

Outland & Wycliffe Society for the Blind

Personnel Specification

Trustee

Essential Attributes	Preferred Attributes
<p>1. Qualifications and Training</p> <ul style="list-style-type: none"> ▪ Qualifications and/or training relevant to experience and skills 	
<p>2. Experience</p> <ul style="list-style-type: none"> ▪ Relevant experience in any of the following fields: <ul style="list-style-type: none"> ➤ Strategic planning ➤ Commerce and business management ➤ General health and/or social care including community based social work, health care or personal care provision ➤ Housing, property and facilities management ➤ Financial management, including accountancy, pensions, investments ➤ The law, particularly in relation to health or social care ➤ Corporate fundraising and marketing, ➤ Website design and management 	<ul style="list-style-type: none"> ▪ Personal experience of visual impairment or disability
<p>3. Skills/Knowledge/Aptitude</p> <ul style="list-style-type: none"> ▪ Strategic vision ▪ Setting targets ▪ Monitoring, review and evaluation of performance with regard to projects or programmes ▪ Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship ▪ Good, independent judgement ▪ Effective Teamworking ▪ Creative thinking ▪ Networking and ability to use contacts to develop new working partnerships 	<ul style="list-style-type: none"> ▪ knowledge or skills in supporting people with visual impairment or disability ▪ Financial management ▪ Health and Social Care work ▪ The law, as it relates to charities, business, employment or health and social care work ▪ Fundraising
<p>4. Motivation</p> <ul style="list-style-type: none"> ▪ Commitment to the vision and mission of Vista ▪ Able and willing to commit the necessary 	<ul style="list-style-type: none"> • Interest and enthusiasm to work for the benefit of visually impaired people.



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- Commitment to Vista's Core Principles (see below)

Vista's Core Principles

We will ensure that everyone with a visual impairment is supported to have:

- **Dignity and Respect** as a unique individual.
- **Privacy** in their own home.
- **Protection** from harm.
- **Independence** to the greatest degree possible.
- **Choice** so that people are empowered.
- **Rights**, as for all people in society.
- **Cultural and Spiritual Value**, according to individual beliefs and background.
- **A Voice** that is heard.