



SCOTTISH POLICY & RESEARCH EXCHANGE

SPRE Trustee Recruitment

Information pack

February 2025 Recruitment Pack for new Trustees

SPRE is recruiting 5-7 Trustees, including a new Treasurer, to join our Board from May 2025. [Please see here for the application form.](#)

About SPRE:

The Scottish Policy & Research Exchange (SPRE) exists to support more equitable public governance and positive outcomes for people and the environment in Scotland. We do this through a range of capacity strengthening activities aimed at supporting meaningful connections and learning between researchers, knowledge mobilisers, policymakers and practitioners.

SPRE primarily works with higher education institutions (HEIs), practice-based and community research networks across Scotland, as well as officials in the Scottish Government, Scottish Parliament, local authorities and other public bodies. We have a particular focus on diversifying the range and diversity of voices who generate, mobilise and use research evidence.

Launched as a project at the start of 2019, SPRE became an independent charity in June 2022. As part of this transition, SPRE has been working with a new Board of Trustees since January 2023 and is now seeking to expand the Board.

SPRE is seeking new trustees to help shape the organisation as it moves into the next phase of its growth. SPRE is due to launch its first 5-year strategy in the summer 2025. As a Trustee, you will have the opportunity to strengthen the organisation and ensure it applies its values to critical decisions about growth and expansion. The Board will also work with SPRE's team to further develop its strategy, governance and organisational foundations.

Currently, SPRE is made up of a Board of seven Trustees and two staff members (both Co-Directors). We have an annual income of ~£130,000, secured through membership contributions from Scottish HEIs, a grant agreement with the Scottish Government, project funding and consultancy work.

To learn more about SPRE, our current Board and Co-Directors, and our equity-centred approach to organisational development and leadership, please see:

- [Our website](#)
- [Our charity details and most recent submission to the Scottish Charity Regulator](#)
- Our Co-Directors' interview with the [Research Culture Uncovered Podcast](#)

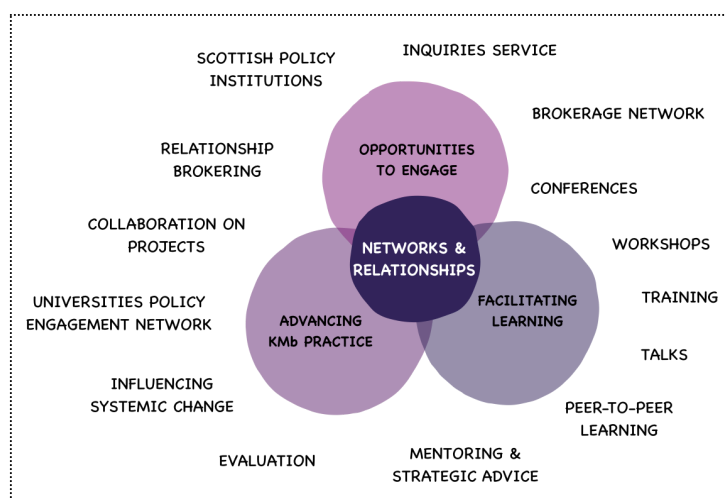
SPRE's vision for 2025-2030

At SPRE, we believe that we can contribute to a more equitable Scotland that enables us *all* to flourish in fairness alongside and in harmony with our environment.

We believe that Scotland has many of the foundations we need to flourish in a way that is fair and equitable for us all. In Scotland, we have a strong commitment to human rights, a democratic and evidence-informed system of governance, a robust higher education environment, a strong civil society and a population who voices an alignment with justice and fairness. At SPRE, we acknowledge that we are all facing difficult decisions and compromises ahead – and that system transition and transformation are both necessary and possible.

To meet the challenges ahead, SPRE is working to enable just and equitable governance by strengthening the capacities, capabilities and connections of researchers, knowledge mobilisers, policymakers and practitioners. In order to pursue this vision, we're building on the roots of our current work:

- **Creating opportunities to engage** that convene diverse perspectives and support the combining of different forms of knowledge.
- **Facilitating learning** about policy and practice engagement which centers ethics, intersectionality and relational rigour.
- **Advancing knowledge mobilisation practice** through leadership and long-term involvement in research projects as a learning partner and evaluator.



As we grow as an organisation, we will continue to identify opportunities for systemic change for more equitable and effective research-policy engagement.

Qualities we're looking for in a SPRE Trustee

SPRE is a new organisation and was formally constituted as a Scottish Charitable Incorporated Organisation in 2022. We are looking to recruit 5-7 new Trustees, including a new Treasurer, in this round to strengthen the Board. Board membership is currently a three-year term, with the option to extend by for a second term. We are keen to ensure Board sustainability as we grow as an organisation.

Time commitment

We anticipate an average time commitment of 4 hours per month and are seeking applicants who have energy and enthusiasm for SPRE's formative development, actively contributing to creating new structures, systems, policies and culture.

We hold four 2-hour Board meetings per year. We also host a two-day strategy and development retreat for Trustees. We currently have two subcommittees (1. Finance and 2. People Matters), which both meet 3-4 times per year. When needed, we create working groups to focus on short-term Board business (e.g. recruitment).

Skills, experience and background

We are particularly keen to recruit people with skills and experience in the following areas, and who wish to translate these to the context of a small, nimble and fast-developing charity:

- Scottish politics and policy.
- Entrepreneurship and start-ups.
- Third sector governance.
- Business development and consultancy.
- Organisational policy development.
- Human resources and people matters.
- Experience as a Treasurer or with the financial governance of small charities.

We are recruiting for a **new Treasurer** and would welcome applicants with experience in setting up financial systems and good governance in a new, small, organisation.

We are particularly keen to hear from those who can draw on experience of overcoming barriers and exclusions as a result of (and intersections between) their social, cultural or racial background; geographical location or institutional affiliation; career stage or disciplinary background; sexuality, gender or gender identity, disability or migration status.

Alignment with SPRE Values

We are looking to appoint Trustees who can work with and strengthen SPRE's values:

- **We are creative** – We embrace paradox, co-production and joy.
- **We are inclusive** – We are transparent, we act in ways that are anti-oppressive.
- **We are reflexive** – We explore taken-for-granted framings and assumptions, we are learning to 'see' and name power relations, illuminating our own 'blind spots' and 'deaf spots'.
- **We are relational** – We work in a way that builds trust, respect and pays attention to context.

- **We are collaborative** – we work together to support SPRE’s development and work to have a sense of shared ownership of advice, guidance and decisions in this subcommittee.
- **We pay attention to our praxis** – we learn by doing, recognising and valuing our embodiment, emotions and rationality.

Compensation

Trustee positions are unpaid voluntary posts, though travel, accommodation and expenses from Board related work will be covered, and training and development needs will also be funded.

Testimonials from current Trustees

“I have absolutely loved being a Trustee of SPRE! It is truly inspirational to work with an organisation that not only is explicit about its values, but that actually embodies and enacts them in its everyday work and operations. SPRE's intersectional feminist praxis means it genuinely works to diversify approaches to knowledge mobilisation and to centre relationships and people in order to promote social justice and sustainability in Scotland.”

“It has been a valuable experience being part of the early development of a small organisation. There is a real opportunity to support and influence across many different aspects of strategy and operations.”

“Being involved with SPRE as a Trustee is not only highly rewarding as we work to support colleagues across the higher education sector to play a role in shaping and influencing policy, but also a real pleasure in having the opportunity to work with other Trustees from diverse backgrounds and experiences.”

“Being a SPRE trustee is a very rewarding experience. SPRE values a mix of experience and insights and gives opportunities to those that may not have been part of a Board before. It is a mutually beneficial arrangement whereby we all learn from each other and allows space to reflect and grow as an organisation and a Board.”

“Being a trustee of SPRE has provided the opportunity to help the organisation grow into one which places its values firmly at the heart of its mission i.e. to shape research-policy engagement as a relational practice, centring intersectionality in its approach. It has been a privilege to support the organisation to role model this in all its work, and I have personally learned a lot which I’ve been able to integrate into my own practice in higher education.”

“It has been exciting and rewarding to be part of SPRE’s inaugural steps into the SCIO landscape. There is much potential in the vision and mission of SPRE and I will enjoy watching it evolve and flourish.”

“It is energising to be part of an organisation that lives out its values and strives, across all we do, to be the kind of change we want to see. Relational practice is at the heart of

everything SPRE does. This makes being a trustee with SPRE such a rewarding and enriching experience. Come and join us!"

Application process

[Please see here for the application form.](#)

Application options:

We welcome you to apply to join the SPRE Board of Trustees in any of the following ways:

- Written application.
- Voice note/video applications. Please answer the questions in the application form using a voice note or video message. Your audio/video file can be emailed to contact@SPRE.scot
- Meeting with a Co-Director or Trustee to verbally apply. This application process would involve scheduling an online meeting to discuss and verbally answer the application questions.

Application deadline:

The application deadline is 9am on Friday, March 28th 2025. All candidates will be notified on Friday, April 4th about whether they have been shortlisted for an interview.

Addressing your questions:

We have three different ways to learn more about SPRE and the role of Trustee.

Informal 1-2-1 conversation about SPRE

You can book a 30-minute informal conversation with [Briana Pegado](#), who is supporting the Board recruitment process and also helped us recruit the current Trustees in 2022. Briana has also supported SPRE with the development of our values. Briana is not an employee or Trustee of SPRE. All conversations will be confidential.

Briana has also helped SPRE develop its values and led Board training for the organisation. She has a very strong sense of the direction of travel for SPRE and its Board. To book an informal online call with Briana, please use her Calendly link here:

<https://calendly.com/briana-pegado>

Q&A session with SPRE Trustees and a SPRE Co-Director

These drop-in sessions will be informal conversations with some of the SPRE Board and one of the Co-Directors. These are open sessions for interested candidates to ask questions and learn more about the Trustee role and the day-to-day operations of SPRE.

- Tuesday, March 11th 12.00-12.45
- Friday, March 14th, 12.00-12.45
- Wednesday, March 19th, 10.00-10.45

Please register your interest in one of the sessions by following the link here:

<https://njm0k7zy30a.typeform.com/to/qm8S6iBK>

Submit written questions

We welcome written questions via email to the Co-Directors (contact@spre.scot) who will field them to an appropriate Trustee or answer them directly.

Interviews

Online interviews will be held on Wednesday, April 16th and Friday, April 25th. We expect interviews to take 45 minutes. If there are circumstances that mean you cannot make either of these dates, please get in touch via contact@spre.scot.

We will share interview questions at least 3 days in advance of the interview. The interview panel will include the Chair of the SPRE's Board, Linsey Dickson, and two Trustees: Nick Fyfe and Clare Taylor.

Accessibility

Please let us know if there is anything else we can do to make the interview accessible.

Board Away Days

The SPRE Board has scheduled its annual development away-days on May 22nd and May 23rd in Edinburgh. All new Trustees are asked to join these away days. Travel and accommodation will be arranged/reimbursed by SPRE.