

## Board Recruitment Pack

Clachworks CIC | SC683808

2021

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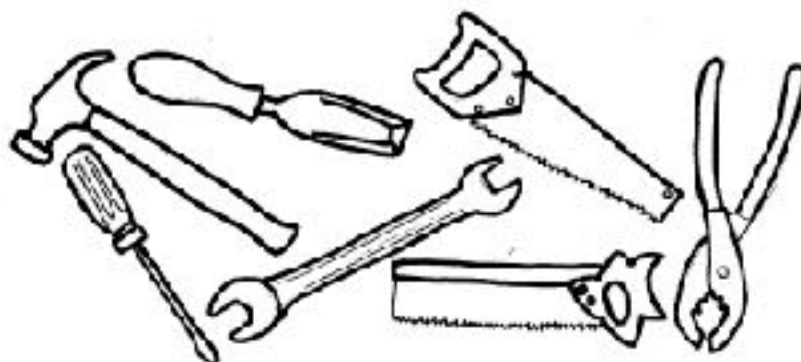
## ABOUT CLACHWORKS

Clachworks is a new social enterprise that plans to open a socially inclusive space for making and remaking in Inverness. We believe that the tools, skills and resources needed to create and repair things shouldn't cost the earth, and should be accessible to all. As such, we have plans to open a tool library, open-access workshop space, community garden and cafe.

Earlier this year, Clachworks launched a community consultation and received overwhelming support for the project. In May, Clachworks was awarded the Best Social Impact Business Award in the 2021 University of the Highlands and Islands Business Competition.

**Clachworks is in its 'start-up' stage and is looking to recruit up to four more board members to make our vision a reality. This is an opportunity to become an integral part of an exciting new project in Inverness, with the possibility to learn new skills, and become actively involved in your local community.**

To find out more about the role and how to apply, please read the following.



## BACKGROUND

Craft, DIY and gardening have experienced a recent revival, and the (mental) health benefits that they can bring have never been clearer than over the course of the pandemic. However, such activities are not always accessible to all and there are a number of barriers to inclusion that people often face:

### **Economic**

Projects often involve a number of tools that are expensive to purchase, usually requiring additional space to store them when not in use. With people living in smaller and smaller accommodation due to rising house/rental prices, not everyone can afford the space to tackle larger messy projects.

*97% of Clachworks' survey respondents said that they would use the tool library at least a few times a year*

### **Social**

Women make up just 12.5% of the labour force in the construction industry (and only 3% in manual trades), and people from a minority ethnic background just 5.4%. Considering that the construction industry is one of the largest employers in the region, this translates as a significant gender/racial pay-gap.

*73% of Clachworks' survey responses were from women*

### **Environmental**

The average power drill is only used for 13 minutes of its entire lifetime.

Considering that four fifths of Scotland's carbon footprint is a result of the production, consumption and waste of manufactured goods (Zero Waste Scotland 2020), this is clearly a terrible use of the earth's resources.

*73% of Clachworks survey respondents had tools in their house they didn't use each year  
54% said that they needed tools they didn't own throughout the year*

## VISION

Clachworks believes that transitioning to a circular economy, following the principle of degrowth, is essential to address these ongoing economic, social and environmental concerns. It is also guided by the principle of the commons and believes that putting an emphasis on borrowing over renting, using over consuming, and sharing over owning would be a first step to achieving this.

Clachworks believes that degrowth models must at the same time be decolonial if they are to achieve real social, economic and environmental justice. This extends to ways of thinking about labour, production, the use of resources and the building of community. Clachworks also acknowledges that Inverness' industrial and trading history has always connected the region to other parts of the world, the legacy of which can still be felt today. Clachworks hopes to encourage critical engagement with the society around us, and by doing so connect the past and present, the local and global, providing tools for making and remaking the world we live in.

### **What People Say About Clachworks**

*"We need to provide more for the community that doesn't just involve being a consumer! The powers that be need to think further than tourism. Think community!!"*

*"I would have loved to have access to this kind of thing when I was much younger and starting out with not much money or knowledge of DIY, no access to tools etc."*

*"I think this is a great idea - very interested in the transition to a circular economy and how this can be positive. I think lots of kids could benefit, especially from 'tinkering' and learning with their hands. Lots of workplaces have surplus tools, and needlessly buy tools. Same with homes."*

*"Fantastic idea. I was literally thinking about how I wished there was a shared workshop space I could use during uni to practice wood and metal work. The sense of community and meeting new people while doing it and getting to learn and see their work excites me as well."*

*"I would like to feel useful to the community."*

## PROJECT OVERVIEW

### **Tool Library**

A tool library will enable members to borrow a wide range of tools when they need them through an affordable annual membership scheme. This will differ from regular tool hire schemes which usually require a cost for every instance of use.

### **Workshop**

A drop-in workshop space will support those who want to work on personal projects, but who lack the relevant facilities at home. It will include a programme of classes across different activities and learning styles to aid skills development and reduce barriers to participation.

### **Community Garden**

Clachworks also intends to provide growing space for those without gardens, and training opportunities for those who have their own growing space but lack the confidence to do more with it.

### **Takeaway Cafe**

A takeaway cafe will help make the space more accessible to members of the public who are new to DIY spaces, and will eventually help subsidise the other projects.

### **The Space**

Clachworks hopes to be based in the original workshop at the Clachnaharry Works Lock, which was established in the early 19th century to construct the Caledonian Canal. By opening a tool library and community workshop space there, Clachworks intends to bring life and added social value to the historic workshop building, whilst also honouring the heritage of the local area, and the industries and global trade links that made it economically flourish.

## CLACHWORKS BOARD

Clachworks is registered as a community interest company, and is governed by a (voluntary) Board of Directors which exists to support the financial viability of Clachworks, whilst ensuring that it meets its social aims. It works closely with the Managing Director (currently working on a voluntary basis), and will support future staff members.

The Board currently comprises three individuals with a combined background in craft and design; repair and mechanics; research; teaching; event organising; and business development.

Clachworks is in its 'start up' phase and is yet to begin operating. Over the past few months the Board's energy has been focused on developing an outline business plan and fundraising strategy; conducting market research and community consultations; and negotiating the intended premises.

As a member of the board of directors, joining at a crucial stage of the organisation, you will play an integral role in turning our vision into a reality. We're looking to recruit up to four more board members. We are specifically interested in candidates who can demonstrate experience in at least one of the following areas:

**Accountancy & Financial Management**

**Fundraising**

**Community Organising**

**Health & Safety Procedures (Construction Industry & Manual Trades)**

**Catering & Hospitality**

**Property Acquisition & Management**

**Legals & HR**

**Comms & Social Media**

This list is not exhaustive and we welcome applications from people who may have skills outside of these areas.

## BOARD RESPONSIBILITIES

### **Particular qualities we are looking for in Board members:**

- Commitment to Clachworks' vision
- Willingness to devote the necessary time and effort and participate actively in the work of the Board
- Willingness to be available to staff for advice and enquiries on an ad-hoc basis
- Ability to galvanise external relationships and build support for Clachworks
- Knowledge and skills in one or more areas of Board governance
- Ability to work effectively as a member of a team
- Good, independent judgement
- Ability to think creatively

However, Clachworks welcomes applications from people who feel that they can bring other qualities to the Board, and they do not necessarily have to meet all of the above.

### **Statutory duties of a Board are:**

- To ensure that the organisation has a clear vision, mission and strategic direction
- To ensure that the organisation complies with its governing documents and relevant legislation
- To ensure that the organisation has good governance
- To protect the assets of the organisation and ensure sound investment of its funds
- To safeguard the good name and values of the organisation
- To ensure that the community interest company is financially stable
- To ensure that the stated community interests are met

Training in board responsibilities and governance can be provided.

## JOIN OUR BOARD

### **Time Commitment**

Clachworks is in its 'start up' phase and as such there is lots of work to be done. We ask all Board members to ensure that they are able to offer at least 8 hours per month attending meetings and undertaking work outside of meetings. Clachworks also welcomes applications from people with additional capacity who may like to be more fully involved in the project.

Time commitment is a big question for most people when thinking about joining a board. We hope that the time you give to Clachworks will be rewarding and beneficial to you, however, we will do our best to make sure the role can work around your life, work and other commitments.

### **Eligibility**

Priority will be given to those who are local to Inverness, however applications are welcome from people located anywhere across the UK as some remote working will be possible. Board meetings are usually held online on weekday evenings, though board members would ideally be available some weekends on an ad hoc basis.

### **Accessibility**

We would like the Clachworks board to reflect the diversity of Inverness, and welcome interest and applications from people from all ages, stages and backgrounds. If you are interested but feel you have specific barriers to applying, please let us know so we can talk about how we can address these and make it possible for you. Whilst the role itself is voluntary, expenses will be covered when possible.

### **Benefits to Joining the Board**

- The chance to get involved in an exciting new project concerned with social and environmental justice
- Access to training and skills development opportunities
- Being part of a community focussed team



## HOW TO APPLY

To express an interest in joining Clachworks' Board, please complete this short application form, explaining why you are interested in the opportunity, what you think you can offer, and what you would like to learn from this role.

**Completed application forms should be submitted to [clachworks@gmail.com](mailto:clachworks@gmail.com) by 7th July 2021 (midnight).**

If shortlisted, you will then be contacted for a discussion about the role, and will be asked to give two references. Informal interviews will be held on Zoom during the week commencing 12th July (evenings).

If you would like to ask any questions, please contact Lauren (Managing Director) on 07783982372, or [clachworks@gmail.com](mailto:clachworks@gmail.com).

We look forward to hearing from you!