



**Fife Employment
Access Trust**

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BOARD MEMBERS OPPORTUNITY

FIFE EMPLOYMENT ACCESS TRUST (FEAT)

FEAT are an award-winning specialist mental health employability charity, first established in 1994. Our vision is to enable and support individuals to reach their full positive mental wellbeing in a culture where there is no stigma.

We deliver the Individual Placement & Support (IPS) Service in Fife, typically supporting around 120 people with severe mental health conditions each year to secure paid employment; mental health support services to young people in their final year of compulsory education, as well as prisoners soon to be released into Fife. We are also developing plans for a number of new approaches for mental health and employability support to adults and young people with a complex range of issues.

In addition, FEAT have created a subsidiary community interest company (CIC) which is focused on the regeneration and redevelopment of Silverburn Park, in Leven.

The CIC has established a popular camping/glamping site, a takeaway café and an annual events programme that has breathed new life into the Park, since taking on a long-term lease of the facility in 2019. Those activities have been a pre-cursor to the business planning and fundraising that has led to over £10m being secured to transform the previously semi-derelict B-listed former flax mill in the Park to become a visitor attraction and community hub, opening in 2026.

The flax mill will transfer ownership to the Charity from the local authority during 2026 and provide the potential of ongoing, unrestricted income through the lease rental to the CIC and an annual donation of trading surpluses. However, continued grant funding and securing contracts from statutory bodies will continued to be required to maintain FEAT's ongoing mental health employability provision, as well as the future developments we strive for.

What's involved?

The main duties of the Directors will involve:

- To ensure compliance with all legal and regulatory requirements, for example in relation to health and safety, employment of staff, and data protection.
- To agree the vision and strategic direction, through a business plan, an annual budget and annual accounts.
- Input to strategic aims, ensuring policies and practices are in line with aims and objectives;
- To ensure sufficient resources are available to achieve the Vision.
- To monitor the charity's performance and progress towards achieving the Vision as outlined in the Business Plan.
- To ensure that all risks to the Company and its assets are identified and appropriate steps taken to mitigate those risks.

Board meetings will normally take place monthly, on a Monday from 5 pm with a combination of in-person (from our base in Leven), MS Teams and hybrid meetings, and typically with 10 meetings per financial year.

In addition, short task-focused sub-groups are held as and when required.

What are we looking for?

We are looking for Directors with skills in the following area(s) to complement the experience of the existing Trustees:

- Mental Health (Clinician, Psychology, Psychiatry, General Practice etc)
- Finance
- Legal
- Human Resources
- Project Management
- Performance Monitoring and Reporting
- Marketing
- Entrepreneurship
- Lived Experience with mental health conditions

Board Members will support our work and shape our future plans. If you are interested in mental health/wellbeing, have good independent judgement and enjoy working in a team, we would like to hear from you. A level of commitment is expected from each board member and this should be considered before applying.

We welcome applications from all age groups and backgrounds. This is an exciting opportunity and the benefits of becoming board member include:

- Opportunities to learn and develop new skills in strategic leadership, governance and risk management frameworks
- Interacting with a diverse range of individuals and groups
- Enhancing your skill set and CV content
- Giving back – an opportunity to make a contribution to society
- Building networks and creating a new friend group

We are also seeking Directors with similar skill-sets for the subsidiary community interest company, to support us to operate the flax mill facility from 2026, as well as continue to maintain and develop the 27-acres of gardens and woodlands.

Please send your CV to compliance@feat.org.uk with a cover letter detailing why you think you are suitable for one of our roles

Visit our website www.fifeemploymentaccesstrust.com for further information and follow our social media pages for regular updates

