# 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)
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| **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.)
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| **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
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| **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
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| **Other** | * Willingness to engage in Cattanach induction process and required training
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