



Candidate Pack for Wales Committee Members

Welcome

Dear applicant,

Thank you for your interest in joining Victim Support as a member of the Wales Committee. I hope you enjoy learning a little more about us from this pack and by browsing our website. I would be delighted if this leads to you making an application.

We are proudly based in Wales with our National Contact Centre located in St Mellons. We are the leading victims' Charity in England and Wales that supports people affected by crime and traumatic incidents. We provide independent, personalised support to help people manage after crime and feel safer through a combination of dedicated specialist services as well as on-line support. We also inform victims of their rights and ensure their voices are heard throughout their support and beyond. We use the evidence from our experience of how crime affects victims to influence stakeholders and policy makers to effect positive change. We are a wholly victim centric organisation - victims are at the heart of everything we do.

We are looking for new members of our Wales Committee. This is a sub-committee of the Board of Trustees and provides an advisory and support function for activities and partnership engagement within Wales. Although acting within the wider Victim Support framework, the Wales Committee has an important role considering the distinctive operational landscape within Wales and ensuring that new opportunities are developed as appropriate to the area.

We are meeting the challenges of the current operating environment by expanding our services with service to victims of crime at the heart of what we do.

You will join a dedicated group of people supporting a talented team focused on building a future where victims' rights are respected, their voices heard and their needs met.

Angela Gascoigne
Chair of the Wales Committee

About us

Experiencing crime can be overwhelming. You may, naturally, feel unsafe. You might not know where to turn to. You may also find yourself overwhelmed with tasks related to your experience.

This is why Victim Support makes a profound difference to the lives of the people we support. We're here to help people affected by crime. Not only those who experience it directly, but also their friends, family and any other people involved.

We provide free, independent and confidential support to people affected by crime or traumatic events, helping them move forward with their lives. We also work to understand the issues that victims and witnesses face and seek to bring about positive change.

Our **purpose** is to support victims to move forward and bring change through their voice.

Our **vision** is of a future where victims' rights are respected, their voices are heard, and they feel well supported.

Our staff and volunteers are trained to listen, offer feedback and provide information. They can help people affected by crime make sense of what they've been through and explore their options to help them regain feelings of control. We provide a safe, neutral place for fears, worries and emotions to be voiced.

We are **local**; our skilled local staff and volunteers are embedded in the communities in which they live and work.

We are **national**; we provide services for people across the whole of England and Wales.

We are **independent** of the police, the government, local authorities, immigration services and the criminal justice system.

We are **inclusive** and positively strive to meet the needs of different people taking deliberate action to create environments where everyone feels respected.

We make a difference and ensure the quality of all our services through our continual improvement approach.

To achieve our mission and purpose, we will:

- Enable people to feel safer and more informed about strategies to reduce risk.
- Empower people to access their rights and entitlements.
- Listen with compassion, validate people's experiences and help people move forward.
- Support people to be heard and campaign for improvements in victims' rights

Our Values

Our values drive the way that we work, deliver services and engage with each other and our partners.

Most importantly, they show that “**I CARE**”:

Integrity

We value our independence and act with integrity in everything we do. Our actions are based on what's best for victims and are informed by their voices.

Compassionate

We act as one team and are kind and compassionate to the people we support and to each other.

Accessible

We open our doors to people affected by crime, regardless of whether they have reported it. We strive to provide equitable access to opportunities and resources for the users of our services and our employees.

Resolute

We are brave and uncompromising in our desire to champion victims and witnesses. We collaborate and partner with others to achieve the best outcome for victims.

Empowering

Everything we do is focused on enabling victims of crime to feel more confident and in control of their lives.



Our Strategy for 2024 – 2029

Last year, we celebrated our 50th year of supporting victims of crime. We have changed a lot in that time, but our purpose hasn't. We are more determined than ever to support and empower victims to rebuild their lives after crime and speak out for change.

We are now in the second year of our five-year strategy, ***Supporting victims, creating change***. Following on from our last strategy, which brought continued support to people affected by crime or traumatic events and security to the organisation, we want to continue that vital work and also use our work to create changes for victims across the country.

In developing this strategy, we set six strategic priorities to guide our work:

Using our voice and influence

We will be a recognised, trusted and nationally prominent victims' voice. We will influence required reform at a national and local level.

Utilising our insight

We will make the most of implementing learning and insight from our services in order to provide the most efficient and effective services, and to articulate the best services and pathways for victims.

Enhancing our strengths

We will be ambitious leaders in our areas of strength in order to ensure that the highest number of victims can access the services that they need to move forward with their lives.

Supporting our people and culture

We will focus and unite on delivering for victims, recognised as an employer and volunteering opportunity of choice. We are an organisation where learning and improvement are at the heart of how people work and interact.

Delivering quality and innovation

We will embed a culture of quality and innovation, delivering victims' services of a high standard.

Reaching victims

We will be a well-run, financially stable organisation that effectively responds to the need for victims' services.

To find out more about how we will achieve against these six priorities, **[please follow this link](#)**.

Job description

Role title Member of the Wales Committee

Role purpose

The purpose of the Committee is to further the aims and objectives of Victim Support in Wales by:

- Providing an advisory and support function for activities conducted within Wales.
- Acting as a strategic facilitator for partnership engagement in Wales.
- Acting as ambassador for VS in their localities and areas of expertise.

As a Committee member you will:

- Be an ambassador for Victim Support in Wales and for our work.
- Help shape to the strategic direction of Victim Support in Wales.
- Make policy recommendations to the Victim Support Board of Trustees and support in resolving challenges.
- Define the strategy and risks for Victim Support in Wales.
- Spend time with our services, getting to understand their work.
- Participate in the Committee meetings and make sure that decisions taken at meetings are implemented.
- Make sure that the needs of victims, witnesses and families affected by tragic incidents and crime are always at the centre of decisions taken by Victim Support.

To find out more about our Board, [please visit our website](#).



Person specification

Part One

Knowledge and experience

- Demonstrable local links or partnerships in Wales are essential to be considered for this appointment.
- An understanding of VS's cause through lived experience of crime, volunteering or knowledge of the criminal justice system.
 - We would particularly welcome applications from individuals with significant experience of working in, or with, the Criminal Justice System in Wales.
 - Ideally, you will have strong relationships with the victims' sector within Wales.
- Experience within the charity sector as a senior staff or committee member, and an understanding of how an organisation of our size and complexity operates.

Part Two

Skills and abilities

- Excellent communication skills, able both to build agreement and challenge convention.
- Ability to analyse and interpret complex issues, creatively problem solve, and to constructively challenge where necessary.
- Ideally, political awareness and an ability to influence.

Part Three

Leadership style and behaviours

- Commitment to developing your knowledge and understanding of how Victim Support in Wales is run, including engagement work with local or national services.
- Commitment to supporting and promoting VS' purpose, vision and mission, to our values, and to the principles of equality, diversity and inclusion.
- Commitment to acting as an active member of committee giving the time and thought needed.
- Sound independent judgement.
- Emotionally intelligent, low-ego working style.

Terms of appointment

Remuneration

This role is offered on a voluntary basis. Reasonable expenses incurred in the course carrying out the role will be reimbursed by the organisation.

Location

The role will mainly be based at our national Contact Centre in St Mellons, Cardiff, CF3 5EA.

Time Commitment

The expected time commitment is around 6 days per year, including:

- Four in person/online Committee meetings, usually held at our national Contact Centre in St Mellons.
- Visits to local offices or services as appropriate.
- Attendance at occasional fundraising or networking events.

Term of Appointment

Members are appointed for an initial term of three years. They may be re-appointed for a further period of three years.

Eligibility

The successful candidates will need to declare their eligibility to be a Committee Member and complete a DBS check. They will be expected to declare any conflict of interest affecting board responsibilities and discussions both on appointment and prior to the relevant committee meetings.



How to apply

To make an application, please go to <https://starfishsearch.com/jobs/victim-support-wales-committee-members/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Deadline for applications is **Monday 29th December 2025**

Recruitment timetable

Closing date:	Monday 29th December 2025
Preliminary interviews:	w/c 12th January 2026
Final Panel interviews:	w/c 2nd February 2026

