



Joining our Board



Welcome Note

Contents

- Welcome Note3
- The Organisation4
- The Opportunity6
- Recruitment Process7
- Recruitment Timetable7



Welcome Note

Thank you for taking the time to explore this exciting opportunity to become one of Blue Triangle's Board Members. This pack provides information about Blue Triangle, our values, the role and the unique opportunity it offers. Should you have any questions, please contact me.

At Blue Triangle, our purpose is to empower people affected by homelessness to thrive by creating support that is rooted in communities and shaped by lived experience. Through trauma-informed, person-centred and wellbeing-focused practice, we work towards a Scotland where everyone can access support whenever, and for however long, they need it.

As a Board Member, you will have overall responsibility for governance and strategic direction of Blue Triangle. However, what is most important is that you are willing to learn, be open-minded and contribute your thoughts and viewpoint with integrity and compassion. We are a team who support and respect one another, each bringing our own experience and valuing multiple, diverse perspectives.

If you share our passion to empower people to thrive and are excited by the prospect of directly shaping the future of our organisation, I would welcome your application. There will be training and support for you so please apply, even if you don't think you tick all the boxes yet.



Jonathon McNaughton
Chair

The Organisation

Blue Triangle is an award winning homelessness and social care organisation working across Scotland to ensure people have a **safe place to call home and opportunities to thrive**.

We provide **supported accommodation and person-centred, trauma-informed support** for people affected by homelessness and instability. Our work focuses on helping individuals, young people and families move forward — from crisis, from repeated cycles of homelessness, and from systems that have too often let them down.

At the heart of our approach is relationship-based support. We work alongside people at their pace, particularly those who may struggle to engage with traditional services, building trust and stability over time. Where possible, we take a **whole-family approach**, recognising that housing, health, trauma, poverty and relationships are interconnected.

Our Scale and Reach

Blue Triangle currently delivers **more than 36 services across 12 local authority areas**, supporting **over 400 people every day** with accommodation and ongoing support.

In 2025, **45% of people leaving Blue Triangle services moved into a planned tenancy**, reflecting our focus on sustainable outcomes and long-term stability rather than short-term placement.

What We Believe

Our beliefs are shaped by what we see and learn every day.

We believe that:

- **Everyone deserves the opportunity to thrive.** It doesn't matter where someone has come from, but where they are supported to go next.
- **Trauma-informed housing and support must be the standard**, not the exception. People in crisis need calm, compassionate, dignified environments to feel safe and begin recovery.
- **Stable, long-term funding matters.** Short-term, below-cost commissioning undermines outcomes for people and destabilises services and workforces.
- **Housing alone is not enough.** Without social and affordable homes — particularly for single people and families — people remain stuck in temporary accommodation for too long.
- **Partnership is essential.** Homelessness spans housing, health, justice and social care, and solutions must be genuinely joined up.
- **Prevention must work in practice**, with support arriving early enough to stop homelessness before crisis point.

Together, these principles shift responses away from emergency intervention and towards **prevention, recovery and brighter futures**.

The Organisation

How We Work

Blue Triangle works through strong public, social and private partnerships to deliver:

- **Safe, supported accommodation** tailored to individual needs
- **Person-centred, trauma-informed support** that recognises complexity
- **Flexible, intensive interventions** that adapt as people's circumstances change
- Support that strengthens **relationships, confidence and connection**
- Clear pathways that enable people to move through supported housing — and beyond, when the time is right

We are proactive in developing service models and securing funding, rather than waiting for tender opportunities, enabling us to respond to emerging need and system gaps.

Our Values

As a trauma-informed organisation, **kindness, passion, and creativity** underpin everything we do. Without them, meaningful social care is not possible.

We are **passionate** about our role — not simply as a housing provider, but as an organisation that helps build **connected communities** where people feel respected, safe and hopeful about the future.

We are also **creative** in our thinking and problem-solving. Innovation, flexibility and collaboration allow us to respond to complexity and deliver effective support across Scotland.

Above all, we are guided by **hope** — the belief that with the right support, change is possible, recovery is real, and everyone deserves a future to look forward to.



The Opportunity

Blue Triangle is entering a period of **significant opportunity and change**. As homelessness pressures continue to grow across Scotland, so too does the need for strong, values-led leadership that can help shape a system focused on **safer homes and brighter futures**.

We are continuing to evolve our services and approach — aligning with national priorities, embracing trauma-informed practice, and responding to the changing needs of the communities we serve. Being progressive and forward-thinking is central to how we operate, and our Board has a critical role in supporting that journey.

Who We're Looking For

To strengthen our Board, we are seeking individuals with **senior leadership experience** who can contribute professionally and strategically to our governance and development. In particular, we are keen to hear from people with experience in one or more of the following areas:

- **Third sector leadership**, with an understanding of public policy and commissioning
- **Financial leadership**, including budget management and financial oversight (qualified accountant level experience particularly welcomed)
- **Housing management**
- **Charity governance and management**
- **Social care or homelessness services**
- Additional experience in organisational development, housing, or social care would be of significant value.

As a member of the Board, you will join a group of committed and values-driven individuals who share a clear purpose: supporting people affected by homelessness to move forward with dignity, safety and hope.

Board members have **collective responsibility** for strategy, governance and oversight, and work in partnership with the Executive Management Team to shape and deliver Blue Triangle's strategic direction. You will bring independent challenge, insight and support — helping ensure the organisation remains effective, sustainable and true to its values.

We are looking for **active, engaged Board members** who are willing to contribute time, thought and energy. Most importantly, we are seeking people whose **values and motivation** align with our mission, and who want to make a meaningful difference to people's lives.

We welcome applications from people with a wide range of backgrounds and experiences, and **previous Board experience is not required**.

Time Commitment and Practicalities

Board membership is a **voluntary role**. While the position is not remunerated, reasonable expenses are reimbursed. The expected commitment includes **8–10 Board meetings per year and one annual away day**. Occasional additional involvement in specific tasks, projects or as a sounding board for the Executive Team. Meetings are usually held in **Glasgow**, with options to attend **both in person and online**.

Recruitment Process

Recruitment Process:

To apply, please visit our Website at 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

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.

Visit our website to learn more at www.bluetriangle.org.uk

