**The Genuine Occupational Requirement and the [XXX] Buddhist Centre Chairman[[1]](#footnote-0)**

The  [XXX] Buddhist Centre was founded in XXX by members of the Triratna Buddhist Order. The post of Chairman has always been held by a member of the Order.

The Trustees believe it is a genuine occupational requirement that the Chairman of the [XXX] Buddhist Centre is a member of the Triratna Buddhist Order. The Chairman is responsible for, among other things:

1. Preserving the Buddhist ethos of the Centre in particular by providing opportunities for staff and volunteers to deepen their practice and understanding of Buddhism through Team Based Right Livelihood (TBRL);

2. Maintaining and furthering links to volunteers, potential employees, and other leaders within the wider Triratna Buddhist Community.

**1. Buddhist Ethos & TBRL**

The [XXX] Buddhist Centre does not insist that all its employees are Triratna Buddhists, or Buddhist at all, though in practice most are. The ethos of the [XXX] Buddhist Centre does not require that everyone be a practising Buddhist or a Buddhist at all and no-one is forced to take part in any activity which goes against their beliefs.

However, the ethos of the Triratna Buddhist tradition is part of what makes [XXX] Buddhist Centre an attractive and distinctive place to work, as well as contributing to its success.

The [XXX] Buddhist Centre’s ethos is mainly brought about by the practice of Team Based Right Livelihood, a teaching drawn from the traditional Buddhist practice of Right Livelihood and one particularly emphasized within the Triratna Buddhist Community. This practice aims to bring together Buddhist practice and work through teamwork, kalyana mitrata and spiritual community as understood in the Triratna Buddhist Community.

The Chairman has overall responsibility for maintaining this ethos and ensuring the practice of TBRL is offered as appropriate to the individuals concerned and in such a way as to enhance the success of the charity for visitors, employees and volunteers.

The Chairman must personally uphold and exemplify the practice of the Buddhist teachings. He/she must provide visible Triratna Buddhist leadership to [XXX] Buddhist Centre's employees and volunteers, who will be drawn from Triratna Buddhist Community and will only be attracted if they see [XXX] Buddhist Centre as a thriving Buddhist situation.

In addition, the process of training for ordination is a training in certain qualities and ‘ways of being’. Knowing that Order Members have been though that training is a substantial part of the reason the Trustees of the [XXX] Buddhist Centre feel confidence in them as teachers and leaders of the Centre. It is also a reason that others in Triratna would feel confidence in them and, by implication, in [XXX] Buddhist Centre as a place to work.

**2. Links to supporters within Triratna Buddhist Community**

[XXX] Buddhist Centre is supported by and linked in to a large network of independent Triratna charities which together make up the Triratna Buddhist Community. These charities achieve a unity and coherence through the Triratna Buddhist Order, members of which generally lead them.

From the Triratna Community come candidates for employees and volunteers. Many candidates are willing to work on a support basis rather than a traditional wage and in so doing free up funds to go directly to the work of the [XXX] Buddhist Centre. The link with Triratna and the practice of TBRL is what attracts these candidates. Maintaining support from the wider Triratna community is therefore vital for [XXX] Buddhist Centre's work.

It is crucial that the Chairman represent [XXX] Buddhist Centre at meetings and events within the Order and the wider Triratna Buddhist Community. For example, the Chairman attends meetings of the Triratna Chairs Assembly, which is one of the main bodies which facilities the Order. That link would be lost if the Chairman was not a Triratna Order Member as only Order Members can be part of the Assembly.



1. Note that this can be modified and expanded to other posts as necessary [↑](#footnote-ref-0)