



Board Member

# Welcome Note

## Contents

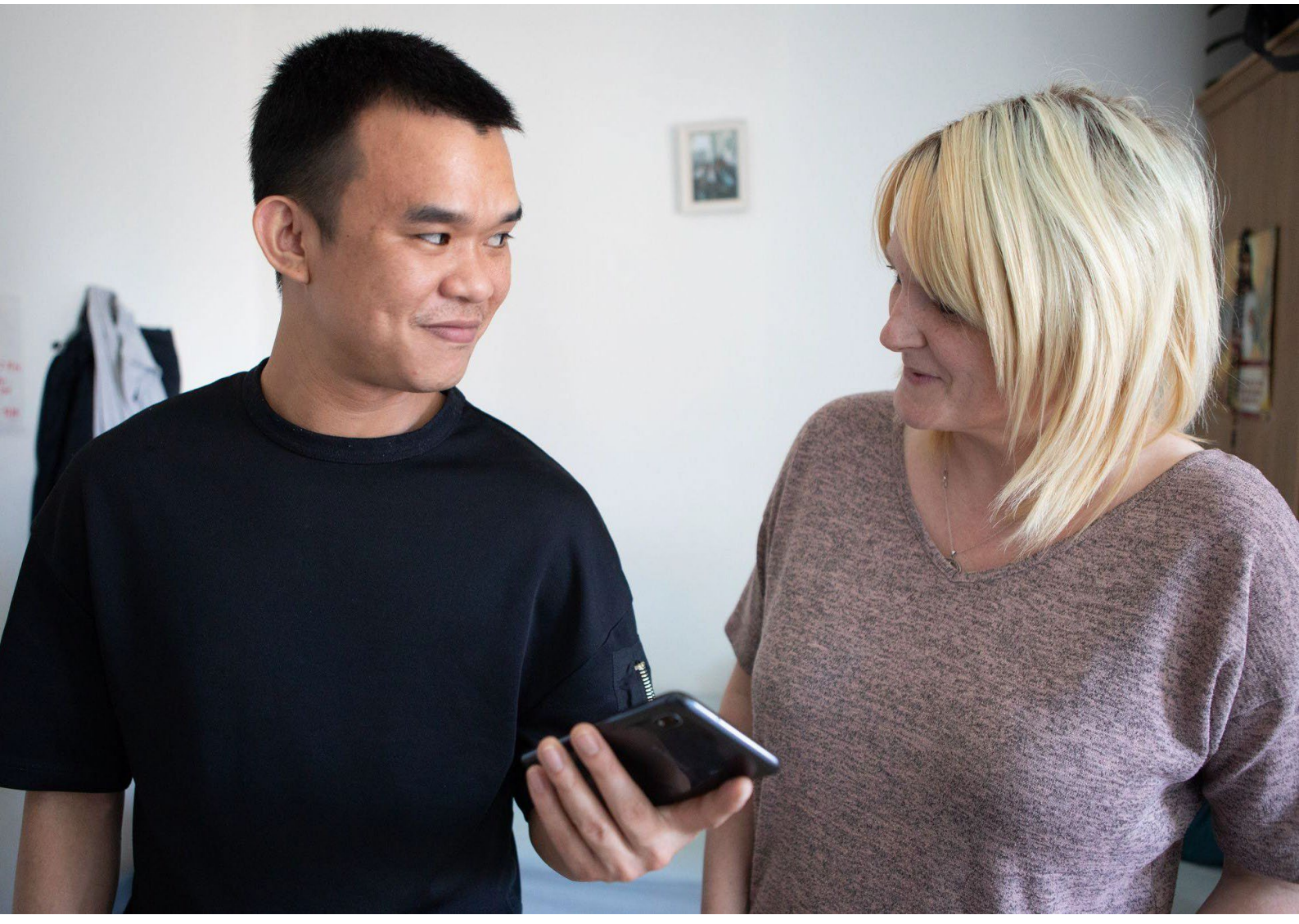
Welcome Note .....3

The Organisation .....4

The Opportunity .....6

Recruitment Process: .....7

Recruitment Timetable: .....7





# Welcome Note

Thank you for your interest in this exciting opportunity to join Blue Triangle's Board. This recruitment pack will give you a sense of who we are, what we do, and the kind of contribution you could make as a Board Member. If you have any questions along the way, please don't hesitate to get in touch.

This is a particularly special moment in Blue Triangle's journey, as we recently marked our 50th anniversary on 5th June 2025. For half a century, Blue Triangle has been working at the heart of communities across local authorities in Scotland—supporting people to overcome adversity, build stability, and thrive.

Our mission remains as vital today as it was in 1975: to empower people to thrive by delivering person-centred, trauma-informed support tailored to each individual's needs. We are driven by the belief that everyone deserves a safe, supportive place to be—and access to services that help them flourish on their own terms, for as long as they need them.

Joining our Board means stepping into a vital leadership role, helping to shape the organisation's strategic direction and governance. But more than that, we're looking for people who bring curiosity, compassion, and a commitment to learning. Our Board is a team—respectful, collaborative, and strengthened by diverse views and experiences. We also encourage Board Members to visit our services, reinforcing our identity as a “human board” and offering a first-hand connection to the incredible work that has defined our past 50 years—and will guide us through the next 50.

If you're passionate about our mission and excited by the opportunity to make a real difference, we'd love to hear from you. You don't need previous Board experience, and you don't need to meet every requirement—we'll provide the support and development to help you grow into the role. Our people make the difference.

**Jonathon McNaughton**

Chair

# The Organisation

Blue Triangle is a social care organisation that empowers people to thrive, by delivering solutions in connected communities which focus on the needs of each individual.

We provide person-centred, wrap-around support to individuals moving on, improving transition outcomes and breaking repeated cycles of homelessness. We build relationships with those who are at risk and those who are struggling to engage with services. Blue Triangle provides trauma-informed, intensive and flexible support tailored to the individual's needs, adopting a Whole Family approach when possible.

We currently deliver over 36 services across 10 local authority areas, supporting over 400 people every day.

In 2024/2025, 438 people left Blue Triangle services and went into a planned tenancy.

We believe in:

- The power of recovery, social renewal and the opportunity to thrive; it doesn't matter where you come from, but where you're going
- Connected communities where the people we support are able to move forward with a support infrastructure that genuinely empowers them, enabling them to feel safe and to achieve everything they want to
- Proactively building and executing models of social care and securing funding, rather than waiting for the next tender opportunity
- Our staff being the champions of change we need, combining their passion and expertise so they can grow and develop in our organisation
- Blue Triangle being a sector leader for young people and adults, as well as being their biggest supporter and an advocate for solutions that work for every person (not just because the system says it is so)

At Blue Triangle, we use the power of public, social, and private partnerships (pspp) to support young people and adults by:

- Going above and beyond, by providing tailored, supported accommodation
- Delivering person-centred, trauma-informed support services that take a whole system approach
- Empowering and supporting the development of positive connections and lasting relationships
- Helping to build safe and supportive connected communities
- Enabling those we support to live in supported housing - and ultimately beyond, when the time is right for them

As we strive to become a trauma-informed organisation, kindness is more important than ever before. Without empathy, we simply cannot carry out the essential work that our services provide. Being passionate about our work is important, because we are so much more than a social care landlord: Blue Triangle develops connected communities, which focus on the needs of every

# The Organisation

individual we support. Lastly, we are creative: creative in our ways of working, our thinking and our solutions. Without the fantastic ideas and problem solving from our staff, we simply would not be able to provide the brilliant support that we continue to offer across the country.

Our values are at the core of everything we do. We do what we do, with and out of love and hope. We appreciate each person's own circumstances, their journey and the future they want to make for themselves. We believe that hope is the thing that helps you keep going; and without it, you havenothing.





# The Opportunity

We are moving into a period of transformational change and exciting opportunities that will embrace government aspirations and build on how we empower and serve our communities. By being progressive and forward thinking we are committed to providing services that meet the changing needs of society.

To enhance our Board leadership, we are seeking Board Members with demonstrable financial and commercial experience with a strong focus on budget management, Housing Management experience and Charity Management. Additional experience in development, charity sector and the social sector in particular Housing and Social Care would be very beneficial.

As a member of the Board you will join a team that shares a passion for supporting the people we serve and advancing the message and capacity of Blue Triangle. You will have collective responsibility for strategy, governance, and oversight and work collaboratively with the Executive Management Team to formulate and deliver our organisation's strategic goals.

We are seeking active and engaged members of the Board who will bring with them self-motivation, time and dedication but most importantly the passion, values and drive to the role to help us make a difference to the lives of those who use our services. We would like to hear from people with a variety of backgrounds, who can bring different conversations and skills to our organisation.

**Previous experience on a board is not required.**

Board Membership is a rewarding volunteer role and while not remunerated, expenses are reclaimable. The time commitment for board members attendance is 8-10 meetings per year, plus an annual away day. We also encourage board members to provide additional time to support specific tasks or initiatives and to provide a sounding board to our team and other Board members. Meetings are normally located in Glasgow but can be attended both in person and online virtually.



# Recruitment Process

## Recruitment Process:

To apply, please visit our Website at [bluetriangle.org.uk](http://bluetriangle.org.uk) and click on 'Jobs' where you'll be asked to submit your CV and a covering letter, outlining your motivation for applying. For an informal discussion, please feel free to contact Jonathon via email: [Chair@bluetriangle.org.uk](mailto:Chair@bluetriangle.org.uk)

The recruitment process will be managed by current Board Members.

Blue Triangle is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.