

cyrenians

**TRUSTEE & TREASURER
RECRUITMENT PACK
2026**

A group of five people, four men and one woman, are standing outdoors in front of a brick wall. They are all wearing blue aprons with the 'Cyrenians' logo. The group includes a young woman with glasses and braids, a man with a beard and glasses, and three other men, one of whom has a beard and glasses and is wearing a grey t-shirt with 'CITY' on it. They are all smiling and looking towards the camera.

WELCOME TO CYRENIANS BOARD RECRUITMENT

AT CYRENIANS, WE TACKLE THE CAUSES AND CONSEQUENCES OF HOMELESSNESS.

Our support is wide ranging, including: help into employment, managing conflict, sustaining a tenancy, recovery from addiction, access to food, and reconnecting with the community.

We're recruiting new volunteer trustees to broaden our Board's collective skills and experience, and we welcome applications from people with a wide range of backgrounds. Read on to learn more about becoming a trustee. If you'd like to join us, please email your CV and covering letter to peopleteam@cyrenians.scot.

ABOUT US

Our 190 staff and 300 volunteers deliver 47 services and enterprises across Edinburgh, Falkirk, West Lothian and Midlothian. Our work is values-led, person-centred and relationship-based.

OUR MISSION

To tackle the causes and consequences of homelessness through:

- learning from lived experience;
- delivering targeted services which focus on prevention, early intervention, and support into a home;
- influencing changes in legislation and policy.

TESTIMONIALS FROM CYRENIANS SERVICE USERS

“You sat down with me and understood what I needed and wanted when no one else did. I've taken so many small steps that would have been unimaginable for me at the start of the year, and they've only been made possible through the dedicated efforts that Helen and the rest of the Cyrenians team have provided. I am incredibly grateful for how far I've come with your assistance



“I'm happy. That's the biggest change. Before I came here, I was not happy. Coming here consistently, getting to try new things and just being with wonderful people who listen and care has had a massive impact on my mental health and I've learned skills that have put me on the path to education and work I really care about.

“I kept thinking, it can't be this hard to get a job; it shouldn't be this hard. That led me into depressive periods... I felt desperate. Cyrenians Felix Employability Programme really just changed the whole game.

I was afraid of the stereotypes coming into the depot, but the programme challenged my assumptions. The warehouse is run by a mix of women and men that make me, as a gay man, feel so welcomed. Cyrenians could see my capabilities, passion and willingness - they watched my growth and saw I was capable of doing more.



“I don't feel as alone, as I did. I was angry and thought no-one wanted to listen. I was stuck in my own wee world and wanted to die every day. It has properly opened my eyes, that living is worthwhile. I know things can get better now.



OUR CULTURE

In our 2026 staff survey, staff told us:

- 96% enjoy their job
- 93% are proud to work for Cyrenians
- 100% are committed to our values
- 96% had a positive recruitment experience

[Click here to find out more about how we help.](#)

[Click here to read about our public health approach to homelessness.](#)

[Click here to learn about our current trustees.](#)

OUR VALUES

Cyrenians way of working is built around our four values:

Compassion: We show empathy and offer non-judgmental support and care for each other's wellbeing.

Respect: We recognise and value each other's differences, cultures and boundaries; we listen intently and treat people with dignity.

Integrity: We are honest and fair, are accountable for our decisions and learn from our mistakes.

Innovation: We share ideas and work together to solve problems, create change, try new approaches and learn for next time.

Our person-centred work is always evolving; reflecting and supporting the changes we see within the community on both a local and national scale. We are proud of what we have achieved over the last 50+ years and are incredibly grateful for every individual, business and organisation that has joined us in our journey.

WELCOME FROM OUR CHAIR



My time as a Cyrenians trustee, including the past three years as Chair, has been hugely rewarding.

Thanks to the dedication of our management team and staff, Cyrenians has grown into a significant Scottish charity, making a clear difference to people experiencing, or at risk of, homelessness.

I've also valued working alongside fellow trustees. We have a strong Board with wide-ranging experience and talent.

We are keen to recruit for a more diverse board, to reflect the communities we support, offer new perspectives and help us meet future challenges. We would be happy to discuss your needs prior to an application, to see how we could support you should you be offered the role. If you're interested in the challenge and reward of becoming a trustee, I encourage you to apply.

John Lawrie
Chair, Cyrenians



WHAT ARE THE BOARD'S RESPONSIBILITIES?

Trustees are collectively responsible for making sure the charity is well governed, acts in line with its charitable purposes and uses its assets responsibly.

Each trustee must act in the charity's interests, with care and diligence, and manage any conflicts of interest appropriately.

A board of trustees is responsible for a charity's governance and strategy, ensuring it is well run and accountable for its activities and impact.

In simple terms, trustees help make sure we:

- Work to our charitable purposes and provide public benefit;
- Work alongside the Leadership Team to set the strategic direction of the organisation;
- Keep proper financial records and safeguard our money, property and other assets;
- Meet reporting and accounting requirements, including keeping OSCR records up to date;
- Follow our governing document and make well-informed, properly recorded decisions;
- Protect the charity's reputation by acting with honesty, integrity and transparency.

In practice, you will:

- Offer independent thought and constructive challenge;
- Share your experience and expertise;
- Commit to our values and act as a role model;
- Promote our work in a positive way;
- Contribute to, or chair, committees that match your interests and expertise.



WHAT SKILLS AND EXPERIENCE DO I NEED?

We'd like to hear from people with diverse skills and experience that complement and strengthen our existing Board.

We particularly welcome applications from groups that are typically underrepresented on boards. We are especially keen to hear from women, people from minority ethnic backgrounds, disabled people, and those with other protected characteristics whose experiences and perspectives are currently underrepresented on our Board. [Find out more here.](#)

You may bring different skills and strengths. What matters most is your ability to engage at a strategic level coupled with a passion for using your experience to guide and support us as we tackle the causes and consequences of homelessness.

Applicants should demonstrate:

- Excellent communication skills
- Ability to work well with others and come to shared decisions, working well in a group setting.
- Ability to challenge constructively
- Good analytical skills, being able to absorb a lot of information and have a strategic perspective
- Willingness to share knowledge, experience and useful contacts
- Knowledge or interest in the causes and consequences of homelessness

We are specifically interested in applications from people with the following skills and experience:

- Finance and accounting (Treasurer role)
- Digital strategy, including cybersecurity, data and AI
- Commercial expertise
- Strategic fundraising
- Legal background

SPECIFIC DUTIES & RESPONSIBILITIES OF CYRENIANS TRUSTEES

Governance

- Contribute to Cyrenians' governance in line with best practice and relevant legislation.
- Act in Cyrenians' best interests, with care and diligence, putting the charity's interests before your own or those of any other person or organisation. Declare any potential conflicts of interest.
- Respect confidentiality at individual, sub-committee, Board and organisational levels.
- Oversee and approve annual budgets.

Strategic

- Keep the interests of people at risk of, or affected by, homelessness, at the centre of Board discussion and decision-making.
- Work with fellow trustees, the Chief Executive and Leadership Team to develop, approve and oversee Cyrenians' strategic direction, ensuring the organisation fulfils its objectives and lives its values.
- Monitor organisational performance against agreed outcomes and targets.

General requirements

- Appoint the Chief Executive when required.
- Develop and maintain a sound, up-to-date understanding of Cyrenians and the environment in which it operates.
- Ensure Cyrenians' resources are used responsibly, efficiently and effectively.
- Contribute proactively to Cyrenians' business and development.
- Take an active role and collective responsibility for Board decisions, taking account of advice from the Chief Executive and Leadership Team.
- Prioritise attendance at Board and sub-committee meetings, prepare thoroughly, and participate actively in discussion and decision-making.
- Use your skills, knowledge and experience to support the Board in fulfilling its responsibilities, including by serving on sub-committees, scrutinising reports, leading discussions and providing advice in areas of expertise.
- Build constructive and effective working relationships with other trustees, the Chief Executive, the Leadership Team and wider staff.

TREASURER

As well as fulfilling trustee duties, the Treasurer oversees Cyrenians' finances and keeps the Board informed about the organisation's financial health.

Treasurer role

- Oversee budgets, accounts and financial statements.
- Ensure effective financial controls, records and policies.
- Monitor financial sustainability, risk, assets and investments.
- Liaise with the Chief Executive, finance lead and external auditors.
- Ensure accounts meet statutory and regulatory requirements.
- Support the Board to understand its financial responsibilities.

WHY BECOME A CYRENIANS TRUSTEE?

Becoming a Cyrenians trustee offers many opportunities:

Making a difference - If you're passionate about making a difference, this could be the role for you. Your conversations, decisions and actions will help create positive change for our services, communities and wider society.

Learning - You'll have opportunities to learn, develop and share your skills and knowledge in areas such as:

Homelessness - explore our public health approach to homelessness and how it shapes our services and enterprises.

Strategy - use data, evidence, forecasting and lived experience to shape strategy and track progress.

Governance - build your understanding of effective governance, including compliance, legislation, regulation and reputation.

Yourself - take part in respectful debate, critical thinking and values-led decision-making.

Connection - joining our Board gives you the chance to meet a diverse range of people, including strategic leaders, partner organisations, staff, volunteers and people connected to our services.

You'll connect, share and learn while building your own network. You'll have opportunities to get to know the organisation including meeting informally with the Leadership Team, visiting services, and attending learning and development sessions.

Commitment

Trustees have a responsible role which requires a commitment to attend at least 5 board meetings per year. These are mostly held at our Edinburgh head office and are generally in the evening (usually in February, March, May, August and November). There are also 3-4 planning days and half days that take place during the year.

There are a small number of subgroups that meet to focus on specific areas including Finance Audit and Risk (quarterly) and Remuneration (bi-annually). Attendance at committee meetings is usually online and it is preferred that each Trustee is a member of a subgroup.

Papers for committee and board meetings are issued a week in advance so preparatory time is required. Trustees are expected to listen to different viewpoints, weigh up arguments and come to a collective decision.



All applicants should be prepared to gain an understanding of Trustees' legal duties, responsibilities and liabilities.

[SCVO governance guidance](#)

[OSCR Trustee duties](#)

The total time commitment is around 1 day per month on average.

WHAT NEXT?

To apply: Please email your CV and covering letter to peopleteam@cyrenians.scot, telling us:

- why you'd like to be a Cyrenians trustee
- what key skills and expertise you bring
- please include details of two referees

If another format would work better for you, such as a video, slide deck or voice note, we're happy to receive it provided it contains the information above.

Cyrenians is a Disability Confident Committed employer and will provide reasonable adjustments to support applicants with disabilities.

CLOSING DATE, INTERVIEWS AND TIMELINE

Applications close on Monday 5th October.

First stage informal interviews will be held at our offices in Norton Park, Edinburgh, EH7 5QY, or on Teams if required on **16th October**.

If you progress to the next stage, you will be invited to a formal interview during the week of 26th October.

We aim to inform preferred candidates by 4th November with formal appointments subject to a formal vote at our Annual General Meeting on 17th November.



Applicants will be asked to complete relevant checks and declarations prior to confirming appointment. This includes confirming you are not disqualified from acting as a charity trustee, signing a declaration of interests, and completing a PVG Scheme membership or an update.

The role of trustee meets the legal criteria for a regulated role. Personal information captured as part of these checks will be shared by Cyrenians as appropriate with the relevant bodies including the Office of the Scottish Charity Regulator, the Care Inspectorate, funding and procurement bodies.

QUESTIONS?

Please email [**peopleteam@cyrenians.scot**](mailto:peopleteam@cyrenians.scot).

Thank you for considering sharing your skills and experience with us. We look forward to hearing from you.