



# For the Appointment of Chief Executive Officer



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JustRight Scotland is proud to be a Disability Confident employer. We are committed to ensuring that disabled people have the opportunity to fulfil their potential and realise their aspirations within our workplace. As part of our commitment to inclusivity, we welcome applications from individuals with disabilities and will make reasonable adjustments to support their application and participation in the recruitment process. We will offer an interview to any applicant declaring a disability, who also meets the minimum criteria for the role. If you require any assistance or adjustments as part of the application process, please get in touch.

# Background to JustRight Scotland

**JustRight Scotland is a human rights charity founded in 2017 by a group of solicitors passionate about using the law to drive systemic change. Our vision is a Scotland where everyone's human rights are realised and where structural barriers to justice are dismantled.**

We work towards this by using the law to defend and extend people's rights, particularly for those who are furthest from justice and face the greatest barriers to accessing it. Last year, we directly supported thousands of people and indirectly benefited many more. We do this by:

- Providing free specialist legal advice – confidential support and representation for people who need it most.
- Publishing accessible “know your rights” information – empowering people to understand and assert their rights.
- Taking strategic legal cases – widening access to justice through precedent setting litigation.
- Developing partnerships with frontline organisations – strengthening support networks across Scotland.
- Working alongside people with lived experience – ensuring our work is shaped by those directly affected.
- Using frontline evidence to influence policy – driving systemic change.
- Training public authorities and third sector organisations – improving rights based practice across sectors.

We currently operate four specialist legal centres: the Scottish Women's Rights Centre, the Scottish Refugee and Migrant Centre, the Scottish Anti-Trafficking & Exploitation Centre, and the Scottish Just Law Centre.

We also run a successful policy, communications and participation hub, which strengthens and further develops the implementation of our strategy through communications, participation, and fundraising. In almost ten years, we have grown from a small group working around a kitchen table to a team of around 20 staff, based in our Glasgow office.

Having invested heavily in strengthening our organisation in recent years, we are now embarking on the next stage of our development. With our bold five year strategy, Paving Routes to Justice, well underway (2024–2029) – and with several strategic challenges ahead – this is the right moment for a change in leadership, bringing new energy and fresh perspective.

# Foreword – Welcome from our Board

**Every day, we witness injustice across Scotland and the UK.**

The fight for rights is as urgent as ever – and in many cases, even more so. The gaps that drove our founders to establish JustRight Scotland still exist: from racialised communities fearing for their safety, to people fighting destitution; from young people at risk of detention, to survivors struggling to have their voices heard in systems that create more and more barriers; from disabled clients unable to access legal aid, to grassroots groups whose right to protest is increasingly restricted.

But now, almost ten years into our journey, we have a dedicated team working to address those gaps. Our solicitors and caseworkers provide advice, represent clients, and collaborate closely with support services – helping to bring justice to people who would otherwise have nowhere to turn. Alongside them, our operational, communications and participation teams support the strategic direction of the organisation, backed by a strong and committed Board.

From this work, we gather evidence that we share with those who make laws and policies, helping to change the system for the better. We campaign for something fairer, something more humane and a more compassionate society. This work is essential – and in these times, more challenging than ever.

When we look back, we can see the difference we've made: from landmark legal victories, to campaigns that have improved the lives of thousands, to the quieter but equally important successes for individuals we support every day.

The world has changed significantly since we began – from recent elections in Scotland and across the UK, to the profound impact of inflation and the cost of living crisis. We have grown in a fast moving environment, with flexibility, resilience and passion. We are proud to have come through our early growth and “difficult teenage years” in strong shape. Our new CEO will be instrumental in guiding us forward with maturity, clarity and ambition and a demonstrable commitment to inclusion and participation.

We are building an organisation that is more resilient, future focused, and well-positioned to meet the needs of the communities we serve.

Our next CEO, guided by the Board and supported by the senior leadership team, will steward the organisation into its next chapter, delivering our strategy with purpose, integrity and a commitment to collective decision making.

We hope you feel excited about the prospect of joining this incredible team. We look forward to hearing from you,



*Annika*



*Maria*

# Key Information

<b>Job title:</b>	Chief Executive Officer
<b>Reports to:</b>	Board of Trustees
<b>Direct reports:</b>	Chief Operating Officer Legal Directors
<b>Contract:</b>	Permanent
<b>Hours:</b>	35 hours per week
<b>Salary:</b>	£70,000
<b>Benefits:</b>	8% employers pension contribution 37.5 days annual leave inclusive of public holidays.
<b>Location:</b>	Flexible including home and hybrid working Expectation of presence in office at least 2 days a week

# Job Purpose and Context

**As JustRight Scotland continues to mature as a nationally significant human rights organisation, the CEO will lead the next phase of development – delivering our current Paving Routes to Justice strategy and preparing for the next strategy beyond 2029. This includes strengthening organisational sustainability, establishing a more visible and impactful policy presence, and scaling our impact.**

The CEO of JustRight Scotland is the organisation's strategic lead, with oversight of our four centres of legal excellence and our policy, communications and participation work. The CEO is responsible for leading implementation of the organisational strategy to deliver JustRight Scotland's mission to use the law to defend and extend people's rights in Scotland. Reporting to the Board of Trustees, the CEO is the accountable officer for the charity, responsible for strategic planning and financial sustainability. The CEO is the primary link between the organisation's committed and dynamic staff team and the Board.

The CEO is an ambassador for JustRight Scotland. As a strategic leader in the Human Rights sector, the CEO will represent JustRight Scotland at senior levels across civil society and government. They will build and sustain strategic relationships to influence policy and systems change, and to build the profile and reputation of the organisation in Scotland, the UK and internationally.

JustRight Scotland operates in a dual structure of SCIO and LLP, which requires collaborative governance between senior leaders to ensure alignment across these structures. The organisation operates a distributed leadership model in which the Senior Executive Team, comprising the CEO, the Chief Operating Officer and the two Legal Directors (who are also the LLP partners), share authority and responsibility for senior leadership of the organisation. This is intended to ensure wellbeing, innovation and adaptive capacity at leadership level, aligned with shared values and strategy. The CEO will therefore work closely with the Legal Directors, building on their significant expertise, ensuring a clear and consistent organisational voice.

# Key Responsibilities

## Strategic leadership and organisational direction

- Lead JustRight Scotland (JRS) towards achieving the organisation's vision, mission and values, in line with its charitable purposes and ensuring measurable impact in the delivery of strategic aims.
- Develop, implement and deliver JustRight Scotland's strategy, working in collaboration with the Senior Executive Team and under the direction of the Board of Trustees.
- Ensure that the organisation's work across its centres remains underpinned and connected by a clear vision grounded in justice, human rights and equity.
- Convene and lead the Senior Executive Team to make high-level strategic decisions and resolve complex problems.
- Embed the organisation's distributed leadership model and succession planning framework.

## Organisational culture and values-based leadership

- Develop and maintain organisational culture, ensuring organisational values are understood and embedded in all activity.
- Champion equity, inclusion, diversity of thought and non-discrimination and demonstrate leadership that is transparent, kind, supportive and fair, modelling relational and trauma-informed values.
- Actively work in partnership with people with lived experience to challenge our thinking and influence our strategic objectives.
- Communicate clearly, consistently and inclusively with staff, trustees and stakeholders, particularly during periods of change or uncertainty.
- Create a high-trust, empathetic and collaborative environment within the Senior Executive Team and across the organisation.
- Support wellbeing, reflection and resilience, recognising the complexity of human rights work.

## Financial leadership

- Ensure the long-term financial sustainability of the organisation.
- Deliver funding diversification in line with the organisation's charitable purposes, encouraging innovation in financial planning and income generation.
- Set and monitor the annual budget, delivering robust budget forecasts and accurate financial reports.

## Policy leadership, influencing and external partnerships

- Provide strategic leadership to strengthen JustRight Scotland's policy and influencing function, ensuring it is fully integrated with its legal practice, research and participation work.
- Build the organisation's credibility and visibility as a leading voice in equalities and human rights policy, complementing and strengthening the expertise of the Legal Directors.
- Develop and sustain strategic relationships with policymakers, government officials, parliamentarians and sector leaders to influence legislative and systemic change.

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- Monitor and respond strategically to the external policy environment, identifying opportunities for influence and impact as well as threats relevant to the organisation.
- Support and enhance the external leadership role of the Legal Directors, ensuring alignment in organisational messaging and positioning, and where appropriate, act as the organisation's primary spokesperson and media contact.

#### **Board relationships and governance leadership**

- Act as the accountable officer for the charity.
- Act as the primary link between staff and trustees, ensuring relevant and timely communication, including regular financial and operational reports.

#### **Oversight of organisational sustainability, compliance and impact**

- Oversee governance, risk management and financial management frameworks, collaborating with the Senior Executive Team and Board.
- Oversee environmental, social and governance frameworks (ESG) to ensure organisational sustainability and corporate responsibility.
- Ensure compliance with all relevant legal and statutory requirements.
- Ensure information technology, information systems and information governance meet organisational needs.
- Oversee the organisation's monitoring, evaluation and learning (MEL) framework.



**WE DEFEND AND EXTEND  
PEOPLE'S RIGHTS**



# What we are looking for

We are looking for a CEO who holds the following values, knowledge and skills, and experience:

## Values

- Shares our vision and values and can show a deep commitment to justice and human rights.
- Is committed to inclusive and kind leadership of people and culture, taking a values-led approach to managing and motivating teams.
- Is committed to building strong interpersonal relationships both internally and externally with people from diverse backgrounds.

## Knowledge and Skills

- Understands human rights law, principles and practice, and the reality of people's experience in Scotland, with credibility as a leader in the charities and/or human rights sector.
- Demonstrates an understanding of how law, policy and lived experience interact to drive social change.
- Understands how to partner with people with lived experience to challenge and influence strategic direction.
- Brings knowledge of governance, risk management and compliance to ensure organisational sustainability and corporate responsibility.
- Understands current challenges facing the charity and human rights sector and relevant strategies to strengthen the organisation for long-term sustainability.

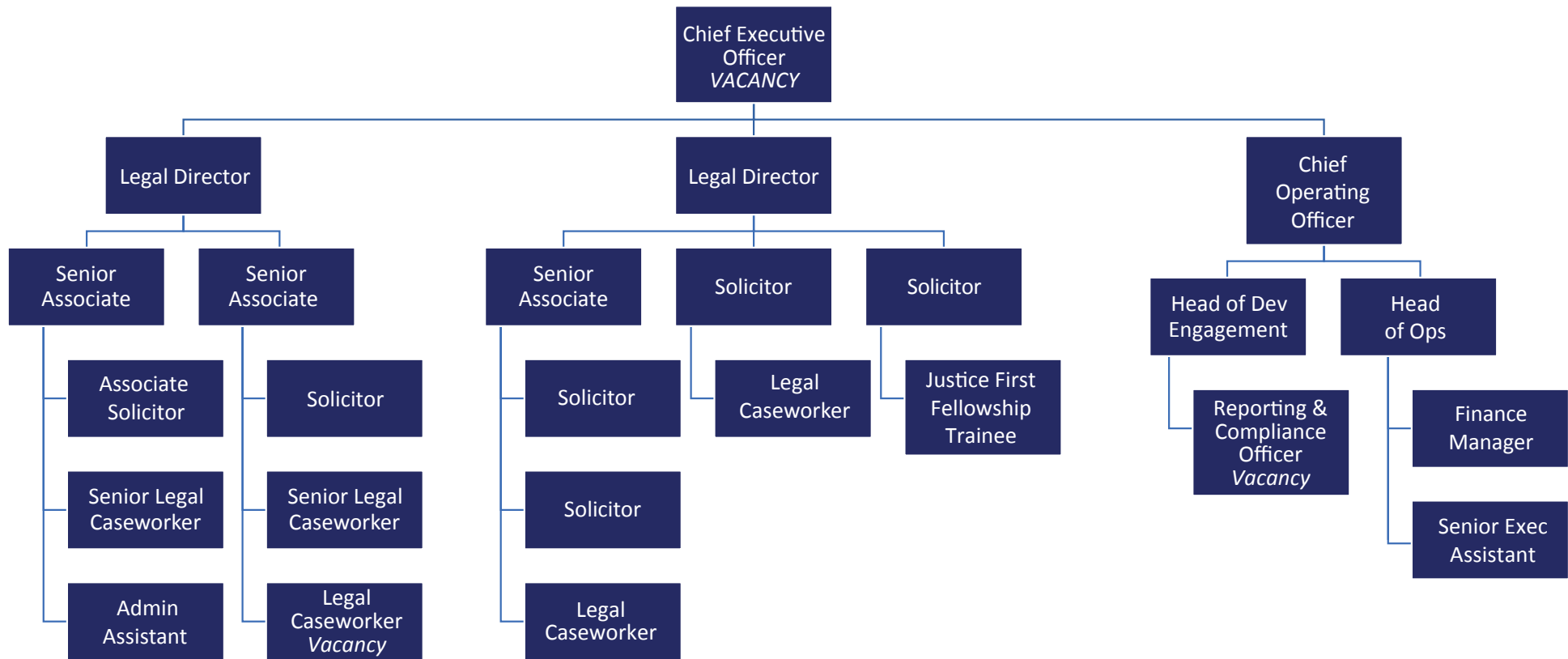
## Experience

- Brings significant experience of organisational leadership in a values-led organisation, either as a CEO or senior executive leading organisational strategy, culture and decision-making.
- Demonstrates strategic thinking in financial management, with experience in financial planning, budgeting, reporting and compliance.
- Brings experience of engaging effectively with government and/or policy stakeholders to influence change.
- Builds and sustains impactful cross-sector strategic partnerships, demonstrating credibility in networking, negotiation and relationship-building.
- Experience of advancing the rights of communities most impacted by barriers to justice.
- Leads change effectively to ensure the organisation remains agile in a volatile, uncertain, complex and ambiguous environment.
- Brings experience of working with a Board to deliver effective governance.

## Although not essential, the following criteria are desirable

- Experience of working in the legal, policy or social change sectors.
- Lived experience of one or more of the issues that JRS exists to tackle.
- While a legal qualification is not required for this role, it would be desirable to demonstrate understanding of solicitor regulation (and in particular the Scottish LLP model).

# Organisational Structure



# How to apply

For further information or to arrange a confidential discussion about this vacancy, please contact either Donna McKay or Alan Surgeon at AWS Executive:

e. [justrightscotland@awsexecutive.com](mailto:justrightscotland@awsexecutive.com)

## Closing Date for Applications:

Sunday 28th June at midnight

## Interview Date:

Week commencing 13th July 2026

Please submit a tailored CV and cover letter that clearly addresses the personal specification via the Apply button at the microsite link below:

<https://awsexecutive/micrositeceojustrightscotland/>



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