



SPFL Trust Trustee Recruitment Pack



Living
Wage
Foundation

January 2024

spfltrust.org.uk

Welcome

At the SPFL Trust we believe in the power to use football for good; to get to and inspire change in the heart of communities in a way that others can't.

It's about the extraordinary, unifying way that the football community brings people together in friendship, and enables them to find the courage to overcome barriers to make a difference.

Our work is primarily delivered through a network of community organisations - most of whom are registered charities - associated with SPFL clubs.

Through these partnerships we have been successful in delivering positive public health outcomes since 2010, something we are hugely proud of.

This is an exciting time for our charity, as we continue to work through our ambitious Football Powered strategy.

Our approach will focus on some of the challenges Scotland faces as it moves beyond the pandemic.

Almost one in five people already live in poverty in Scotland and for children it is worse at one in four. Our research tells us that those living near an SPFL club are even more likely to experience poverty.

The success of our partnerships and our experience and understanding of the unique role football can play, gives us the confidence that we can step up.

We also know that our partner community trusts and associated SPFL clubs can and will play a critical role in what happens in the years ahead. They're nimble and action focused, and so we believe that working together we can all be champions for change.

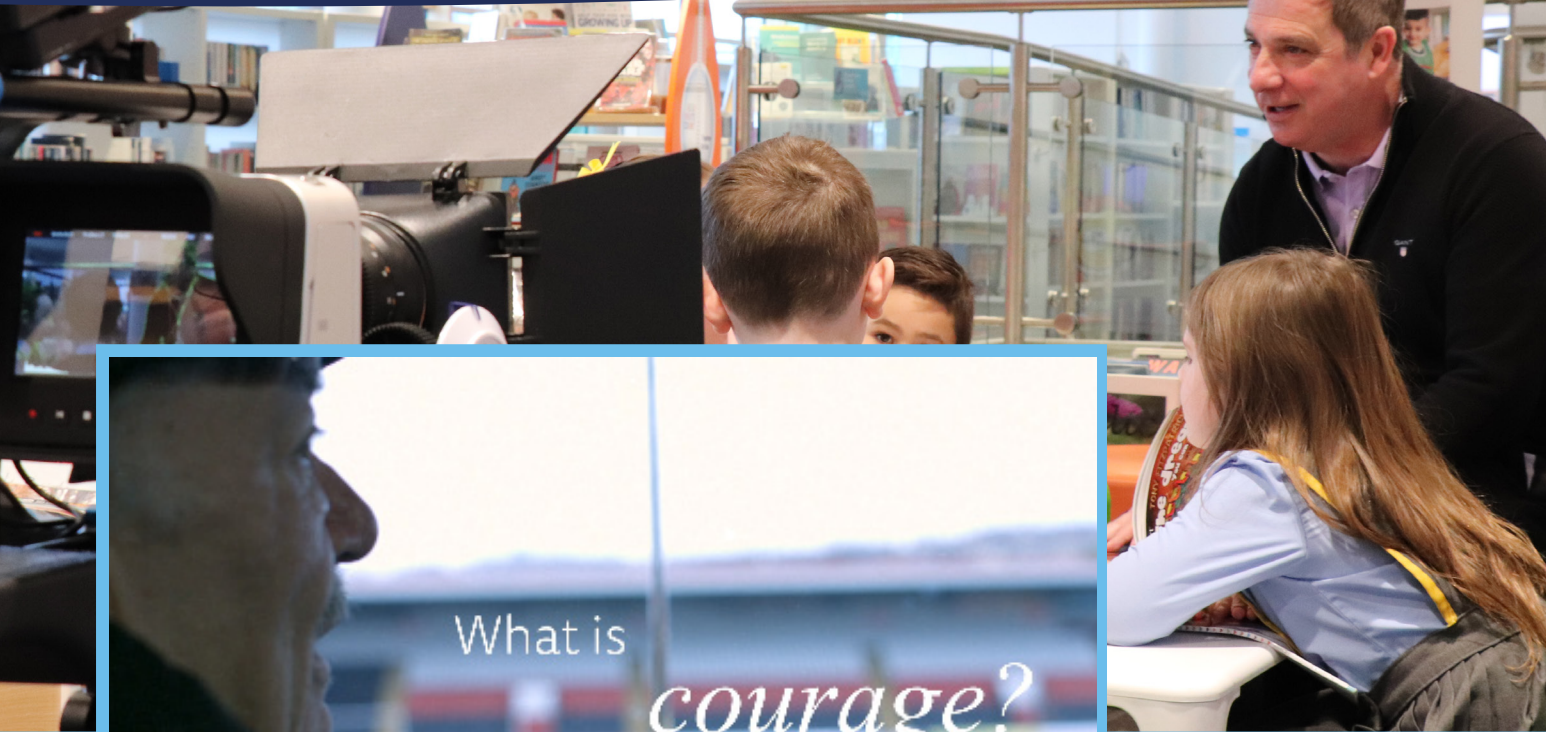
Now we are looking to recruit new trustees to join our board, to help us achieve our ambitious new strategy.

In doing so, trustees will have the opportunity to make strategic decisions, learn new skills and most importantly help to improve the lives of people across Scotland. It's a brilliant opportunity – and you will also be part of a fantastic team.



Thank you for your interest!

What we're about



Our film, *Courage*, celebrates the people who have shown extraordinary fortitude to make a positive change in their lives through SPFL Trust programmes over the last decade.

Watch the film on YouTube here



Organisational information

We are the Scottish Professional Football League Trust (known as the SPFL Trust), a charity (SC041121) registered with the Office of the Scottish Charity Regulator (OSCR) and a company limited by guarantee (SC369633).

Whilst we have an excellent working relationship with the Scottish Professional Football League (SPFL), we are individual organisations with separate governance, leadership and staff.

So, what does a trustee do?

Charity trustees are the people in overall control of a charity.

They work as a team (board) responsible for the governance and strategy of a charity, making sure it is administered effectively and accounts for its activities and outcomes.

They may be called directors, management committee members or committee members, but the law considers them to be 'charity trustees'. At the SPFL Trust we simply use the term, 'trustee'.

You can find out more about the role of a trustee on the [OSCR website](https://www.oscr.org.uk).



Who we're looking for

We're not just looking for people who 'sit on boards'

We're looking for people who understand the role of a non-executive board to provide strategic leadership, challenge and counsel to our CEO and her team, and who are willing to learn.

Our trustees also play a key role in scrutinising our approach to financial planning and governance.

We are also looking for someone who has experience of poverty and/or the voluntary or charity sectors.

New trustees will be people who can bring insight, relevant experience and perspective; who can contribute meaningfully.

Importantly, we want to diversify our board to make sure that we better represent communities. Our work is important and we want to ensure it is as effective, relevant and representative as possible.

We are committed to equality of opportunity and would warmly welcome applications from individuals, regardless of age, gender, ethnicity, disability, sexual orientation, gender identity, socio-economic background, religion and/or belief.

That means you may be from a minority ethnic group, a member of the LGBTQI+ community, or perhaps you are a little younger than the traditional stereotype of a board member. You might be a person of faith or none, or perhaps someone who has not always called Scotland 'home'. If you can add value, then we really do want to hear from you.

We recognise that - even with the best of intentions - there can be unconscious bias in our society. Our board wants to challenge this thinking to ensure we can deliver solutions that really can work for everyone.



Specifics

We are looking for candidates with an experience in communications and PR. We are also looking for those with experience of working in sport, in particular football.

Some of the key attributes you will bring to the role:

- A strong commitment to, and affinity for, our vision, strategic priorities, and values;
- The ability to build supportive relationships with trustees and staff
- Integrity, willingness to share ideas and be objective in contributing to the work of the board
- Good judgement - because you need to know when sensitivity is needed - but a willingness to challenge openly and constructively

You will bring some relevant knowledge that will add value to our board including:

- Developing an understanding of our vision, strategic priorities, and values
- An understanding of the landscape around the 'sport for good' agenda in Scotland, and the wider context in which our charity operates within football
- People with knowledge or experience of poverty, and/or those with experience of the charity and voluntary sector
- Understanding of governance and how it differs from management; an awareness of the principles of public life, and the expectations of non-executive roles
- Strong experience in communications and PR

The seven principles of public life are:

Selflessness

Integrity

Objectivity

Accountability

Openness

Honesty

Leadership

Trustees are encouraged to make good use of their network to help us reach our goals.

The commitment

We know that a commitment to join a board of trustees, which is a voluntary role, can be significant for busy people.

To help you, we've set out the likely schedule of engagement.

You will be required to attend one board meeting per month. These will take place at Hampden Park, where our headquarters are located. There will be a requirement for some digital meetings on occasion.

A number of committees also sit, and you may be asked to join one of these. Smaller, short-life working groups are also formed from time to time, when required.

In addition, you should be available to attend an annual away day, and to engage with the chair on a 1-2-1 basis as and when required.

Trustees are also expected to ensure they are familiar with board papers, having studied these thoroughly in preparation before board meetings. Don't worry - you'll always have plenty of time to review these.

To help you get started, new trustees will also participate in a friendly, extremely helpful induction programme. This is so you can learn about the workings of the charity, our board, and the responsibilities you undertake as a director.



Graham Watt - Trustee

Eligibility

You'll understand that there are some important rules around becoming a trustee. As we are a company limited by guarantee, you will also be a director and because of this, there are some rules that could prevent you from becoming a trustee.

If you have any questions on whether you might not be eligible, please speak to us, and we can discuss these with you.

How to apply

If you would like to put your name forward, and you think you can bring attributes and skills to our charity, then we'd love to hear from you!

You are asked to write 500 words explaining why you would like to be a trustee and what you feel you can bring to the (boardroom) table. Please also send us a copy of your CV.

spfltrust.org.uk

Closing date for applications is Wednesday 7th February 2024

- First interviews will take place week beginning 19th February 2024.
- Second interviews will take place week beginning 4th March 2024.
- Confirmation of successful candidate by the end of March 2024.

Email your submission to shirleys@spfltrust.org.uk.

If you would like to arrange an informal chat with our chair Bernadette Malone, please email Shirley Snyman at shirleys@spfltrust.org.uk using 'Trustee Recruitment' in the subject line.

0141 620 4162

 @SPFLTrust

 SPFLTrust

The Scottish Professional Football League Trust
Hampden Park
Glasgow G42 9DE
Registered Charity No. SCo41121

