



Recruitment Pack

Integral Human Development Committee Member

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Welcome

We seek to appoint a Committee Member to our Integral Human Development Committee. This Committee plays a crucial role at SCIAF by overseeing and advising on the development of SCIAF's international development and emergency work.

SCIAF is the Scottish Catholic International Aid Fund - the official relief and development agency of the Catholic Church in Scotland. We work in partnership with local and church organisations, supporting communities across the world to bring about lasting change. We are inspired by the gospel to tackle the causes of poverty and injustice.



We work with people in the hardest circumstances, so they can overcome their daily struggles and break the deeper causes that create suffering. Reaching out in love to the poorest people, regardless of age, race or religion, we believe in supporting the whole person, including their spiritual wellbeing, political voice, cultural and community life.

The Integral Human Development Committee provide technical and professional advice, expertise and constructive critique to the Integral Human Development staff in the development of its strategic approach to its development and emergency work. In doing, they contribute to the quality and effectiveness of what SCIAF does and its accountability to its partners, the communities it serves, supporters, donors and other stakeholders. The Committee plays a key role in the oversight and monitoring of the work of the Integral Human Development Department and thus strengthens its accountability.

This is an important time for SCIAF, as we respond to new challenges around the world. We have over 60 years' history of success in making a real difference to the lives of poor people around the world, giving them a hand up, not handouts. If you can see clearly how you would build on this success and help us make an even bigger difference, we would like to hear from you.

Should you decide to apply, and if you are successful, you will play a critical role supporting an organisation which serves some of the world's most marginalised people, protecting and nurturing the values of SCIAF which are founded in Catholic Social Teaching, and ensuring that SCIAF can look forward to a thriving future.

I trust this pack will be useful in helping you decide if you have the passion, skills and dedication required for this voluntary position. If so we look forward to hearing from you.

Yours sincerely,

+ Brian McGee

Bishop Brian McGee
Bishop President

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About SCIAF

Our Vision & Mission

A just world, free of poverty, where we flourish and live in harmony with each other and all creation. Compelled by Christ's love, we work with those in the world's poorest places to end poverty, protect our common home, and help people recover from disaster. We inspire loving action in the Scottish Catholic community to sustain our work.

SCIAF helps people climb out of poverty and recover from disaster, regardless of their religion, race, beliefs or background. We are part of the second largest humanitarian network in the world, Caritas Internationalis, which allows us to work in the most challenging places and respond quickly when emergencies strike. And, with a staff of 39 people based in Glasgow, we deliver an impact far greater than our size.

Demonstrating love and compassion

By joining SCIAF, you'll embark on a meaningful and impactful role, helping make a real and lasting difference to the lives of people living in some of the world's poorest places.

We are inspired by Catholic social teaching and represent the Catholic Church in Scotland as their official relief and development agency.

In everything we do, we aim to demonstrate our values of love and compassion – treating everyone with respect and dignity, standing in solidarity with our colleagues and those we serve, and believing in a better tomorrow. In the workplace, this translates into an environment that is supportive, inclusive, innovative and fair – and that's why so many staff at SCIAF have stayed with us for years.

Diversity, Equity & Inclusion

As an inclusive employer, we want our staff to reflect the communities in which we live and work. We aim to cultivate a working environment where all staff feel accepted and appreciated, and where bullying, harassment and discrimination are not tolerated.

We're committed to diversifying our workforce across all roles and pay grades – and we've already made progress. But we know we have to do more. That's why we're dedicated to increasing the representation of currently under-represented groups at staff and board level.

Who we are

We form part of the global Caritas family. Compelled by Christ's love, we help people in the world's poorest places lift themselves out of poverty, work together to protect our common home, and help people recover from disaster.

For six decades, we have reached out to our global neighbours in need, irrespective of their race, religion or background, sustained by the generosity and love of Catholics in Scotland. We work in partnership with local and church organisations, supporting communities across Africa, Asia and Latin America, to bring about lasting change. In times of emergency, we respond anywhere. We put pressure on governments to care for the planet and create a fairer, more peaceful world.

At SCIAF, we are inspired by the gospel to tackle the causes of poverty and injustice. We know poverty is not just a lack of money; it flows from our selfishness, indifference and failure to treat every single person with the dignity they deserve. There is no single source of poverty. A variety of crises and causes combine, creating relentless downward pressure on those who have the least. We always work with people in the hardest circumstances, so they can overcome their daily struggles

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Documents for download:

- [About us - video](#)
- [Accountability](#)
- [Annual Accounts 2025](#)
- [Impact Magazine 2026](#)
- [SCIAF Strategic Focus 2026 – 2036](#)

For more information, please visit our website: [SCIAF - Scottish Catholic International Aid Fund | SCIAF](#)

How to apply

Please read the full Job Description and Person Specification carefully. To apply, please submit:

- An up-to-date copy of your CV
- A short supporting statement that addresses your motivation for applying for this position.
- Please give details of TWO people we may approach for a reference who can comment on your suitability for this position.

CV and supporting statement should be emailed to recruitment@sciaf.org.uk.

Next steps

Interviews will take place in-person, where possible, at our offices in 196 Clyde Street, Glasgow, G1 4HY.

Safeguarding checks

As an agency of the Catholic Church in Scotland, SCIAF's Safeguarding Policies and Procedures are guided by In God's Image, version 2: Instruction on Safeguarding in the Catholic Church in Scotland 2021.

SCIAF undertakes to ensure that all staff, volunteers and relevant others, whose work might involve contact with children, will have completed additional recruitment procedures and have obtained a satisfactory PVG Check from Disclosure Scotland. The offer of the position would be subject to these satisfactory checks.



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Role Description

Position title:	Integral Human Development Committee Member
Duration	Appointments are expected to last three years, with the possibility to serve second and third term.
Salary:	This position is unremunerated, though reasonable receipted expenses will be refunded.
Location:	Glasgow
Time Commitment	Committee members are expected to attend and prepare for quarterly IHD Committee meetings.

Background to the role

The Integral Human Development Committee's purpose is to support, oversee and advise on the development of SCIAF's international development and emergency work, in a way that contributes to the quality and effectiveness of what SCIAF does and its accountability to its partners, the communities it serves, supporters, donors and other stakeholders.

Overall purpose of role

To direct the affairs of SCIAF through efficient, effective and accountable governance, ensuring that the organisation is solvent, well run and most importantly that its activities are in the best interests of the people we serve.

Key responsibilities

- To play an active part in the committee's work, enabling it to achieve the purpose set out in the constitution.
- To maintain an interest in the wider context of the work which the committee supports and monitors, and to bring into SCIAF professional expertise, perspectives and advice based on wider experience and awareness.
- To maintain an interest in, and awareness of, the whole of SCIAF's work and its impact in its sector of development and humanitarian International NGOs, and to contribute to the work of the committee from the perspective of an external stakeholder as well as an independent expert.
- To be able to attend most, and preferably all, committee meetings (online or in person). To be able to give adequate time for reflection and preparation of committee meetings and work with staff as required.

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- The Integral Human Development Committee will notify the Board of Trustees when new committee members are needed and will make recommendations for new members with the support of the Director of IHD.

Safeguarding

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Code of Conduct

All staff and volunteers are expected to adhere to a Code of Conduct which specifies the attitudes and behaviour that all Caritas staff are expected to maintain. The Code is derived from, and closely related to, the Caritas Code of Ethics which prescribes the basic values and institutional practices of Caritas organisations.

"Individuals who care for those in need must first be professionally competent: they should be properly trained in what to do and how to do it and committed to continuing care. Yet, while professional competence is a primary, fundamental requirement, it is not of itself sufficient. We are dealing with human beings, and human beings always need something more than technically proper care. They need humanity. They need heartfelt concern."

Person specification

Area	Essential	Desirable
Qualifications		
Educated to degree level or equivalent experience in relevant subject (e.g. Humanitarian, sustainable development, livelihoods, food security, justice and peace/peacebuilding, safeguarding)	✓	
Experience		
Extensive international development experience, ideally in one of our focus countries	✓	
Relevant experience in one or more of our key thematic focuses and cross-cutting issues (sustainable livelihoods, peace building, climate justice, locally-led development, southern-based advocacy, gender equality, safeguarding)	✓	

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Experience of senior level working in international development/or humanitarian response.	✓	
Trustee or Committee member in a governance structure		✓
Experience of reviewing reports and monitoring key performance indicators	✓	
Experience of monitoring strategic and organisational effectiveness	✓	
Knowledge		
Understanding of, and commitment to, SCIAF's vision, mission, values, strategy and ways of working	✓	
Understanding of the catholic church and its role in emergency response and locally-led development (including an understanding of Catholic Social Teaching and Integral Human Development).	✓	
An understanding of our partnership principles in practice, and experience of working with/for local organisations (including, but not limited to, direct experience in one of SCIAF's priority countries).		✓
Knowledge and understanding of safeguarding principles within the international development sector.		✓
Knowledge of legislative and compliance requirements relevant to the governance of a charity	✓	
Knowledge and understanding of Caritas and the Caritas Partnership Principles		✓
Skills and Abilities		
Analysis – analytical and organised, able to deal with a range of complex issues across SCIAF's internal and external environment.	✓	
Influence and persuasion – well-developed negotiating and influencing skills, with the ability to persuade in a complex stakeholder environment and act as an effective ambassador for SCIAF.	✓	
Numeracy – well-developed financial skills to ensure that resources are channelled effectively to achieve the organisational goals of SCIAF.		✓
Credibility – models high standards of personal conduct, honesty and integrity that encourages and inspires colleagues and stakeholders alike.	✓	

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Innovation – a shrewd, creative, open minded and strategic thinker with a willingness to learn and the ability to identify opportunities for improving the quality and depth of SCIAF’s work.	✓	
Attitude		
Empathy – a genuine interest in the work and ethos of SCIAF, its aims and objectives and a passion for tackling international poverty at its root. A deep awareness of the needs of our partners and project participants and an understanding of our supporters.	✓	

Integral Human Development Committee

Terms of reference (version 3 June 2026)

1 Purpose and mandate

The Integral Human Development Committee purpose is to support, oversee and advise on the development of SCIAF's international development and emergency work of which advocacy is an integral part, in a way that contributes to the quality and effectiveness of what SCIAF does and its accountability to its partners, the communities it serves, supporters, donors and other stakeholders. The purpose of the Committee is set by the Trustees and Board of SCIAF, who recognise that the Committee plays a key role in the oversight and monitoring of the work of the Integral Human Development Department and thus strengthens its accountability. The Committee does this by:

- 1.1** Providing technical and professional advice, expertise and constructive critique to the Integral Human Development staff in the development of its strategic approach to its development and emergency work.
- 1.2** Strategic oversight of SCIAF's international development and emergency work, including SCIAF's Southern-Based Advocacy work, and participating in, as appropriate, the learning, review and evaluation of its international development and emergency work.

2 Membership

- 2.1** Members of the Committee are appointed and removed by SCIAF's Board of Trustees.
- 2.2** The term of office is 3 years. Normally, Members may be appointed for a maximum of three three-year terms in total.
- 2.3** The Committee consists of the Chair, who is a Trustee of SCIAF, and not less than three other members, who are not employed by SCIAF and who have relevant experience in the field of integral human development, advocacy, international development, overseas programming, inclusion and safeguarding.

- 2.4** SCIAF's Chief Executive and SCIAF's Director of Integral Human Development should attend meetings.
- 2.5** Meetings are also attended by other members of staff or external advisers by invitation from the Committee.
- 2.6** Members of the Committee also share responsibility with the Trustees and the Board for monitoring the disbursement of funds in line with the requirements of the SCIAF Constitution and Charity Law. Members of the Committee do not have personal liability.

3 Chair/Vice Chair

- 3.1** The Chair is appointed by the Trustees from amongst the membership of the Board.
 - 3.1.1** A key role of the Chair of the IHD Committee is to champion the interests of SCIAF's international development (including Southern-Based Advocacy) and humanitarian work, ensuring that Board decisions are informed by SCIAF's mission and vision at all times.
- 3.2** The Vice Chair will be chosen from the other members of the Committee and will attend meetings of the Board in place of the Chair where the Chair is unable to attend.
 - 3.2.1** Where the Vice-Chair attends a Board meeting in place of the Chair, the Vice-Chair shall bring the Committee's perspective and shall participate fully in discussions relating to the Committee's remit.

4 Functions

- 4.1** To review and recommend to the Board for approval the Integral Human Department's Strategic plan as well as other relevant strategies such as the Partnership Strategy, the Institutional Funding strategy, Partner exit strategy etc.
- 4.2** To review and recommend to the Board for approval of relevant SCIAF policies as delegated by the Board of Directors: Safeguarding, Security, Crisis Management Framework, Grant Approvals.
- 4.3** To review and recommend the Board for approval of the IHD's annual budget.
- 4.4** To review strategic approach papers in our key thematic areas such as Emergency, Sustainable Livelihoods, Justice and Peace, Safe and Dignified Programming, and Southern-Based Advocacy.

- 4.5** To offer technical advice and support to Integral Human Development staff in carrying out their work.
- 4.6** To receive and advise on 6 monthly and annual reports of the development and emergency work conducted by the Integral Human Development Department.
- 4.7** To review, and provide guidance on, the underpinning evidence of SCIAF's advocacy work, commenting/advising on the coherence and links between the Southern-Based Advocacy priorities of SCIAF's partner organisations, and SCIAF's own advocacy priorities.

5 Procedures

5.1 *Relationship to the Board*

The Committee reports to SCIAF's Board of Trustees through the minutes of its meetings which will be presented to the earliest possible Board meeting following each of Committee meeting.

5.2 *Frequency of Meetings*

The Committee will meet four times a year normally and otherwise if and as necessary. Meetings will be called by the Chair and at least fourteen days' notice will be given to the Committee members. Committee members can consent to a meeting being held at short notice.

5.3 *Quorum*

In order to be quorate, three out of four independent members must be present for the Committee meetings. Should a meeting be non-quorate, this will be noted in all recommendations to the Board of Trustees, and in the minutes

5.4 *Voting*

Decisions will normally be made by consensus. In the event that a vote is considered necessary, this will be by simple majority of the members present and the result will be recorded in the minutes. In the event of a tied vote, the Chair shall have a second and casting vote. Staff in attendance do not have voting rights.

5.5 *Right of Referral*

The Chair has the right to reserve any matter to the Board of Trustees and in particular, those decisions which raise significant policy implications for the whole of SCIAF or concerning which there is considerable dissent within the Committee.

5.6 *Secretary and Minutes*

The HR/Admin Manager, will act as Secretary to the Committee and will keep minutes and other records as required. Minutes will be prepared within one week of each meeting and circulated to members of the Committee.

5.7 *Working Groups*

The Chair, together with the Director of Integral Human Development, can establish Working Groups on particular countries or issues at need. These groups will report to the full Committee as required.

5.8 *Expenses*

Members of the Committee can claim all reasonable out of pocket expenses associated with attendance of the Committee in line with SCIAF's volunteer policy.

6 Meetings

6.1 Members will attend all meetings or give apologies.

6.2 If a Member of the Committee is absent from three meetings of the IHD Committee within any continuous period of twelve months, without a special leave of absence granted by the Chair, they will cease to be a Member of the Committee, if the Board of Directors passes a resolution declaring that, by reason of such absence, the position has been vacated.

6.3 Members will prepare fully for all meetings.

6.4 Members will participate in collective decision making and will accept a majority decision of the Committee.

6.5 Confidential information or material provided to or discussed at Committee meetings must remain confidential and within the confines of the meetings and must not be discussed outside, unless authorised by the Chair, in specific circumstances (e.g. to seek advice).

6.6 The Chair is responsible for ensuring balanced participation, maintaining focus on strategic matters, and ensuring that no individual Member exercises disproportionate influence over deliberations.

7 Information

To assist it in fulfilling its purpose, the Committee will receive the following papers:

7.1 Quarterly Director of IHDD Report.

7.2 Monitoring and Evaluation Reports (6 monthly and annual)

7.3 SCIAF's Strategic Framework; International Programmes Strategic and operational plans, other strategic documents such as the Institutional Funding strategy, etc., Departmental, Regional and/or team strategic frameworks and annual operational plans and reviews. Regional/Country Strategy draft and final papers

and programme frameworks; annual country and regional budgets; thematic strategy papers; monitoring, evaluation and review reports.

- 7.4** Annual grants budgets and proposed spending, within the financial frameworks and annual budgets set by the Board of Trustees; and updates on how the budget is being spent.
- 7.5** Such further information that is necessary to allow the Committee to competently carry out its duties such as relating to other aspects of SCIAF's work, particularly in relation to the overall strategic directions, policies and systems affecting SCIAF international development and emergency work including integral advocacy work.
- 7.6** A copy of the minutes of meeting of SCIAF's other Committees: Finance, Audit, Risk and Compliance Committee, Public Engagement Committee

8 Expectations of staff

To enable the committee to work fruitfully and effectively, SCIAF's staff are expected to ensure the following takes place:

- 8.1** The Chair is consulted early about agenda matters.
- 8.2** Committee papers are sent out at least one week before committee meetings, and every effort is made to avoid tabling papers.
- 8.3** Director of Integral Human Development ensures that the systems are set in place to provide the Chair and committee members with all necessary papers and information, in order to maintain an overview of the Integral Human Development Department's work.
- 8.4** Director of Integral Human Development to agree with the Chief Executive and Chair which other staff members should be present at committee meetings ensuring that a good balance between staff and committee members is achieved
- 8.5** Staff to seek appropriate opportunities to involve the Chair and Subcommittee members in other meetings or processes which connect closely to the work of the department, or which enable them to know more about SCIAF.
- 8.6** The Director of Integral Human Development is responsible for the induction of new committee members.