# Person Specification for Cattanach Trustees

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Formal qualification or significant experience in field of expertise (investment management, finance, or accounting) |  |
| **Knowledge and Experience** | * 5+ years of experience in field of expertise * Prior experience of governance (not necessarily on a Board) | * Knowledge of Scottish Early Years sector * Understanding of Scottish charitable sector * Prior experience of grant making (as advisor, recipient, professional, grant maker, etc.) |
| **Skills and Abilities** | * Ability to think strategically, set a vision and provide strategic advice to the Chief Executive * Ability to communicate effectively to different audiences * Challenge constructively and effectively * Networking skills |  |
| **Personal Attributes** | * Commitment to the Cattanach values * Curiosity and openness to learn * Personable and open to interacting with people from all walks of life * Collegiate working style * Self-direction and initiative | * Keen interest in continuous improvement and training |
| **Other** | * Willingness to engage in Cattanach induction process and required training |  |