



EASY READ

For the Appointment of Chief Executive Officer



www.awsexecutive.com

About the Role

The CEO is the main leader of JustRight Scotland.

They:

- Make sure the organisation follows its mission: using the law to defend and extend people's rights in Scotland

The CEO:

- Reports to the Board of Trustees
Connects staff and trustees
- Is responsible for planning and finances



Leadership

The CEO:

Works with Senior Executive Team:

- Chief Operating Officer
- Two Legal Directors

The CEO:

- Leads the team
- Supports shared decision making
- Makes sure leadership is fair, inclusive and based on values



Governance and Structure

The organisation has two parts:

- A charity (SCIO)
- A legal partnership (LLP)



The CEO:

- Is not part of the LLP
- Helps make sure both parts work well together

Key Responsibilities



STRATEGY AND DIRECTION

- Lead and deliver the organisation's strategy
- Support long-term growth



CULTURE AND VALUES

- Build a positive and inclusive workplace
- Promote equality and diversity
- Work with people who have lived experience

Key Responsibilities



FINANCIAL LEADERSHIP

- Make sure the organisation is financially stable
- Plan budgets and monitor spending
- Find new funding opportunities



GOVERNANCE AND BOARD WORK

- Work closely with the Board of trustees
- Provide updates on performance and finances

Key Responsibilities



PARTNERSHIPS AND INFLUENCE

- Represent JustRight Scotland
- Build partnerships
- Influence policy and human rights work
- Speak to media and stakeholders



SUSTAINABILITY AND COMPLIANCE

- Ensure legal and regulatory compliance
- Oversee systems (IT, governance, reporting)
- Support environmental and social responsibility
- Monitor impact and learning

What We Are Looking For

Essential Skills and Experience



Commitment to human rights, equality, and inclusion



Senior leadership experience



Strong financial and strategic skills



Understanding of governance and risk



Ability to build relationships and partnerships



Experience influencing policy or decision makers



Strong communication skills



Experience working with a Board



Values lived experience

What We Are Looking For

Desirable (Nice to Have)



Charity sector experience



Legal or social justice experience



Experience supporting communities most impacted by barriers to justice



Personal lived experience of relevant issues



Understanding of Scottish legal structures

About the role



You will work 35 hours a week.



You can work at home but you must establish a consistent and visible pattern of Office attendance.



You will be paid £70,000 per year.



You will have 37.5 days of holidays per year.



JustRight Scotland will pay 8% contribution to your pension.



There will be a settling in period of 6 months. This is when the organisation will review your progress and make sure you are meeting the requirements of the job.



JustRight Scotland is a Living Wage Employer

This means we commit to paying all staff a rate based on the actual cost of living, rather than just the government minimum.



JustRight Scotland is a Disability Confident Employer

This means JustRight Scotland supports and includes people with all disabilities.