



Join our Board of Directors

Help shape the future of a pioneering organisation where people and dogs improve each other's lives.



About Us

Paws for Progress is an inspiring and innovative Community Interest Company specialising in dog-assisted interventions for young people and adults facing complex barriers. We provide our unique dog-assisted learning programmes in prisons, schools, and our local community, transforming lives.

Our Mission

To lead the way in Scotland to improve the lives of both people & dogs.

Our Vision

Every person and every dog can thrive.

What is a Board Member?

Our Directors (Board Members) are volunteers who guide our strategic direction, support good governance, and ensure we stay true to our mission. You don't need previous board experience – just a passion for our work and a willingness to learn. We'll support you every step of the way.

What We're Looking For:

We welcome anyone passionate about our work. We are especially keen to hear from people with experience in:

- Finance
- Human Resources
- Marketing
- Fundraising
- Business development

Diversity

We're committed to building a diverse and inclusive board that values the unique insights and perspectives of everyone—especially those with lived experience. Your background, experiences, and voice can help shape our work and drive meaningful change.

What's Involved?

- 4 meetings a year, (2 online, 2 in Stirling)
- Input in-between via workstreams
- Optional social events (2 per year)
- Time commitment: ~4 hours/month
- Induction provided
- Expenses reimbursed

What You'll Gain:

- A chance to make a real difference
- Grow your professional skills in leadership, governance & strategy
- Work with a passionate team making an impact
- Learn about social enterprise, CICs, and innovative criminal justice and education work

How to Apply:

- Email a short cover letter explaining why you're interested to: info@pawsforprogress.co.uk by **30th June 2025**. Tell us why you're interested, what you can contribute, and what you hope to gain.
- We'll get back to you ASAP, and for shortlisted Candidates we'll invite you for an informal call.
- If the role sounds like a good fit, we'll invite you to attend a Board meeting before committing.

We're committed to inclusion and accessibility. Let us know if you need any adjustments during the process (e.g. video application, support present, walking interview). We welcome and value people of all backgrounds and are dedicated to creating a sense of belonging for everyone.

Thank you so much for your interest, we hope to hear from you soon!



Board Member Role Description

Purpose of the Board: The Board of Directors leads and governs Paws for Progress CIC, ensuring strong strategic direction, sound financial management, and alignment with our mission to improve lives through human-animal interaction.

Our mission is to lead the way in Scotland to improve the lives of both people and dogs. Our goal is to ensure that people and dogs have access to learning and development opportunities that support them towards better futures.

Key Responsibilities:

Governance

- Ensure compliance with the company's Articles of Association and legal/regulatory obligations
- Uphold the organisation's values and mission
- Set and review strategic goals, policies, and performance measures

Accountability

- Demonstrate impact and transparency to stakeholders
- Ensure the organisation is well-managed and sustainable
- Monitor operational performance and financial health

Managing Resources

- Safeguard financial viability and company assets
- Review budgets, accounts, and risk registers
- Support income generation (grants, contracts, donations)

Team & Culture

- Be an advocate and ambassador for Paws for Progress
- Engage with staff and volunteers appropriately
- Promote an inclusive, collaborative board culture

Individual Director Responsibilities

- Prepare for and attend all meetings (minimum 4 per year)
- Actively participate in subcommittees and strategic discussions
- Avoid and declare conflicts of interest

Support decision-making and uphold collective responsibility