



Trustee Recruitment 2025

Candidate Information Pack



FEBRUARY 2025

Our Mission, Vision, Aims and Values

Our Mission is to:

Provide safe, reliable, accessible and affordable passenger transport services for the individuals and communities we serve.

Our Vision is:

To empower individuals to lead active and inclusive lives with dignity and respect through providing accessible, affordable, inclusive and reliable passenger transport.

Our Aims are to;

Provide a reliable and trustworthy service.

Promote individual independence and social inclusion

Accommodate as far as possible all of our passengers' needs.

Work with partners to benefit and help communities and individuals

Our Values are to;

Be respectful of others

Listen to the needs of colleagues, service users and communities;

Be professional;

Be understanding;

Be supportive

Thank you for your interest in our Board

On many days of the year, throughout Forth Valley and beyond, our dedicated teams of Co-ordinators and Drivers help people to stay independent, participate in their communities and access vital public services, education and employment

Since Covid, Dial-a-Journey's role in providing transport has changed from mainly carrying individuals on our buses for many social type purposes, to a mix of customers travelling for essential health care and other related appointments. We are now carrying many groups of people together for social events and support activities such as lunch clubs and Dementia Support Groups.

To a degree Dial-a-Journey suffers from being perceived as the "means to an end" rather than the enabler it is. In many cases, our service users wouldn't be able to participate in activities that get them out of their homes and set them free from isolation.

Everyone knows that it costs money to travel, and we welcome the support we receive from our various funders that ensures the availability of that transport while making the travel affordable for the beneficiaries. As local authorities (in particular) come under severe budgetary pressures, rightly the cost of procuring services comes under scrutiny, thought has to be given to the value to society (and in particular, their communities) that's generated as a result of reducing social isolation and loneliness.

For many years, Dial-a-Journey has had to focus on how we can generate sufficient income to keep all services going, but we now funders increasingly wish to see evidence for the benefits that they receive from their investments. We therefore need to showcase the results our efforts to enable and empower individuals in their Communities.

As numerous people know, in many cases our drivers and co-ordinators are the only people they see or speak with from one week to the next.

Enabling members of the community to get essential shopping, keep important medical appointments, access critical services, education and work are all vital services provided by Dial-a-Journey.

As you will read later in this booklet, Order of Malta Dial-a-Journey Trust has an active Board made up of trustees with different skills and backgrounds. With a number of trustees coming to the end of their term in the next 12 months, as well as some existing vacancies, the Board has established a Trustee Recruitment and Development Plan for 2025.

As we respond to the challenges we face as an organisation playing a vital role in our local communities, we have reviewed the outcomes of our 2017-22 strategy and are currently developing a new 5 year Strategy for the years 2025-30. We are looking for new and additional trustees with a range of skills and backgrounds who can embrace challenge, facilitate change, provide strategic insight, develop new products and services, and support the successful implementation of our new strategy. So at a time when there's is so much innovate change there couldn't be a better time to

“Come on Board”

Gerry Robertson Chair of Trustees Order of Malta Dial-a-Journey Trust Ltd

About our Services

Door to Door Transport Service

Order of Malta Dial-a-Journey Trust is a local charity that delivers a Door to Door Passenger Transport Service across the Forth Valley and beyond. We have an operating area that covers 1,042 square miles stretching from Bo'ness in the South to Tyndrum in the North West and further West to Blanefield near Glasgow. This is supported by Clackmannanshire, Falkirk and Stirling Councils, with additional support from the Order of Malta, and other income generating activities.

Shopmobility Wheelchair Hire Service

We currently deliver the Shopmobility Service (a wheelchair hire service) in Stirling Bus Station and the Howgate Shopping Centre in Falkirk. This is delivered with support from Stirling and Falkirk Councils.

ASN Schools Transport

We provide home to school transport for children with additional support needs (ASN) to schools in Stirling, Falkirk and Clackmannanshire under contract with all three local authorities.

Self-Drive Minibus Use

We offer self-drive minibus services to volunteer groups who wish to use our vehicles with their own drivers. This offers groups a more cost effective and flexible way to transport the beneficiaries of the services they provide.

Group Transport with Bus and Driver

In addition to transporting individuals, we also provide group transport with our bus and driver for many organisations who arrange activities to benefit members of their communities. For example we provide transport on a monthly basis for Singing for Memories in Tullibody (a support group who provide singing classes for Dementia sufferers), and provide twice weekly transport for Grangemouth Community Care who offer a lunch club for elderly residents of the town.

Excursions and Days Out

During breaks in the School Term, we provide a selection of day trips and short excursions for different venues. Details of what we offered in 2024 can be found on the Dial-a-Journey Facebook page, but most outings were fully subscribed during the summer, and the Autumn/Winter programme is now under construction.

	2022-23		2023-24		Difference	%
Passenger trips	Passenger Trips (inc carers)					
Door to Door	10303		14407		4104	38.9
Group Hire	2980		2748		-232	-7.78
School Trips	18314		25075		6761	36.9
SAS Contract	1504		1450		-54	-3.50
Home from Hospital	1625		1489		-136	-8.36
Period Total	34726		45169		8822	
Shopmobility Loans	2708		2723		15	
Active Service Users in Period						
D2D Members	114.5		165		50.5	44.1

What's the Order of Malta's role in Dial-a-Journey?

The Order of Malta is an international charity that dates back over 900 years and is steeped in history. It provides relief and assistance in locations worldwide suffering severe disaster and distress

More information about the work of the Order Internationally can be found at the following web page, <https://www.orderofmalta.int/about-the-order-of-malta/> however its key work in Scotland is to provide support and direction for Order of Malta Dial-a-Journey Trust and our activities.

The Trust is non-denominational and provides support for all sections of the Community who may be disadvantaged in one way or another. You don't have to be a member of the Order of Malta, or of any particular religious faith to join the Board of Trustees and contribute to the work that's done.

During Covid, the Order of Malta not only donated over £10,000 to maintain transport services for people who needed to attend medical appointments, but also supported the cost of providing free transport to work for nurses and medical students who were staffing local health care establishments to assist with the vaccination programme.

Following the outbreak of war in the Ukraine, the Order of Malta was on the ground providing medical care and support in the devastated towns in Ukraine. Prior to that it had been present in various disaster zones around the world providing medical care and other forms of welfare.

Locally, with financial support from the local authorities and the Order of Malta, Dial-a-Journey provided transport for Ukrainian refugees attending resettlement and familiarisation programmes in Forth Valley.

Some time ago, the Order of Malta raised over £165k to upgrade our fleet of specialised buses, and make regular financial donations to keep this programme going. More recently the Order have donated over £20,000 to upgrade IT systems to ensure that we have the most up to date IT equipment that meets the latest security standards.

Annually the Edinburgh Ball Committee organise a prestigious fundraising ball. The 2024 Ball in May raised over £16,000 which is being used to support different services that are not funded by any other contracts we have. In particular these funds are used to provide transport for individuals who are experiencing particular hardship as a result of lack of (or unaffordability of) other forms of transport.

Slightly further afield, an organisation called the Companions of the order provide support for other activities such as soup kitchens etc in North Lanarkshire.

All the work carried out by the Ball Committee, our Order of Malta appointed Trustees, and the Companions is done on an entirely voluntary basis and we are grateful for that support.

Our Trustee Recruitment Plan

The Trust Board is currently made up of up to 14 trustees but this number is under review

A Board Skills Audit was commissioned by both the Governance and Finance and Audit Committees with assistance from business advisers CEIS in Mar 2024 to understand the current Board profile, current and emerging skills gaps, and set the priorities and needs of the Trust as a charity for the next five years.

All current trustees, Senior Management Team and Staff representatives were invited to offer their perspective on matters at a Strategy Day in June 2024.

As part of the preparation for this day, work was undertaken to explore the skills and experience of each individual trustee and draw a picture of the current range in experience, diversity and background of the current Board.

The participants were invited to reflect on the strengths, weaknesses, opportunities and threats posed to the organisation and to identify the skills and other attributes the Board currently possesses as well as identify the priorities for the Trust in the next five years.

As a result of Trustee shortages following Covid, most Trustees had served their maximum 2 terms of 4 years in 2023, and in order to avoid a mass exodus from the Board, the Memorandum and Articles were amended to accommodate the existing trustees being able to serve a 3rd term while developing a Trustee Recruitment Strategy.

Currently, we have 4 Order of Malta appointed Trustee Directors in post with 2 Service User Trustees, and a further 2 Co-opted Trustees appointed for their skills and experience in Finance and the other in Local Government and public transport matters.

Immediate future;

The remaining 2 Service User Board members have indicated their intention to step down from the Board of Trustees at the next Annual General Meeting in 2025. One has served with Central Shopmobility since 1994 before it merged with Dial-a-Journey in 2007, and the other has been the Dial-a-Journey Board for over 10 years.

With the exception of one member, the remaining have been in post since 2015 and 2017 respectively.

All Trustees have worked tirelessly over their service to ensure that Dial-a-Journey has been able to continue to survive and grow through some of the harshest challenges any charity could have faced over the last 10 years in particular.

Over the next while, there will be a change in some members of the Management Team while our Chief Executive heads for retirement. His years of experience will not be lost as the Board has already taken steps to ensure continuity of skills and knowledge by the creation of the recent new position of Deputy Chief Executive, held by our former Finance and Service Delivery Manager who has approaching 25 years of working her way from being a driver, through various Supervisory and Management positions to the post she holds today.

Our Governance

We're a charitable incorporated organisation. We are governed by a Trustee Board currently comprising representatives of the Order of Malta, and users of the services we deliver, or their representatives

In addition to this number, an additional number of co-opted trustees from different backgrounds bring a range of experience to enhance the contribution the Trustees can make.

Members of the Board of Trustees are trustees under charity law overseen by the Office of the Scottish Charity Regulator (OSCR) and directors of Order of Malta Dial-a-Journey Trust Ltd operating under company law and registered at Companies House.

The Board of Trustees appoints a Company Chair, Chair and Members of the Governance Committee, Chair and members of the Finance and Audit Committee and the Chair and Members from the Stakeholder Committee.

In addition, other short life working groups are drawn together with invitations to attend extended to Trustees and other parties with relevant knowledge of the topic discussed.

The Board of Trustees plays a very important role in making sure that as a charity, Order of Malta Dial-a-Journey Trust is run in the interests of the people it is there to support in line with our formal charitable objects. They strategically oversee the management and administration of the organisation checking that its work and goals are in line with its vision.

The Trusts' Board of Trustees meet regularly to monitor the performance and progress of the organisation, ensuring that we are on track in the achievement of strategic objectives.

Trustees are not involved in the day-to-day running of the Trust. The Board has delegated authority to the Chief Executive and Senior Management Team to manage operations. Instead, they play the role of 'critical friend' to the Chief Executive and team by giving support and by challenging – in a constructive way – to help them manage effectively.

- ◆ More information can be found at: www.dial-a-journey.org

What we're looking for from Trustees

Through working with CEIS and our regular Trustee Meetings, the Board have identified the skills and attributes the Trust needs to ensure proper governance and financial stability are maintained.

We are currently looking to recruit Service users (or their representatives) to serve as Trustees. We refer to these collectively as Stakeholders. We are also looking to recruit Trustees co-opted for their special skills.

Candidates should be aware that in addition to becoming Trustees of a Charity registered with the Office of the Scottish Charity Regulator (OSCR), they will also be listed as Directors of a company registered with Companies House in Scotland, and will have the same responsibility as other Directors of Limited Companies.

We welcome applications from candidates with skills in one or more of the areas below.

Outline Trustee Skills (assessed across all trustee candidates):

- Experience in community based transport operation
- Service User Representation
- Political Influencing and campaigning
- People leadership and HR skills (this is a priority skills area)
- Finance Skills (this is a priority skills area)
- Policy Experience – particularly around health and wellbeing or community transport
- Digital Marketing and PR Experience - particularly digital skills in developing services and service delivery

Board Profile and Increasing Our Diversity

It's recognised that the Board has low gender diversity and a lack of variation in the backgrounds and experiences of current Board members. Improving the diversity and balances within the Board is a priority, but it has also been noted that the desire to form a fully inclusive Board should not take priority over achieving the skills and attributes necessary to ensure the charity remains financially viable, sustainable and meets our objectives.

We are therefore dedicated to ensuring that our recruitment approach is fully inclusive and reaches a diverse range of potential candidates.

As a Trustee at Order of Malta Dial-a-Journey Trust, you are part of a team and will have the opportunity to apply your unique skills and experience while learning from others/ Working closely with a passionate team of people who have different perspectives is often one of the most enjoyable aspects of the role.

Trustee Role and Responsibilities

Responsibilities as a Trustee

1. Formulate and review regularly Dial-a-Journey's vision, values, and long-term strategy as well as policies for its fulfilment.
2. Set and agree high level targets and evaluate performance against them.
3. Ensure the effective administration of the charity and its assets in the interest of current, potential, and future beneficiaries and the proper investment of the Dial-a-Journey's funds.
4. Ensure a fully effective and appropriate system for the recruitment, appointment and evaluation of the work and activities of the Chief Executive and, where applicable, other members of the Senior Management Team and to support the Chair in their line management of the Chief Executive.
5. Understand and accept the legal duties, responsibilities and liabilities of trusteeship whilst ensuring that Dial-a-Journey complies with all regulatory and statutory requirements.
6. Ensure an effective and appropriate system of risk management.
7. Maintain sound financial management and control of the charity's resources to ensure the financial stability of the Trust.
8. Be familiar with, ensure compliance with, and keep under regular review the governing documents of the Trust, ensuring an effective and transparent system of governance and that the charity pursues its objects as defined in its governing documents.
9. To promote the reputation and values of the organisation and ensure the charity is delivering public benefit as defined in its charitable objectives.
10. Ensure that the Trust manages and continues to develop its external relations, raising its profile, and supporting the growth of its impact accordingly.
11. Attend Board meetings, scrutinise Board papers, ask questions to members of the senior management team, contribute to the Board discussion, focus on key issues, and accept collegiate decision

Use any specific skills, knowledge, and experience to help the Board of Trustees, which may involve:

- Liaising with the Chief Executive and members of the Senior Management Team as appropriate.
- Acting as an ambassador for the Trust using and developing contacts and personal networks.
- Providing guidance on new initiatives or other issues in which the Trustee has special expertise.

Skills and Abilities

- The Board seeks to embrace a range of skills, life and career experiences, engaging a diverse group of trustees bringing different voices and perspectives to the Board table. In addition to specific skills sets that are sought, all trustees are asked to show: A clear empathy with and interest in Passenger Transport for individuals and communities
- A willingness to learn from and get to know our members
- Excellent communication and interpersonal skills
- Strong listening and questioning skills
- Good analytical ability and independent judgement
- Capacity for clear, creative, and strategic thinking and vision
- A willingness to speak their mind
- Understanding and acceptance of the role of a Board of Trustees for a charity (including the legal duties, responsibilities, and liabilities of Trusteeship)
- A willingness to be an ambassador and advocate for the Trust and its work internally and externally
- Able to be a supportive and critical friend, to challenge and develop the thinking of the charity
- And create valuable outcomes for our members and their beneficiaries
- A willingness and ability to devote the necessary time and effort to attend Board and other meetings, including preparing and reading for those meetings, and to participate in the effective governance and management of the Charity.

Terms of Office

Every Trustee is elected or co-opted for a period of four years, terminating at the close of the fourth annual general meeting after their election. No person may serve more than two terms of office (currently under review).

Time Commitment

The expected time commitment is about 6-10 half days a year depending on what Committee's you join, plus any other adhoc virtual meetings as key matters arise that the Management Team need to consult Trustees on.

While the Trustees do not play a day to day role in operational matters, Trustees and the Management Team have a very collaborative relationship with Trustees and will sound them out for views from time to time on significant issues between scheduled meetings.

- The Board meets 4 times a year (normally including an AGM)
- Meetings are currently held both in person and online via Zoom.
- Trustees are also asked to give their time and skills to one of the Charity's sub committees, or to a special Trust project or initiative. Currently the Trust has a Governance Committee, and Finance and Audit Committee and a Stakeholder Committee. Each of these Committees meets quarterly and Trustees can participate in one or more Committees.
- With the current trend of funder unpredictability, From time to time, Committee members will meet either virtually or in person to discuss matters of urgent strategic importance.
- An Induction Programme, will include an introduction to the Trust Board with the Chief Executive and key members of the Management team. The opportunity to meet and get to know existing Board members, along with useful background reading and an introduction to trusteeship will support new trustees into their role.

Expenses

The role is a voluntary role for which there is no remuneration. Reasonable expenses incurred in undertaking the role will be paid.

Supporting Information

The Chair and Trustee Board are supported by the Company Secretary who works with the Chair and CEO to plan the agenda, collate, and issue papers and minute meetings. The current Company Secretary also provides support to the Board, including induction, independent Board counsel, skills audits, and other Board effectiveness support.

What can we offer you in return?

Becoming a trustee is a fantastic and fascinating way to engage in the third sector. It's a role which will give back just as much as you put in and often much, much more. Though often challenging, trusteeship will reward the adventurous and ambitious with a wealth of personal and professional skills which are valuable for both work and personal life whilst empowering you with a new sense of contribution in the pursuit of a wider purpose.

Contributing to a great cause

There is no doubt that being a trustee is one of the most powerful ways in which you can contribute to your local community or to a cause you really care about. As a trustee at Order of Malta Dial-a-Journey Trust, you will play an integral part in shaping our future and in ensuring that the Trust adheres closely to its mission and works in the interests of its beneficiaries.

Dial-a-Journey provides enormous social and economic benefits to communities through enabling and empowering people by travelling using our service. The benefits of combating loneliness and social isolation, helping people remain independent and access their communities can't be overstated..

YOU WILL PLAY YOUR PART IN ENABLING AND EMPOWERING OTHERS AROUND YOU

Strategic experience

Strategic experience can be hard to come by in the conventional workplace. It can often take decades to find yourself in a role which requires strategic oversight. Trusteeship is a fantastic way of getting a head start on this, at once giving you the opportunity to develop and hone your critical thinking, problem-solving and analytical skills as well as developing vital strategic sensibilities and team working skills.

The strategic experience which can be gained through trusteeship can have an immediate and powerful impact upon your career, opening doors to new responsibilities and more senior job prospects. Equally for those who have already had some strategic responsibilities trusteeship provides an opportunity to use those skills in a significantly different context. **You'll have the opportunity to see your own skills and experience grow**

Developing professional networks

Surrounding yourself with a wide varied of professional contacts is one of the best things you can do for your career. Ensuring you have access to good people from diverse professional backgrounds can be useful on so many levels. At the Trust you will work with a Board that brings a wealth of diverse experiences and a wide variety of backgrounds. Being a trustee can open up your professional network in all kinds of unforeseen and advantageous ways.

Continuing personal development

Being a trustee can be a very interesting experience, not least because it allows you to adapt and apply everything you have learned to date into an entirely new context. Through trusteeship you can gain a clearer idea of your own professional strengths and weaknesses whilst simultaneously learning altogether new skills. Understanding how to adapt your professional knowledge to useful ends within a charity is a good reminder of your own versatility, giving you confidence in your existing abilities whilst challenging you push the boundaries of your expertise.

Teamworking

As a trustee at the Trust you are part of a team and will have the opportunity to apply your unique skills and experience while learning from others. Working closely with a passionate team of people who have different perspectives is often one of the most enjoyable aspects of the role. The ability to collaborate effectively with others, to challenge constructively the ideas of trustee colleagues as well as those of the CEO and Senior Management Team is essential to ensuring the Board's strategic decisions are scrutinised and tested before being implemented. Negotiating, empathising, listening and clearly communicating ideas and concerns are huge factors in this process and often help to set the tone and culture of Board meetings.

Meet Our Current Board of Trustees



Gerry Robertson
Chair

Following my retirement as a Consultant Oncologist, I joined the Dial-a-Journey Board in 2015 as a Trustee after having learned of the benefits of the work the charity does in communities throughout Forth Valley.

I'm pleased to be able to be part of the Team that has ensured the work of the Charity has been able to continue through some of the most difficult times in its history. After having served for 10 years, I am standing down as a Trustee at the forthcoming Annual General Meeting, however I intend working with Dial-a-Journey raising funds.

Kenneth Cameron
Chair of the Governance Committee



Currently owner of a Edinburgh based law practice, I too joined the Board of Trustees having become aware of the work of the Trust through my other interests with the international charity Order of Malta

During my tenure, I have been able to offer guidance and support on legal matters affecting the charity, including guiding the Management Team towards appropriate support where legal matters were more specialised in nature.

Like Gerry, I have now served for 10 years so will stand down as a Trustee but hope to continue supporting Dial-a-Journey as Company Secretary

Tom Burton
Chair of the Finance and Audit Committee



I came to Dial-a-Journey as an impartial observer in 2014 giving [suggest 'non-remunerated'] advice on financial and restructuring to as part of a scheme for retired professionals run by Inspiring Scotland ['financial and restructuring to as' needs review]

Following the ending of the specific project I was initially engaged to do, I have gone on to become a full Trustee serving 2 terms and now embarking on my third.

Being able to give support and guidance to the Senior Management Team, and ensuring prudent financial practices are adhered to is particularly rewarding.

Charles MacDonald
Trustee



I came to Dial-a-Journey as a Trustee through my involvement with other activities within the Order of Malta. I could see right away that I could contribute the knowledge and experience I had gathered in my role in the Finance Sector and as being a business owner.

I find the range of topics the charity touches on to be diverse and interesting, but equally importantly, the need for constant compliance over many diverse topics is certainly informative and educational



David Brown
Trustee

Following a short period after I retired from local government. I joined the Trust's Board in 2022

I joined the Trust because throughout my working life, I'd been involved in passenger transport, and producing new and innovative solutions to transport problems. This extended at times to working with Dial-a-Journey on special projects.

After retirement I came to realise that I could not only offer my skills and expertise to the Trust, but also could offer my knowledge of local government relations in a way that I was sometimes restricted in doing when working.

During my time, the Team and I have worked together well and I've been able to contribute to some positive outcomes.



Christine Moroney
Trustee

I initially joined the Board of Central Shopmobility in 1996, then transferred to the Dial-a-Journey Board when both services merged in 2007.

My role has always to represent the views of service users, but when it came to what was best for the Charity at Board meetings, I had the instinct to what was right for either side of the case.

As a service users with a visual impairment, I always found the Board discussions to be inclusive and my opinion was valued. With 20 years service as a Trustee under my belt, I am also standing down to make way for new service user representatives

Lawson Eades
Trustee



I initially came to the Trust through my involvement with the Stakeholder Committee and was nominated to become a Trustee over 8 years ago.

The highlight of my time as a Trustee (or possibly the lowlight of events at the time), was when I addressed a full Council Committee meeting speaking out about the impact that proposed service cuts would have on Dial-a-Journey service users and challenged the proposal to implement these cuts without the legally required equalities impact assessment having been done.

In doing so, I believe I contributed to the positive outcome for Dial-a-Journey and Service Users alike.

I've also been involved in the making of a promotional video for our services, so I've been able to contribute many ways and offer my knowledge and life experiences to help out. Like Christine I too am standing down as a Trustee after having served 10 years

Meet Our Management Team

**Duncan
Hearsum
Chief Executive
Officer**



I joined Dial-a-Journey almost 30 years ago in 1995 from a career in Motor Vehicle Engineering and teaching Youth Trainees.

With help and support from various Trustees and a dedicated team of staff members over the years, we've managed to make Dial-a-Journey one of the most respected specialist passenger transport operations in Scotland, (at one time sharing a platform with major multi-national bus companies).

None of this would have been possible without Trustees who were activists in campaigning for equality, and others who had an awareness and understanding of the need to adopt a commercial approach in order for the charity to remain sustainable.

**Heidi Anderson
Deputy Chief
Executive**



Following a career in the clothing Industry, I joined Dial-a-Journey in 2000 as a driver, then being appointed to Operations Manager in 2004.

Dial-a-Journey supported me when I undertook studied for my NEBOSH qualification in Health and Safety, my HND in Accountancy and both my National and International Certificates of Professional Competence that qualify me as a professional Passenger Transport Manager (a legal requirement of being able to operate public service vehicles).

I'm a good example of someone who has been prepared to put the work in and have worked my way from the shop floor to become the second in charge of this high profile charity, and I aim to be here to work with Trustees to move into our next chapter.

**Margaret Morgan
Office
Supervisor**



Having a charity background for the past 14 years, I find the charity sector very rewarding to work and volunteer in.

Recently being appointed in my role in October 2024, I play a part of an amazing team to assist delivering a diverse range of services at Dial a Journey and every day can be different which I enjoy.

My goals in life is to continue studying, learning and sharing and look forward to positively contributing in Dial a Journey's future.

As can be seen in these mini-biographies of the Trustees and Management Team, there is long term commitment and passion for what we do – and we need new Trustees to join us who are like minded and can bring new skills and perspectives to help lead us into the future. Please see below for details of how to get more information about us and how to apply to become a Trustee.

How to Apply

Although there has been little turnover in Trustees in recent years, the majority of existing Trustees have now served at least 2 terms, and some of the longest serving Trustees intend stepping down at the next AGM in Spring 2025.

It is beneficial to the Trust to maintain an open and rolling Trustee Recruitment Programme, therefore there is no closing date for expressions of interest and applications, however it would be advantageous for new Trustees to be in post in early 2025.

Application is by a short covering letter which should indicate why you are interested in applying for a Trustee role, how you meet the role requirements and what relevant experience you can bring to the charity.

If you would like a call to discuss the role in more detail, please email our Chief Executive Duncan Hearsum at duncan@dial-a-journey.org. Duncan to arrange a convenient time for a chat.

Order of Malta Dial-a-Journey Trust is fully committed to equality of opportunity and diversity to ensure that we reflect the full breadth of the people we aim to support. We warmly welcome applications from all suitably qualified candidates.

Calendar of Meetings 2025

Finance Meeting (10am Start)	Governance (5pm start)	Board meeting (10am Start)
Wed 5 th Feb 2025	Thurs 6 th February 2025	Wed 26 th Feb 2025 plus 2024-25 AGM
Wed 7 th May 2025	Thurs 1 st May 2025	Wed 28 th May 2025
Wed 6 th Aug 2025	Thurs 7 th Aug 2025	Wed 20 th August 2025
Wed 5 th Nov 2025	Thurs 6 th November 2025	Wed 26 th Nov 2025