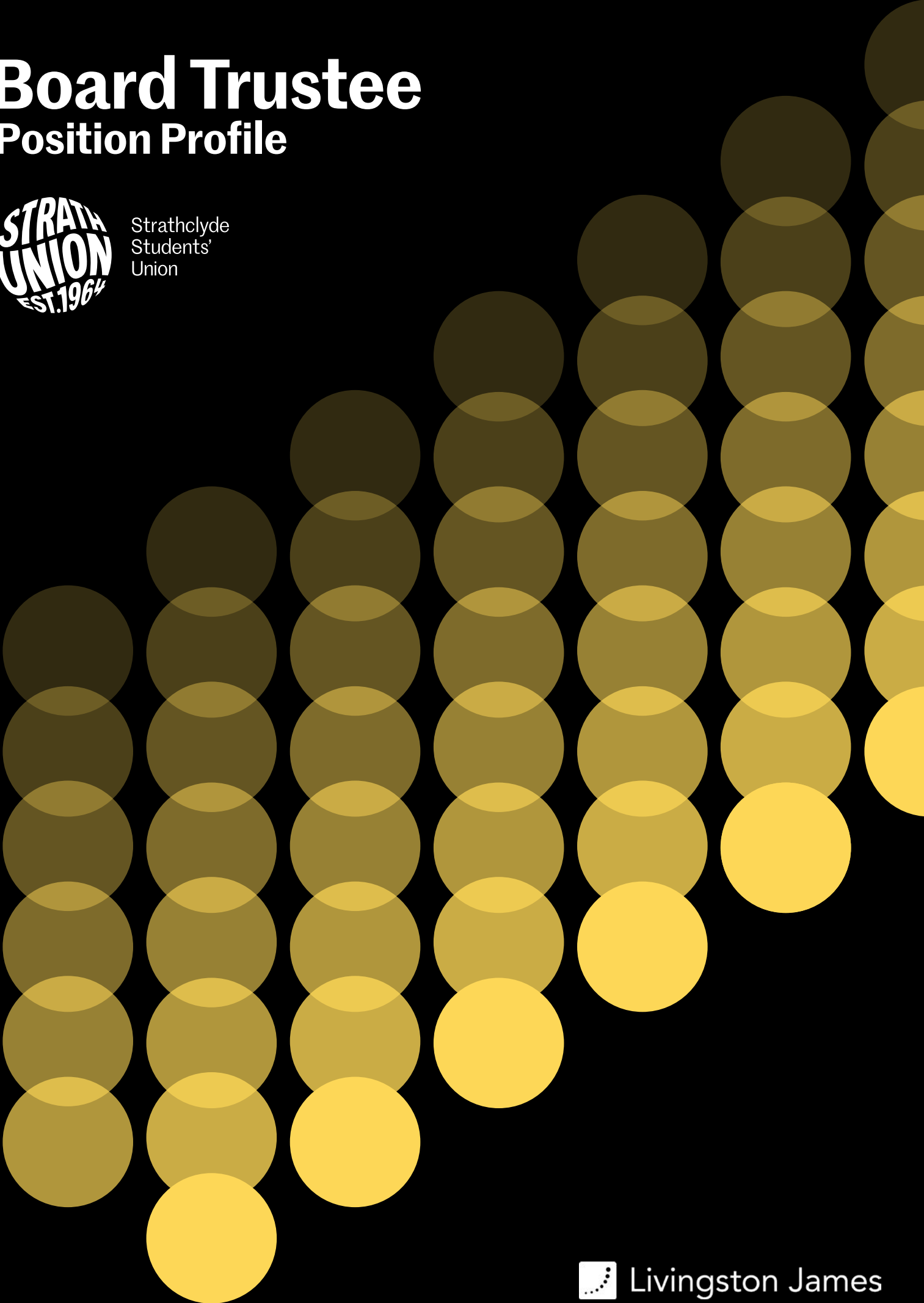


Board Trustee Position Profile



Strathclyde
Students'
Union



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Welcome Note

Many thanks for taking the time to show interest in becoming a Board Trustee for University of Strathclyde Students' Association ('Stath Union').

Celebrating 60 years this year, Strath Union remains as relevant today to the lives of students as it did at its inception. Recently relocating from the iconic John Street building into a modern, custom-designed space in the heart of the campus, Strath Union has continually improved over recent years and is now seeking to recruit a number of new Board Trustees to work alongside our soon to be appointed Chief Executive.

Consistently ranked as the number one Student Union in Scotland, according to What Uni's Student Choice Awards (WUSCA), we are an organisation that is bold, ambitious, and innovative – much like the University and the 25,000+ students we support. Strath Union has undertaken NUS Quality Student Union accreditation and received Excellent in the majority of categories in 2023, and continues to strive for excellence.

Our work in widening access and participation has helped to pioneer new initiatives and support groups of students who often don't have the same opportunities due to a number of different challenges they face. We have a dedicated Care Experienced and Estranged Society as well as a range of other spaces and societies that support the specific needs of some of our cohorts. Our Muslim Students' Association is the largest in Scotland and one of the largest in the UK.

We are delighted to have received plenty of good news recently with staff, students and departments all receiving deserved recognition for their hard work campaigning and spearheading initiatives. Having recently won two awards at the NUS Employee Engagement Awards we were also awarded, at the end of March, the NUS Scotland award for Liberation & Equality and Community & Solidarity. We are currently also one of ten Student Unions, across the UK, shortlisted for WUSCA's 2024 Student Association of the Year.

Our vision for 2025 was that all students, staff, and our community are empowered to unleash their full potential. With over a year still left to run on our [Strategic Plan](#) we have made significant advances and are progressing well across our three pillars of activity – Unleashing Potential, Amplifying Community, and Empowering Everyone.

As a Board, we bring diverse skills, experiences, and styles, but we all share a commitment to the values, aims and goals of Strath Union. We are fully committed to inclusivity and diversity of thought, background, and experience. We are looking to recruit 3 new board trustees and welcome applications from candidates from any and all backgrounds who bring relevant experience to complement the existing skills of our board and a passion for improving the lives of our members.

As Board Trustees we are responsible both individually and collectively for all activity within Strath Union, setting the vision and values of the organisation and ultimately ensuring the delivery of its core organisational purpose to connect students so everyone can thrive. The University has recently launched its [2030 Strategy](#) and working with our new Chief Executive you will directly support the development of Strath Union's new strategic plan that will look to the next 5 years of growth and development.

We are a values-led organisation and if you join us, we strongly believe that you will benefit, Strath Union will benefit and most importantly the University of Strathclyde's student population will benefit.

Eva Curran
Strath Union President
2023 - 2025



The Organisation

University of Strathclyde Students' Association ('Strath Union') has been the beating heart of activity for students on the Strathclyde campus since 1964 and exists to connect all students to ensure everyone can thrive whilst studying at the University of Strathclyde.

Outside of the classroom, Strath Union is where everything happens. From sports clubs and societies to representing student voices to the University, providing volunteering opportunities, food and drink, events and much more!

The Union is the beating heart of the University campus, and the Union building is the 'campus living room' where you can eat, drink, study and play. Strath Union is a sector leader when it comes to Glasgow's nighttime industry, having recently been awarded a Platinum Best Bar None Award for their services to Glasgow's hospitality industry and a highly commended award at the recent National Awards.

Strath Union has developed a number of new projects and initiatives in recent years, including a listening service, Hear to Listen, our food pantry to support students impacted by the cost of living and our Sustainability Hub which builds on our NUS Green Impact (Excellent) award and our Responsible Futures Accreditation.

Our events and social spaces provide a variety of experiences that enrich university life. Outside of the classroom, these opportunities provide a lively platform for students to engage, build connections, and make lasting memories. Students not only unwind and find respite from their studies through numerous events that include cultural festivities, workshops, performances, and recreational activities, but they also widen their minds, learn about new cultures, and engage in important conversations.

This dynamic social atmosphere promotes personal development, cultural awareness, and a sense of belonging, all of which contribute to a holistic university journey that includes both education and the development of well-rounded persons – we are developing the next generation of Strathclyders!

Our Values are what we stand for. They are our guiding behaviours and directly influence how we do what we do.

1

Seize the opportunity:

We intentionally experiment and try new things to be the best at what we do

2

Speak Up:

We confidently share our own voice and empower others to speak their truth

3

Join Forces:

We bring a can-do attitude and take shared responsibility to deliver greater impact together

4

Back Each Other:

We stand for diversity and inclusion and support each other to bring our full selves



The Role

The Strath Union Trustee Board is the ultimate legal decision-making body for the organisation, directing all the charity does, ensuring that it is financially sustainable and delivers against its core purpose of connecting students so everyone can thrive.

As a Board Trustee, you will be responsible, both individually and collectively, for all activity within the organisation, ensuring that Strath Union has a clear vision, mission and strategic direction and remains focused on improving the lives of its members.

- Regularly review the performance and outcomes of Strath Union's key activities against objectives and ensure that plans are put in place for improvement where needed to ultimately ensure that all students, staff, and the wider community are empowered to unleash their potential
- Ensure the long-term sustainability of Strath Union including ongoing scrutiny and agreement of the organisation's financial strategy and robust review of business cases/proposals for future investment
- Directly contribute to constructive debate on the strategic development of Strath Union
- Ensure that Strath Union complies with its governing document, and all relevant legislation and regulations, including relevant charity law, company law, education acts, and any other relevant legislation or regulations
- Regularly review policies and procedures that govern organisational activity, including guidance for the board, volunteers, and staff
- Hold the Chief Executive to account for the effective management and delivery of the Union's aims and objectives ensuring that Strath Union uses its resources exclusively in pursuance of its strategic objectives
- Ensure that financial controls and systems of risk management are robust
- Safeguard the good name, reputation, and values of Strath Union, by ensuring the organisation and/or Chief Executive does not undertake activities that put these, or its members at risk
- Protect and manage the property and intellectual property of Strath Union and ensure the proper investment of funds, acting as guardians of Strath Union's assets, both tangible and intangible, taking due care over their security, deployment, and proper application, and ensuring the organisation uses its resources exclusively in pursuance of its core objectives
- Identify and promptly communicate conflicts of interest, acting with integrity and avoiding personal conflict of interest or misuse of charity funds or assets
- Seek professional external advice where there may be material risk to Strath Union or where the Trustees may be in breach of their duties, or at any other appropriate moment
- Support the Board Chair and Chief Executive while exercising personal responsibility and accountability
- Develop and maintain effective relationships with Elected Officers, Strath Union's Chief Executive and Senior Management Team and key University of Strathclyde stakeholders

The Role

- External Trustees also have a particular responsibility to:
 - Use their knowledge, skills, and experience to improve the decision-making of the Board and its Committees
 - Support and empower student officer trustees
 - Act as a mentor, as required, for less experienced trustees

Time Commitment

We would anticipate the time commitment to be c1 day a month and would involve:

- 6 meetings of the Trustee Board* annually (including at least one away day)
- Meetings of the Board Committees or sub-groups (including but not limited to Finance, Audit & Risk, HR & Culture and Remuneration & Nominations)
- Working groups which progress Strath Union's strategic objectives
- Ad-hoc function/events undertaking an ambassadorial role

* Board meetings typically last c3 hours and are held on Friday afternoons.



Preferred Candidate Profile

Previous board experience is not a pre-requisite for this role, and we are focused on identifying new board members who are committed to our mission and organisational values.

We are looking for diversity of thought, experience, and background to ensure that we complement the existing skills of our board members and therefore are wanting candidates who bring experience in one or more of the following areas of expertise:

- Governance, Risk or Compliance
- Public Affairs, Policy, or Public Relations
- IT and Digital Transformation
- Higher education or the voluntary sector

We want our Board to reflect the community we support. To enhance the diversity of our Board we would particularly like to hear from women and those identifying as women, people from minority ethnic backgrounds, people with disabilities and those with diverse sexualities or marginalised gender identities.

Core knowledge, skills and experience required in the role of Board Trustee includes:

- A proven track record of sound judgement, effective decision making and strategic vision
- An understanding of good governance principles
- The ability to think rationally and strategically around complex issues without getting bogged down in operational detail
- Sound, independent judgement
- Able to work effectively and collaboratively as a member of a team
- Highly developed interpersonal and communication skills coupled with the ability to engage effectively and appropriately with a range of people
- A willingness to fully participate in all board discussion
- Able to constructively challenge fellow trustees and the senior leadership team whilst also working collectively and in the best interests of Strath Union
- Demonstrable experience in building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives

Strath Union is a strongly values-led organisation and therefore successful applicants will be able to demonstrate:

- Commitment to, and experience in, delivering equality of opportunity and reducing barriers to participation
- Commitment to the ethos and values of the Union and a genuine interest in the empowerment of students
- The highest standards of personal honesty and integrity and the ability to act with discretion

Remuneration & Recruitment Process

Remuneration

This is a voluntary and non-remunerated role other than reimbursement of approved travel costs or associated expenses in line with Strath Union's policy.

Strath Union is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.



The Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Livingston James will conduct initial conversations prior to discussing candidates with Strath Union at the shortlist meeting.

Interested candidates should provide a tailored CV and cover letter, outlining their interest and suitability, to douglasadam@livingstonjames.com

Closing Date for Applications:
Monday 6th May



Livingston James