

About Migration Policy Scotland

Founded in 2021, Migration Policy Scotland is a home for informed responses to migration and the opportunities and challenges it brings. Our work is grounded in the realities of migration in Scotland and combines learned and lived experience through partnership projects, our migrant lived experience panel and our growing migrant community of practice.

- We focus on migration issues that are particularly important in Scotland.
- We believe well-managed migration enables migrants to flourish and enriches communities experiencing migration.
- We foster insight and dialogue on migration to improve all our futures through better migration outcomes.
- We prioritise clarity over controversy and bring people together to find better ways forward.

Our Approach

Migration Policy Scotland focuses on the full spectrum of migration this includes migration for work, study and family reasons and humanitarian and protection routes. We are building increased capacity on migration in Scotland by extending the evidence base, creating more opportunities for stakeholder dialogue and supporting learning and leadership development.

Migration Policy Scotland is a charity registered in Scotland and our work is independent and non-partisan.

Our Flagship Projects and Achievements

- We established the first representative survey of attitudes to immigration in Scotland in over a decade. Our annual survey since 2023 significantly strengthens the evidence base for policy work, effective practical interventions and public debate.
- We have pioneered an innovative approach to integrating lived experience into policy work, founding a migrant community of practice. We are proud to have received significant funding from National Lottery Community Action Fund supporting us to continue and grow this work over the coming period.
- We have developed a policy laboratory methodology that connects research insight with practical innovation involving policymakers and practitioners to co-develop tangible solutions that alleviate migrants' experiences of hardship.
- We have established MPS as a regular contributor to media and public debate, a respected conversation partner and a source of expert insight for policymakers, third sector partners and community leaders.
- We have established mature relationships with government at all levels as a trusted partner, enabling MPS to directly shape the design of the new Scotland Migration Service and to feed into policy thinking on tackling poverty and financial hardship.

Job Description

Role:	Trustee
Reporting to:	Chair of the Board of Trustees
Time Commitment:	All Trustees <ul style="list-style-type: none"> Quarterly Board Meetings plus pre-reading. Annual strategy planning meeting (Awayday) Ad hoc advice and contribution to operations and delivery Ad hoc contribution to events (including report launches, networking events)
Term:	Trustee terms at MPS are open ended, subject to an annual review and retiral process voted on by the Board We would prefer an initial commitment of 3 years
Salary:	Unpaid
Role Purpose:	<ul style="list-style-type: none"> To ensure that MPS delivers on its programme and priorities. To ensure MPS acts in line with its charitable purposes To ensure the board fulfils its duties and carries out effective governance of the charity To act as an ambassador for MPS
Key Accountabilities:	Key elements/Tasks
Statutory Duties (all Trustees)	<ul style="list-style-type: none"> To ensure the organisation complies with its constitution To ensure the organisation applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives To contribute actively to the Board of Trustees' role in giving strategic direction to the organisation To safeguard the good name and values of the organisation To ensure the effective and efficient administration of the organisation. To ensure the financial stability of the organisation. To monitor the performance of the Director <p>In addition, with other trustees to hold the charity “in trust” for current and future beneficiaries by:</p> <ul style="list-style-type: none"> Ensuring that the charity complies with all legal and regulatory requirements Ensuring the charity’s good governance
Other Duties (Treasurer)	<ul style="list-style-type: none"> Leading the Board’s oversight of MPS financial processes Be available as a co-signatory for banking
Other Duties (Comms)	<ul style="list-style-type: none"> Advise on communications strategy and media engagement To make full use of any specific skills, knowledge or experience to help the board make good decisions.

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Other Duties (All)	<ul style="list-style-type: none"> To perform all such additional duties as are reasonably commensurate with the role, for example, supporting recruitment or advising on grant applications.
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Person Specification

Personal Qualities	<ul style="list-style-type: none"> Personal integrity. Time to commit to MPS, its current functions and development. A shared commitment to MPS focus and approach Preparedness to promote MPS to contacts and networks. Preparedness to represent the MPS at external events (including public meetings and fundraising events) and promote its work.
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> Preparedness to participate fully in board meetings and to make considered and constructive contributions to discussion Willingness to be available to staff for advice and enquiries on an ad hoc basis. Strategic and forward-looking vision in relation to MPS objectives and aims. Good, independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment. Good communication and interpersonal skills and the ability to respect the confidences of colleagues. An ability to work effectively as a member of a team. An understanding (or willingness to learn) and acceptance of the legal duties, responsibilities and liabilities of trusteeship. An understanding of the respective roles of the Chair, Trustees and Senior Management Team.
Experience	<ul style="list-style-type: none"> Sound judgement and effective decision making. A history of impartiality, fairness and the ability to respect confidences. Knowledge of/Experience of trusteeship is desirable but not essential
Equality and Diversity	<ul style="list-style-type: none"> We particularly welcome applications from people with lived experience of migration Commitment to promoting equality, diversity and inclusion

Recruitment Process

To make an application please send your CV and a covering letter of no more than two sides of A4 setting out why you are interested in the role and how you meet the person specification to info@migrationpolicyscotland.org.uk.

Closing date: Sunday 13th April (midnight)

Interview: between 13:00 and 17:00 Monday, 28th April (online)