

Mill of Benholm Development Worker

The Development Worker's role as outlined in the business plan is indeed varied and wide ranging but it is not felt to be unrealistic if fully supported by both the Board and volunteers. Several of our trustees have line management experience and one will take on the formal role of "staff liaison", holding regular meetings with the Development Worker to discuss progress and ensure support is given when required. The DW will also come to all board meetings where adequate time will be allocated to discussing priorities, workload and any other issues.

As a responsible employer the board will take all steps to ensure the DW workload is realistic and reasonable?

While the DW will take on much of the funding applications and service development work, it is not anticipated that the trustees will cease to be involved. Trustees have gained significant experience of applying for funding and will continue to be actively involved in this process. Similarly trustees also have experience of project management and will continue to offer support in this area.

It is hoped that volunteers will also offer support to the DW. Many organizations have a volunteer that performs the job of minute secretary for example, or have volunteers that can help out with administrative duties. There may also be the opportunity to offer valuable work experience placements. The planning and organizing of events is another area where volunteers are often keen to be involved and the DW need only provide a supervisory role.

Organizations such as KDP employ staff to carry out wide-ranging job specs such as this with great success. They have worked at fostering strong links and building trust between the Board and the Development Worker and this has been most effective. Board members with specific skills are also encouraged to get actively involved with projects and this is something we would aim to replicate.

Similarly volunteers with specialized skills in for example marketing will be encouraged to take on responsibilities while being overseen by the DW or Board. Or it may be the case that specialist contractors will be employed to assist with marketing, IT and similar, if necessary and if funding is available.