

SPRE Trustee Recruitment

**Application form**

February 2025

# Instructions

**Please submit your application via email to** [**contact@spre.scot**](mailto:contact@spre.scot) **by 09:00 on Friday 28th March.**

For more information, please see the [SPRE Trustee Recruitment Pack](https://docs.google.com/document/d/10CSlv5ErOolK9Y8erJn8_mqX4cpNbK1P7Ya1rzC5tFA/edit?usp=sharing).

**Please also complete this online and anonymous Equity, Diversity and Inclusion (EDI) Form [**[**https://njmok7zy3oa.typeform.com/to/N2ijpqTr**](https://njmok7zy3oa.typeform.com/to/N2ijpqTr)**], as part of your application.** The information we gather through this form will be processed by an independent consultant with EDI expertise to ensure we cannot identify anyone through their answers. This anonymous information will be used, with support from our EDI consultant, to ensure we are equitable and inclusive in shortlisting, interviews and final selection so that we improve Board diversity through this recruitment process.

**Interview dates**

Please note that interviews will take place on Wednesday 16th and Friday 25th of April. If there are circumstances that mean you cannot make either of these dates, please get in touch via [**contact@spre.scot**](mailto:contact@spre.scot).

Accessibility

If you would like any assistance in completing this application, would prefer to submit an application in a different format (e.g. a pre-recorded voice/video message or a recorded voice/video conversation), and/or have any other needs or preferences (e.g. BSL interpretation) please contact SPRE’s Co-Directors via [contact@spre.scot](mailto:contact@spre.scot).

If using this form, you may submit it as a Google Doc (by making a copy) or download and submit it as a [word document (click here)](https://docs.google.com/document/d/1g4FxA0X8Li8j0NXoygN20a7lWx0K1MHz/edit?usp=drive_link&ouid=103743130122469715917&rtpof=true&sd=true). You may type or hand-write your responses to the questions.

Information sessions

**Q&A Sessions**

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.

* **12:00-12:45 Tuesday 11th March**
* **12:00-12:45 Friday 14th March**
* **10:00-10:45 Wednesday 19th March**

Please register your interest in one of the sessions by following the link here: <https://njmok7zy3oa.typeform.com/to/qm8S6iBK>

**Informal 1-2-1 conversations**

You can book a 30 minute informal conversation with [Briana Pegado](https://www.brianapegado.com/), who is supporting the Board recruitment process and also helped us recruit the current Board members in 2022.

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. Birana is not an employee or Trustee of SPRE. All conversations will be confidential. To book an informal online call with Briana, please use her Calendly link here: <https://calendly.com/briana-pegado>

# Assessment criteria

In each application, we will be looking for how the candidate demonstrates alignment with our values and why they would excel in supporting the governance and strategic direction of SPRE.

We will look for evidence of alignment with [SPRE’s values](https://docs.google.com/document/d/10CSlv5ErOolK9Y8erJn8_mqX4cpNbK1P7Ya1rzC5tFA/edit?usp=sharing) and work to center an intersectional praxis in all we do. We will also look for evidence of strengths in any of the following skills and experience:

* 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 will be assessing applications holistically and looking for the unique qualities they demonstrate.** To assist the panel in doing this with rigour, we will be working with an independent facilitator.

We expect to shortlist a maximum of 12 candidates for the interview stage and will give each shortlisted candidate feedback on their applications. This will highlight any areas of skills and experience that we would like to get a better understanding of.

# Section 1: About you

## Your contact details

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| Full name |  |
| Pronouns |  |
| Home address |  |
| Email |  |
| Phone |  |
| Preferred mode of contact |  |

## Your relevant history

Please use the table below to share any experiences, responsibilities, education, awards or other recognition you feel is relevant to the role of Trustee. This may relate to personal, voluntary and professional experiences, and be formal or informal.

**Please note**:

* You don’t need to be comprehensive – we are interested in what is relevant to this role
* Please start with the most recent
* Don’t worry about gaps – you will not be judged on continuity
* Please add additional rows as needed

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| **What**  *e.g. name of the organisation, education, training, community group, life experience etc.* | **Your role**  *Including any formal or informal title and a brief description of what you were responsible for* | **Date started**  *mm/yy* | **Date finished**  *mm/yy* |
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# Section 2: Your strengths and why we should work together? Why you are a good fit

## 1. Why do you want to be a SPRE Trustee?

Out of consideration for your time as well as the capacity of the recruitment panel, please try to keep your answer to no more than **250 words**.

**Guidance**

We are looking to understand what excites you about the prospect of becoming a Trustee. We'd also like to understand how your values shape your motivations.

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## 2. What do you see as a central challenge of both ensuring the formal duties of good governance and supporting a relational approach to collaborative working between staff and the Board? How might you address this challenge?"

Out of consideration for your time as well as the capacity of the recruitment panel, please try to keep your answer to no more than **250 words**.

**Guidance**

We are not looking for a comprehensive answer. Instead, we are interested in understanding how you would think about balancing technical aspects of good governance with the relational need to be responsive to opportunities and learning in the staff team and Board. We are curious about the sorts of tensions, dilemmas and compromises you think this balance might raise, and what you would put in place to navigate this challenge.

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## 3. What experiences would you draw on as a Trustee to strengthen SPRE?

Out of consideration for your time as well as the capacity of the recruitment panel, please try to keep your answer to no more than **250 words**.

**Guidance**

We are interested in learning about your particular qualities, as a whole person. We invite you to draw on diverse and holistic qualities and experiences, including from personal, voluntary and professional settings. Please see the [Trustee Recruitment Pack](https://docs.google.com/document/d/10CSlv5ErOolK9Y8erJn8_mqX4cpNbK1P7Ya1rzC5tFA/edit?usp=sharing) for more information on the skills and experience we are hoping to bring into the Board.

Please use concrete examples and feel free to reference the [‘relevant history’ list you provided above](#_33f2p6ycwkjo).

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## 4. How do relationships shape your leadership?

Out of consideration for your time as well as the capacity of the recruitment panel, please try to keep your answer to no more than **250 words**.

**Guidance**

In this question, we are interested in understanding how you shape and are shaped by relationships, to enable you to be the leader you want to be (as opposed to what your strengths are as an *individual*). Please refer to specific examples in your answer.

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# 5. Are you interested in the role of Treasurer?

* Yes
* No
* Maybe, but I would need support and training.

# Section 3: Equity, Diversity & Inclusion Monitoring

Alongside your application submission, please complete this anonymous and online Equity, Diversity & Inclusion Monitoring (EDI) Form: <https://njmok7zy3oa.typeform.com/to/N2ijpqTr>

The information we gather through this form will be processed by an independent consultant with EDI expertise ***to ensure we cannot identify anyone through their answers***. This anonymous information will be used, with support from our EDI consultant, to improve how we can identify and address equity, diversity and inclusion issues in shortlisting, interviews and final selection.