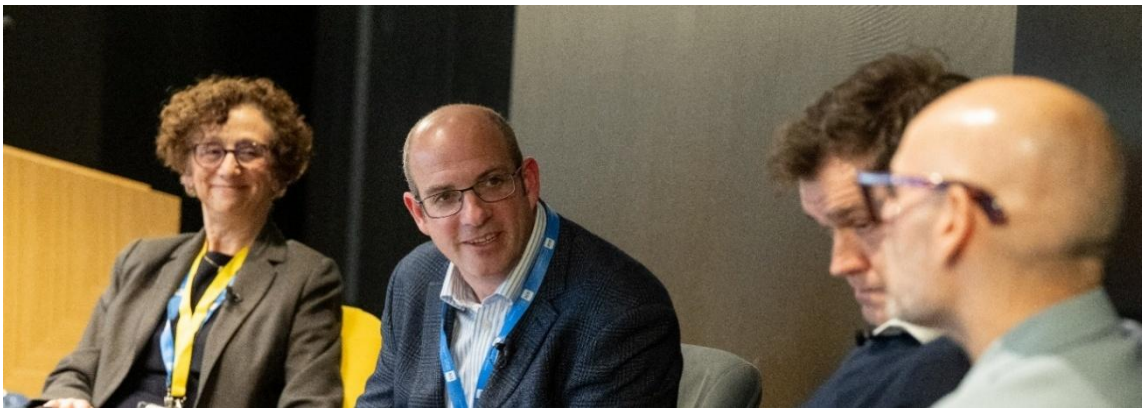
Candidate pack

Trustee

November 2026

Social Care Institute for Excellence

About SCIE



The Social Care Institute for Excellence (SCIE) is an independent social care charity with deep experience of bringing partners and people with lived experience together to collaborate and innovate to improve people's lives (e.g. national government, Department of Health and Social Care (DHSC), local authorities, care providers, academics, foundations).

Working across social care, health and related services such as housing, for adults, children and families, we contribute to the development and implementation of better care, support and safeguarding at local and national level.

As we are not-for-profit, our income goes towards improving social care. We deliver four main offers, across all of which we support the DHSC annually:

- SCIE Consultancy – working with local and national organisations to identify and implement improvements
- SCIE Insights – research, evidence and policy insights to drive improvements and innovation, and influence national policy and practice
- SCIE Training – bespoke online or face-to-face learning and development, including safeguarding, co-production and strengths-based approaches
- SCIE Resources – guidance and tools to support best practice, co-production and innovation.

Co-production with people with lived experience of social care underpins and informs what we do. With 25 years' experience we bring a wealth of trusted, evidence-based expertise to work together to help transform care.

Our future success depends on maintaining a resilient funding model and continuing to develop high-impact commercial and commissioned work alongside government-funded programmes. All Trustees will play an important role in helping the Board assess opportunities, manage risk and protect SCIE's long-term sustainability.

Dear Candidate,

Thank you for your interest in joining SCIE's Board as a Trustee at an important point in our development.

SCIE is an independent social care charity. We collaborate and innovate with people with lived experience and partners across social care, health and related services so that adults, children and families can receive better care, support and safeguarding.

Co-production underpins our work: we bring together people who draw on care and support, practitioners, policymakers, commissioners, researchers and communities to shape better policy, practice and outcomes.

In a time of continued transformation for the health and social care sector, the role of our Board of Trustees has never been more important. Our Board brings together people from a wide range of sectors, perspectives and life experiences. Together, they provide strong, inclusive leadership and support SCIE to be accountable, ambitious and values-led in everything we do.

Who we're looking for

We're now seeking **new Trustees** to join our Board and help guide SCIE into its next chapter. This is a critical time for social care, and we welcome people who bring strategic thinking, emotional intelligence and a collaborative approach to governance.

We are particularly interested in candidates with expertise in one or more of the following areas:

- human resources and organisational development
- research, evaluation and evidence
- social care policy and practice, including commissioning, local authority expertise and advocacy
- lived experience of drawing on care and support or being a carer.

Previous trustee experience is not essential. We welcome applications from people of all backgrounds and particularly encourage candidates from communities currently under-represented in senior leadership and Board roles, as well as people with lived experience of drawing on or providing care and support as a carer.

If you share our commitment to improving social care and believe your expertise can help SCIE deliver sustainable impact, we would be delighted to hear from you.

Warm wishes,

Glenys Thornton and the SCIE Board of Trustees

Role at a glance

Role	Trustee
Purpose	Provide strategic leadership and help the Board fulfil its collective governance responsibilities.
Committee role	To be agreed. There are three committees: Audit and Risk; Nominations and People; Policy and Research.
Commitment	Approximately one day per month on average, including preparation, Board and committee meetings, and occasional engagement between meetings.
Location	Meetings are held online and in-person, with two meetings a year expected to take place in London. Some national travel may be required.
Term	Initial three-year term, renewable once, subject to review and SCIE's governing document.
Remuneration	This is an unpaid voluntary role. Reasonable expenses incurred in carrying out trustee duties will be reimbursed in line with SCIE's expenses policy.

Our purpose and values

Purpose: We collaborate and innovate in social care to improve lives.

- **Progressive:** always learning and developing.
- **Inclusive:** working together for equality, diversity and fairness.
- **Credible:** evidence-based, robust and reliable.
- **Transparent:** open and honest.
- **Committed:** focused on making a difference to people's lives.

Recent impact

- **Consultancy:** supported digital improvement and transformation work with a local authority, generating substantial recurring efficiencies and releasing frontline capacity.
- **Training:** delivered organisation-wide strengths-based leadership development in response to identified improvement priorities.
- **Insights:** developed the Care Equity Evidence Hub, bringing together research, data and practice evidence to address inequities in social care.
- **Resources:** co-produced practical guidance on applying the Mental Capacity Act when a person with cognitive impairment requires emergency healthcare.

Role description

Role title: Trustee

Key relationships: Chair of Board of Trustees; wider members of the Trustee Board; Executive Leadership Team and Governance Manager

Role purpose

The Trustee Board is responsible for the long-term stewardship of SCIE, ensuring the most diligent and impactful use of our resources – people and financial – in the delivery of our mission and purpose. The role of a Trustee is to act in SCIE's best interests at all times and not allow your individual judgement to be influenced by personal prejudices or dominant personalities.

To fulfil the role successfully, you will, together with the other Trustees, use your skills and experience to review proposals critically and objectively and question assumptions before making any decisions.

You will challenge the Executive team to ensure SCIE's operations are effective and efficient and ensure that such challenge is always constructive and geared to driving high performance of the Executive team.

Main responsibilities

You will:

- Contribute actively to setting SCIE's strategy, policies, objectives and measures of success, and evaluate performance against them.
- Use your skills, knowledge, experience and perspective to support sound, evidence-based Board decisions.
- Provide constructive challenge and support to the Chief Executive and Executive Leadership Team.
- Act in SCIE's best interests, uphold its governing document and values, and support compliance with relevant legal and regulatory duties having regard to the Charity Governance Code and recognised standards of good governance.
- Share responsibility with the other Trustees for reviewing budgets, financial performance, cash flow and reserves. Check that effective financial controls are in place and that SCIE's resources support its charitable purposes and long-term financial stability.
- Prepare thoroughly for meetings, participate actively and maintain appropriate confidentiality.
- Identify and declare conflicts of interest, and uphold high standards of integrity, accountability and transparency.
- Champion equity, diversity and inclusion, including meaningful involvement of people with lived experience.

- Act as an informed and authentic ambassador for SCIE and its work.
- Contribute to oversight of strategic and emerging risks and the effectiveness of mitigations.

Person specification

We are looking for new Trustees who can bring specific types of skills, experience and knowledge to strengthen the composition of our Board as experienced Trustees reach the end of their tenure. It is important to us that our Trustees include a broad range of backgrounds and experiences, and that they can direct these in support of our mission and strategy.

Knowledge and experience

You will bring knowledge or expertise in **one or more** of the following areas, gained through professional, voluntary, community or personal experience. **You do not need expertise in all of these areas**.

Human resources and organisational development

Expertise in strategic people management, organisational culture, workforce development and organisational change, including approaches that support inclusion and staff wellbeing. You will be able to provide Board-level insight and constructive challenge on people-related priorities and risks.

Research and evidence

Expertise in research, evaluation or evidence synthesis relevant to social care, including assessing the quality of evidence and translating findings into policy, practice and improved outcomes. You will bring insight into how research can support SCIE's impact, influence and strategic direction.

Social care policy and practice

Expertise in social care commissioning, service delivery, improvement, policy or advocacy. You will understand local authority responsibilities, the financial and workforce pressures affecting services, and the wider health, social and political context in which SCIE operates.

Lived experience

We also value lived experience of drawing on care and support or being a carer, bringing insight into what matters to people and the barriers they encounter. This perspective can complement and strengthen expertise in any of the areas above.

Skills and abilities

You will bring:

- **Strategic thinking and sound judgement:** the ability to assess opportunities and risks, question assumptions and contribute to evidence-informed decisions.
- **Analytical skills:** the ability to interpret complex information, identify the important issues and ask clear, relevant questions.
- **Constructive challenge and collaboration**: the confidence to express an independent view, listen carefully, debate respectfully and work towards collective decisions.
- **Communication and relationship-building skills**: the ability to engage with people from different backgrounds, including people who draw on care and support.
- **An understanding of organisational sustainability**: an appreciation of the opportunities and risks facing organisations working across public services, consultancy, and commercial and grant-funded activity.
- **An understanding of governance**: an understanding of, or willingness to develop your knowledge of, the role of a Trustee and the distinction between Board oversight and operational management.

We actively welcome applications from people of all backgrounds, particularly those from communities currently under-represented in senior leadership and board roles and people with lived experience of social care. **Previous trustee experience is not essential; an appropriate induction and ongoing support will be provided.**

Terms of appointment

Remuneration and expenses

This is an unpaid voluntary role. Reasonable expenses incurred in carrying out trustee duties will be reimbursed in line with SCIE's expenses policy.

Time commitment and location

Approximately one day per month on average, including preparation, Board and committee meetings, and occasional engagement between meetings. Meetings are held online and in person, with two meetings a year expected to take place in London. Some national travel may be required.

Term of appointment

The appointment is for an initial three-year term and may be renewed for one further term, subject to SCIE's governing document, Board review and mutual agreement.

Induction and support

The successful candidates will receive a structured induction, including meetings with the Chair, Chief Executive, the Executive Leadership Team and relevant colleagues; access to key governance, financial and strategic information; and ongoing learning and development support.

Eligibility and checks

Appointment is subject to satisfactory references, confirmation that the candidate is eligible and willing to act as a charity trustee, and any other checks appropriate to the role. Trustees must comply with SCIE's Code of Conduct and policies, including those relating to safeguarding, confidentiality and conflicts of interest.

How to apply

To apply, please send the following documents to SCIEGovernance@scie.org.uk by the closing date shown below.

- Your CV, limited to three pages.
- A covering letter, no more than two pages, explaining your motivation and how your skills, knowledge and experience meet the person specification, including your contribution in one or more of the specialist areas.
- The names and contact details of two referees. References will normally be taken up only for preferred candidates and with prior agreement.

If you require reasonable adjustments at any stage of the recruitment process, or identify barriers in this pack, please contact us so that we can support your participation.

We also invite applicants to complete our equality and diversity monitoring form Candidate Diversity Survey 2026-27. The information is used for monitoring purposes only, is kept separate from the application and does not form part of the selection process.

Selection process: applications will be assessed against the published criteria. Shortlisted candidates will be invited to a structured online interview with representatives of the Board. We will explain any additional assessment activity in advance.

Recruitment timetable

Closing date: 4 December 2026

Shortlisting: 9 December 2026

Interviews: 16 December 2026



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