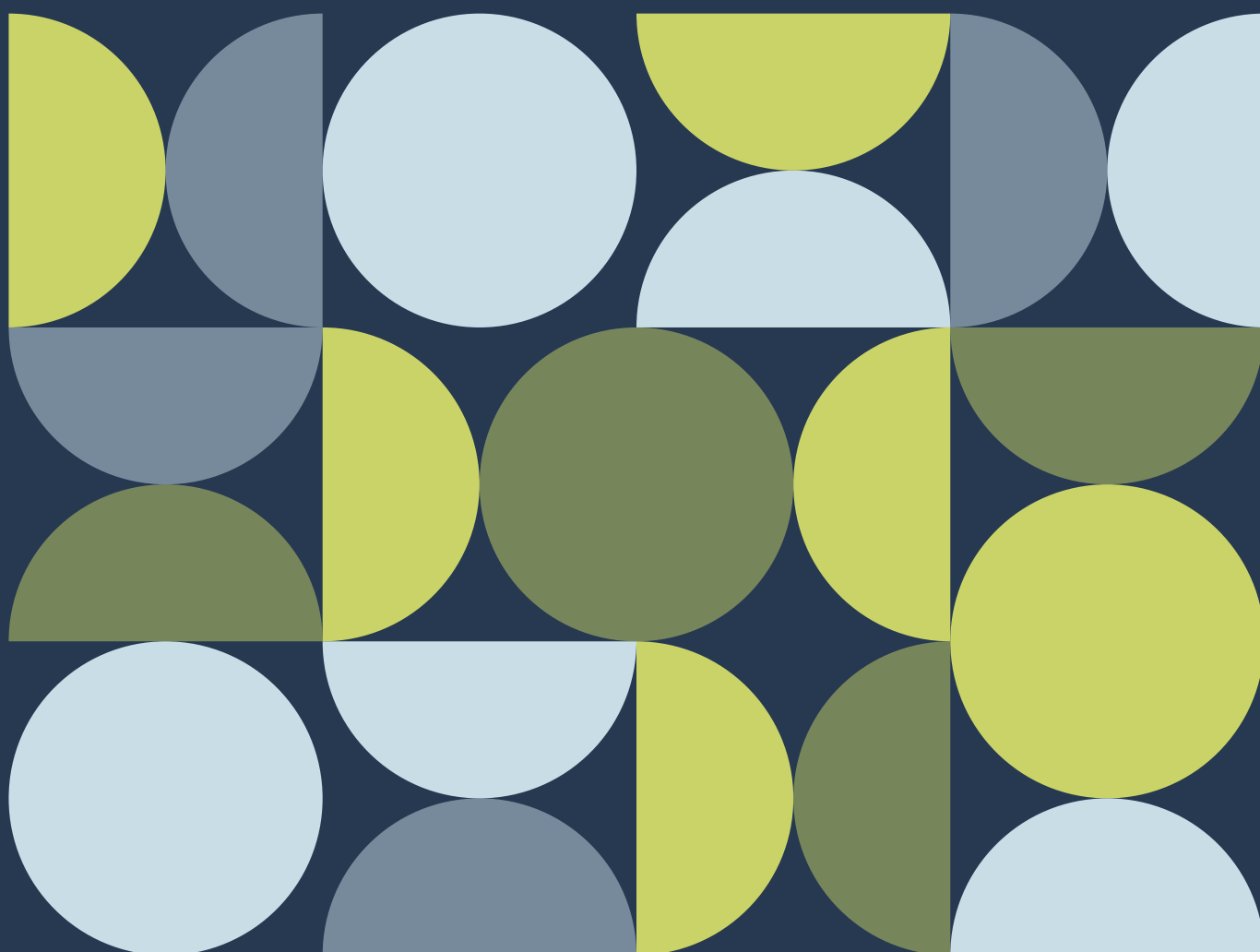




Information pack

# Joining the Iriss Board

SEPTEMBER 2025



# Our ambition and vision

---

Iriss has been working to help make social work and social care better for people since 2008. We have kept our focus on this core purpose while evolving in response to the changing context of practice, policy and priorities.

We have helped people to make real change through research, improvement and innovation. We have experimented with new ideas and approaches, some have worked, and some haven't. As an organisation with innovation at its core we keep learning from our work. This makes us better at supporting the sector.

This is an exciting time to join Iriss. We have a new strategy in the works to support this aim and explore our key role in shaping and supporting innovation and change in social work and social care.

# What we do

---

We are a **team** of facilitators, coaches, designers and researchers with expertise and skills across design, social work, social care, change, implementation, systems reform, policy and practice improvement.

We specialise in:

- Supporting innovation, implementation and improvement, creating the conditions for people to try something new.
- Creating and sustaining communities of changemakers. Amplifying and connecting their work to build impact, supporting them to keep going to sustain change.
- Synthesising evidence and practical learning about what actually works. We influence national efforts for change by understanding innovation, implementation and improvement.

You can read more about what we do (and why we do it) in our **Strategy and current Work Plan**.

# What matters to us

---

We want social work and social care to truly flourish. To do this, we need to create the conditions for making a difference in day-to-day care and support roles, in leadership, and across systems.

To do this we aim to:

- Develop and test new **roles** and reconceptualised approaches to the practice of social work and social care support. This includes building ways of working from the question of ‘what people need’ instead of what currently exists.
- Develop and test new and reconceptualised social work and social care **leadership** that combines a fundamentally person centred, systemic approach with functional and other leadership approaches.
- Develop and test new approaches to organising social work and social care, taking a fundamentally **systemic approach** to influence locally and nationally.
- Put together what we learn, drawing together wider evidence and practical knowledge.

Year-to-year we will continue:

- Supporting people working in social work and social care to **innovate and improve**, helping them get beyond rehearsing the problem to sustainable action.
- **Drawing together evidence** and other practical learning to support what works in policy and practice implementation at local and national level.
- Creating and sustaining **communities of changemakers**, amplifying and connecting their work to build impact, supporting them to keep going to sustain change.

# What we need from you

---

We are committed to growing our Board and making sure that it properly reflects the diversity of people and organisations that we support. We would particularly like to hear from people with experience of using social work or social care support or being an unpaid carer and/or people with transferable skills, including curiosity, financial sustainability and strategy.

We are looking for people who:

- Have a real interest in social work and social care support and how the way we do these could be changed for the better.
- Understand the role and **responsibilities of a charity Trustee** or are committed to learning about these.
- Are over 18 years and live in the United Kingdom.

And have one or both of the below:

- Experience/skills in using, or working in, health, social care or other forms of support for people.
- Transferable skills, including curiosity, people/HR, finance, organisational sustainability and strategy.

Please note that experience in using or working in, health, social work and social care is desirable but not essential.

# About Board meetings

---

We have four board meetings a year (Jan/April/July/Nov) Board meetings last two hours and including time to prepare and read papers the commitment is approximately 4-6 hours of work every quarter.

Some Board Members sit on subcommittees associated with their interest and expertise. These meetings last about 1-1.5 hours. These subcommittees are:

- Finance, Audit and Risk.
- People, Wellbeing and Culture.

Although our organisation is based in Glasgow we meet online (Zoom) for flexibility, except the AGM in November which is often held in Stirling. Please let us know if there are any further adjustments we can make to help you while you are a Board member.

# What a Board Member does

---

The members of the Board are Directors of the company and Trustees of the charity. Collectively the Board is responsible for the leadership, strategic direction and governance of Iriss, ensuring that the organisation meets its purpose and is accountable and transparent in its activities. Together with other members of the Board you will:

## Strategy

- Ensure our activities deliver our stated charitable purpose.
- Ensure we have a clear vision and strategy, and we are focussed on achieving our outcomes (the change we seek to make in our work).
- Work with us to make sure our purpose, work and outcomes remain relevant and support the needs of the people, workers and organisations we work with.

## Regulation and compliance

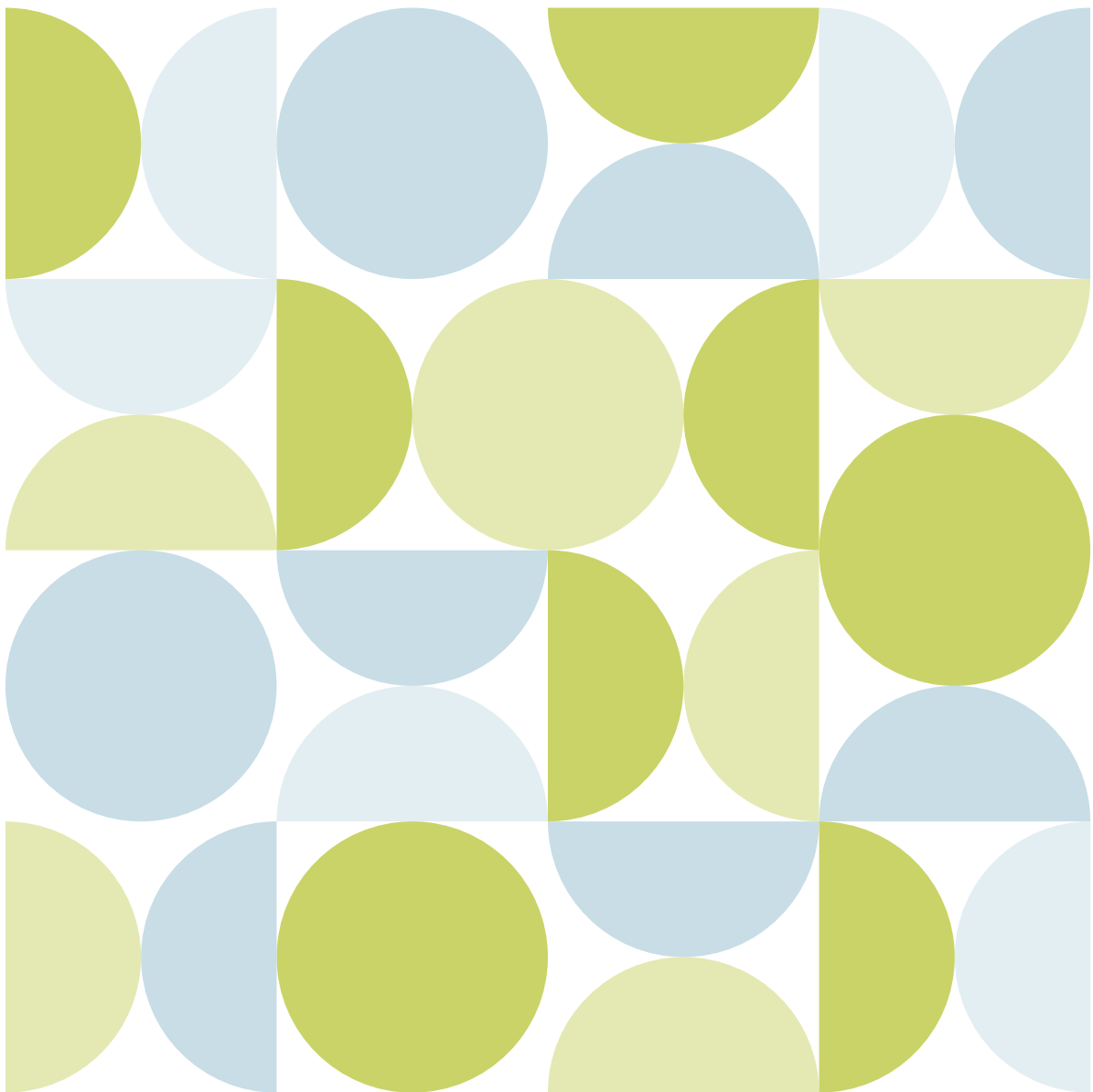
- Ensure we meet all our regulatory and legal requirements.
- Ensure we manage risks to the organisation through effective and proportionate risk management and regular discussion.

## Financial

- Ensure that we have good financial and management controls.
- Approve our annual budget and ensure we plan for the future.
- Ensure Iriss has a workable sustainability strategy.
- Act as a steward of Iriss' assets – physical, monetary and intellectual.

## Accountability

- Make clear, reasonable and collegiate decisions acting always in the best interests of the charity.
- Hold the senior management team of Iriss to account for Iriss' performance, supporting and guiding as appropriate.
- Ensure that Iriss delivers on all of our activities.
- Oversee the CEO and review their performance.





# How to apply

---

If you're thinking of applying but want to talk to someone from the Board first, get in touch with [sam.ella@iriss.org.uk](mailto:sam.ella@iriss.org.uk) to arrange an exploratory chat.

To apply, tell us why you are interested in being a member of the Iriss Board with a brief discussion of the skills and experience you would bring. If you have the skills needed tell us about them however you want – in writing, by audio or video.

Please send your note of interest to [sam.ella@iriss.org.uk](mailto:sam.ella@iriss.org.uk) **by noon on Friday 3rd October 2025.**

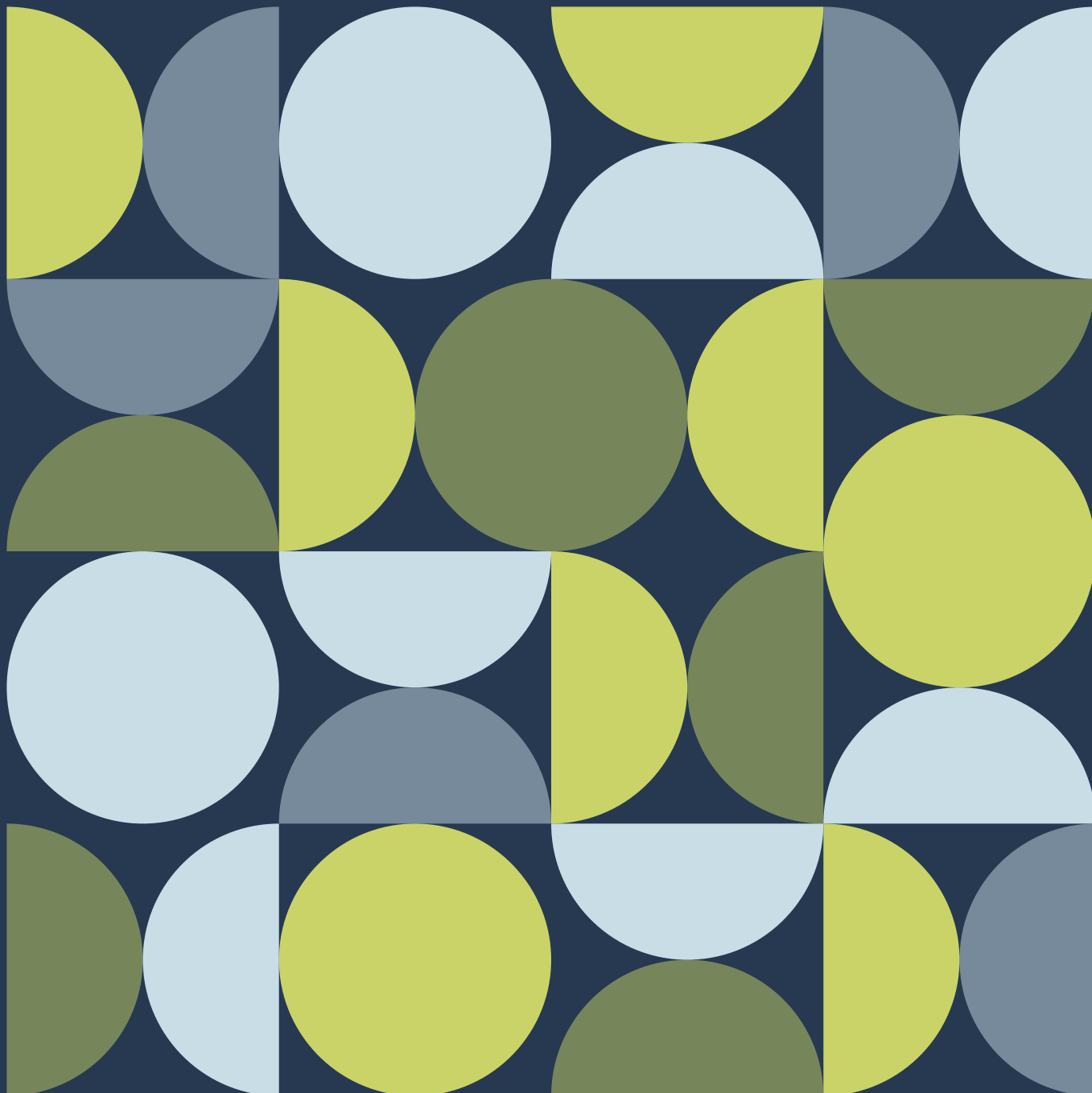
We will carry out short informal interviews on Zoom on the WC 20th of October 2025 at a mutually convenient time. Please let us know if there are any adjustments we can make to help you through this recruitment process.

Our AGM and Board away day is held on the evening of the 21st and morning of the 22nd of November 2025. We would be delighted if the successful applicants could join us in person in Stirling for this.

## Additional Documents

The information pack includes the additional documents for your information:

- The Impact of Iriss 2024/25
- The progress we've seen: a social work and social care retrospective
- Iriss Workplan 2025/26
- 2023/24 Accounts
- Example Board Agenda



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

Iriss is a charitable company limited by guarantee. Registered in Scotland: No 313740. Scottish Charity No: SC037882. Iriss is funded in part by the Office of the Chief Social Work Advisor (OCSWA) in the Scottish Government.