

CONTEXT OF EXECUTIVE DIRECTOR ROLE

Prison Fellowship Scotland (PFS) is a Christian organisation working in Scotland's prisons with men, women and young people in all categories of prison irrespective of faith or background. It supports prisoners' families, cares for prisoners, and delivers the leading in-prison restorative justice course. The strength of its work is the relationships that its volunteers create with prisoners on their journey through prison that both challenge and encourage them to change. In non-judgemental but realistic ways *Prison Fellowship Scotland* volunteers provide support through group courses and working one-to-one with individuals. *Prison Fellowship Scotland's* programmes include:

- *Weekly conversational groups* exploring Christian faith as a means to see a new future and the motivation to achieve a positive future. It welcomes people of all faiths and none - including those who disagree with our beliefs;
- *Sycamore Tree* – the most widely-used national programme delivering restorative justice in prison;
- *Angel Tree* – which builds family cohesion by enabling prisoners to send presents to children at Christmas and offers holidays to the children of men and women in prison, in co-operation with Scripture Union Scotland and Circle Scotland.

The effectiveness of its involvement with prisoners, its programmes and the professionalism of its approach have earned *Prison Fellowship Scotland* real credibility and a strong reputation with both prisoners and partners in the public, private and charitable sectors.

There has been a strong demand from the Scottish Prison Service, and the private prison, Governors as well as from prisoners themselves, for greater access to *Prison Fellowship Scotland's* services. The Trustees of *Prison Fellowship Scotland* confidently anticipate substantial new growth in the scope and nature of its work which reflects its recent development but also the substantial, remaining unmet demand. Growth is anticipated across all its existing activities and from new programmes and contexts as rehabilitation of offenders is developed within the community and to meet the needs of young people.

The Executive Director will lead the innovation and development of this exciting expansion. They will be responsible for creative strategies to develop the volunteer network, open up new opportunities and build new partnerships critical to meeting evolving needs. As a voluntary organisation, *Prison Fellowship Scotland* delivers exceptional value for money but substantial new resources will be needed to fuel this growth. A key responsibility for the Executive Director is to ensure *Prison Fellowship Scotland* leverages its experience of over 30 years in prison by influencing opinions and spearheading change, transforming the debate and the government agenda for care and rehabilitation services. In co-operation with the Scottish Prison Service, *Prison Fellowship Scotland* harnesses the dedication and passion of its many volunteers in helping “to build a safer Scotland - unlocking potential – transforming lives”. They are ambitious to see change in prisoners' lives and in society.

As demands on this team grow, new ways of recruiting, training, and engaging a diverse and dynamic volunteer force will be vital and urgent. It is expected to involve building relationships with new audiences and finding innovative ways of releasing volunteers to fully use their experiences and skills. *Prison Fellowship Scotland* always seeks to be an organisation that is easy to join and which fully enables volunteers to achieve their ambitions to support and care for prisoners. *Prison Fellowship Scotland* has demonstrable strength and depth. It now seeks an Executive Director who will build on its strong reputation and values to transform its engagement in the rehabilitation of prisoners. The Executive Director will therefore be a person who has the vision and determination to lead the organisation through a period of dynamic growth and to which they will bring creativity, focus, resilience, ambition, and passion

About *Prison Fellowship Scotland*

Prison Fellowship Scotland is a Christian organisation with volunteers from a wide variety of denominations. It has worked in Scotland for 36 years and is a founding member of Prison Fellowship International, which now has 123 national members. It has 90 volunteers and there are 13 local groups across Scotland. The focus of *Prison Fellowship Scotland's* work is to serve those in prisons. *Prison Fellowship Scotland* has a vital role in improving the care and rehabilitation of prisoners. It believes that every person has value, can change, should be given the opportunity to change, and that *Prison Fellowship Scotland* should be involved in supporting these changes. *Prison Fellowship Scotland* enables relational support for prisoners, often through one-to-one engagement. It is this direct care, in combination with the practical support and highly professional programmes, which supports change in prisoners' lives. *Prison Fellowship Scotland's* work is diverse and differs from prison to prison. Its three core objectives are to *care for prisoners, promote restorative justice, and support families*.

About Prison Fellowship International

The world's largest and most extensive criminal justice ministry, Prison Fellowship International is a global association of over 123 national Prison Fellowship organisations. Prison Fellowship International is active in every region of the world with a network of more than 50,000 volunteers worldwide working for the spiritual, moral, social and physical well-being of prisoners, ex-prisoners, their families and victims of crime. These national Prison Fellowship organisations are autonomous and inter-denominational. As a non-governmental organisation, Prison Fellowship International maintains "special consultative status" with the UN Economic and Social Council (ECOSOC) and is an active participant in the UN Alliance of NGOs on Crime Prevention and Criminal Justice

THE ROLE

The Executive Director will be responsible for providing leadership, developing and implementing *Prison Fellowship Scotland's* strategic plans, leading on partnership development, and being an effective advocate for the charity and those it serves. They will also provide operational management and financial control, and ensure good governance across all aspects of the charity.