



Engender Board Background Information

Engender is currently recruiting for women to join our Board. This is an exciting opportunity for a committed feminist to utilise their skills and experience to support Engender's work in the women's movement in Scotland.

The role of Engender's Board is to ensure good governance and financial management, and to support Engender's organisational aims and objectives. Our Board meets up to 6 times a year including our annual strategy/development day and AGM.

Our trustees play a vital role in making sure that Engender achieves its core mission. They oversee the good governance, management and administration of the charity and ensure that Engender has a clear strategy to achieve our vision for intersectional gender equality in Scotland. Just as importantly, they support the executive team to enable Engender to grow and be as impactful as possible.

Board members have a collective responsibility. This means that trustees act as a group in carrying out their duties, and not as individuals.

As a small charity, there will be times when the trustees will need to be actively involved beyond Board meetings. This can involve scrutinising board papers, participating in Board subgroups, or providing advice and guidance.

For more information, you can read our [Articles of Association](#) which sets out our charitable purposes and information on the appointment and powers of members and trustees.

You can learn more about our recent activities and achievements in our most recent [annual report](#) and on our [website](#).

Our most recent [annual accounts](#) provide financial information about the organisation.

What we do

Engender is Scotland's feminist policy and advocacy organisation, working to increase women's social, political and economic equality, enable women's rights, and make visible the impact of sexism on women and wider society. We work at Scottish, UK and

international level to produce research, analysis, and recommendations for intersectional feminist legislation and programmes.

Our Vision and Mission

Engender's vision is to secure social and economic equality for all groups of women in Scotland. Our members want to live in a Scotland where:

- Women's rights are realised regardless of ability, race, sexual orientation, gender identity, age or background
- Women and their children are safe and secure from harm
- Women have equal access to resources and opportunities
- Women have equal influence in political and economic life
- Women are able to participate fully in society and culture
- Women and women's unpaid and paid work are valued
- Diverse groups of women are at forefront of the women's movement

What will the role involve?

- Attend Board meetings, prepared to contribute to discussions, having reviewed relevant board papers.
- Typically, there are four board meetings, a strategy/development day, and an AGM over 12 months. Board meetings are normally held on Saturday mornings, last around two hours, and take place in Edinburgh, Glasgow, or online.
- Occasional work outside regular Board meetings, for example Board sub-groups.
- Contribute to the promotion of our mission, aims and reputation by applying your skills, expertise, knowledge and contacts.
- Approve the organisations' policies and strategy.
- Provide support and feedback to Engender's Executive Director in their work and responsibilities.
- Oversee Engender's financial plans and statements and monitor and evaluate progress.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Keep up with changes in the environment that Engender operates in.
- Contribute to regular reviews of Engender's own governance.
- Respect the confidentiality of all Board discussions.
- Use good judgement, acting legally and in good faith to promote and protect Engender's interests, and not personal and/or any third-party interests.

New Board members will be mentored by an existing Engender Board member and Engender staff will serve as a point of contact to provide additional information and support.

Who are we looking for?

We are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our board. We want our board to represent the wide diversity of women's experiences in Scotland- across different geographical areas, different communities and identities, different experiences of education, work or economic circumstances.

You do not need previous governance experience – we will provide an induction, training and board mentoring. You also do not need to work in the voluntary sector or have any specific work or educational qualifications.

We are looking for Trustees that:

- have enthusiasm for our mission and vision for intersectional gender equality in Scotland.
- are committed to leading according to our values.
- can think creatively, strategically, and show good judgement.
- will communicate well and participate actively in discussions.
- are committed to working constructively and respectfully with others.
- can make the time commitment to prepare for and attend Board meetings and subgroups
- understands and accepts the practical and legal responsibilities that being a trustee involves and will act in the best interests of the organisation.
- have a strong personal commitment to diversity, equality and inclusion.

In return, you will...

- Utilise your skills and expertise as a member of our Board
- Be supported to develop your role on the Board
- Further develop your skills and experience
- Have the chance to make an impact on women's equality in Scotland
- Grow your networks and meet interesting women from across Scotland
- Be reimbursed for all reasonable travel and out-of-pocket care expenses.

How to apply and more information

There are no necessary qualifications, other than a commitment to Engender's aims described above. All Engender members who joined before the trial qualifying period closed on 16th October are eligible to nominate themselves.

The process for applying to be a member of the Board and the selection process is detailed below.

Election to Board of Directors

The process is as follows:

1. Any Engender member is eligible to be considered as a candidate to the Board. You must have joined Engender at the time of sending in your application form, and have met any qualifying period set out by the board. If you are unsure whether you are an Engender member please contact the staff at info@engender.org.uk.
2. Most members of Engender's Board are self-nominated. If you would like to nominate somebody else to be a Board member, you can contact the Engender office who will then contact the person you have recommended to see if they want to proceed with a nomination.
3. Candidates for the Board of Directors must complete the online nomination form, which will be accessible to members via the Engender website, by the nomination deadline.
4. Candidates who have completed an application by the deadline will be entered into a shortlisting process. Successful candidates will be invited to meet with the Chair and or/members of Engender's board for an informal interview, to discuss how the board operates and assess how they meet the trustee description and any skills criteria set out by the Board. Information provided by the successful candidates will then be compiled and circulated to members to inform the election process.
5. Candidates will be elected as Directors of Engender's Board by a ballot, held securely online. All members will be given the opportunity to vote at the AGM, or by voting online in advance. Candidates with the most votes will be elected to the available posts.

If you have any questions about what is involved in being a Board member of Engender, or want to discuss your nomination, please contact the Engender office at info@engender.org.uk or drop us a DM on social media and someone will be in touch.

To apply, please complete the [application form here](#) by **10th November 2025 at 9am**. If you require the application form in any other format, please get in touch at info@engender.org.uk.