



Recruitment of Chair - SLIC

Dear Potential Applicant,

Thank you for your interest in the position of Chair of the Scottish Library and Information Council's Board.

The Scottish Library and Information Council (SLIC) Board is seeking a new Chair who is prepared to be a strong public advocate for the library sector in Scotland alongside the Chief Executive, has a good understanding of what effective governance looks like and is committed to assisting SLIC's management in the delivery of its strategy. This presents a great opportunity to lead the Board of one of Scotland's major cultural institutions.

There is a strong working relationship between the Chair, the Board and the Chief Executive at SLIC. In recent years, SLIC has been able to take major strides forward because it has benefitted from a strong management team, a clear strategy and a highly supportive Board.

The governance of SLIC is recognised as being highly effective. We are looking for a Chair who can guide the organisation as it seeks to continue to build on these strong foundations.

A handwritten signature in black ink, appearing to read 'Alan Clarke'.

Alan Clarke , Current Chair, SLIC

A handwritten signature in black ink, appearing to read 'Richmond Davies'.

Richmond Davies , Vice Chair, SLIC

About Us

The Scottish Library and Information Council is the independent advisory body to the Scottish Government on library and information-related matters.

SLIC was formed in 1991 and provides a leadership focus for Scottish library and information services. We lead development in the library sector, monitor standards of provision and promote development. We also regularly undertake research, promoting innovation and a greater understanding of the library and information sector in Scotland.

Our greatest strength is our membership. Members are drawn from the public sector, higher education institutions, further education colleges and special interest libraries. Every member brings expertise, knowledge, and innovation to the library sector. By working together, that expertise is shared through SLIC.

Over the last five years SLIC has expanded considerably. We have built upon existing partnerships and forged new ones, particularly in the education sector and business community.

We have led in both the creation of a bold new public library strategy, Forward: Scotland's Public Library Strategy 2021 -2025, its refresh in 2026 Fast Forward and Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023 – a UK first.

Our aim is to support Scottish library and information services through service innovation, funding provision and informative research. For more information on the Scottish Library and Information Council read the SLIC Strategy.

SLIC is a registered charity and registered company guided by a Board. The SLIC Board has strong sector and industry representation as well as independent members. The organisation is core funded by the Scottish Government and achieves additional funding to support its purpose through its membership and projects.

Further information about SLIC is available at <https://scottishlibraries.org/>

The Role

Chair

The Board and Chair have a broad range of skills, knowledge, and experience. It is expected that these will include knowledge and enthusiasm for areas such as libraries and other cultural providers and their role in society, life-long learning, knowledge and information management, and widening public access and participation to all of Scotland's communities, including through digital delivery. The appointed Chair will also lead the development and the delivery of a new strategy, building on the [SLIC Strategy 2025-2028 - The Scottish Library and Information Council](#)

The successful applicant will have experience of serving on a Board in an organisation prioritising service innovation and digital transformation, while operating within a very challenging financial climate. They will be a confident and engaging communicator and a passionate advocate on behalf of the library sector across Scotland. They will have the capacity to give the role the time commitment necessary to be successful.

The Chair of the Board has responsibility for:

Leadership, Strategy and Communication

- Providing strategic leadership, considering long term vision, and setting appropriate goals for SLIC
- Chairing Board meetings in a manner that facilitates constructive discussion, managing conflict and negotiating compromise when required.
- Championing the organisation's overall mission and strategic direction in a changing and challenging environment
- Leading the Board while remaining resilient to the challenges ahead, particularly in the context of financial challenges.
- Ensuring that the Board, in reaching decisions, takes proper account of its statutory duties, and the policy and resource framework agreed with Scottish Ministers.
- Having oversight of the achievement of the outcomes in the Strategic Plan in conjunction with the SLIC Chief Executive.
- Ensuring effective corporate governance, and that the principles of public life and public accountability are followed.

- Maintaining progress in delivering on SLIC priorities.

Collaboration and Advocacy

- Representing SLIC publicly in an ambassadorial role.
- Communicating the vision and representing the views of SLIC to diverse audiences including SLIC members, government, the media, a range of sectors and other stakeholders
- Influencing and engaging key stakeholders in the political, cultural, private, and other relevant arenas.
- Being able to develop and maintain strong relationships with key donors, as well as prospective and existing funders, as an equal and trusted partner.
- Supporting the growth and diversification of income streams.

Organisational Performance and Governance

- Ensuring that SLIC operates in accordance with the Scottish Government's National Performance Framework
- Being responsible for ensuring that SLIC operates in accordance with its Scheme of Administration including chairing Board meetings and ensuring that all Board Committees function in line with expectations for effective governance processes.
- Ensuring that all new members of the Board are fully briefed on the terms of their appointment and on their duties, rights, and responsibilities, and that they receive appropriate induction training.
- Conducting and assessing appraisals of the performance of individual Board members on an annual basis.
- Acting as line manager of the Chief Executive including setting objectives and conducting appraisals of the performance of the Chief Executive.

Time Commitment

At present the Chair is expected to spend on average 2 days (or approximately 14 hours) per month on Board business. This will be spread unevenly over the month. However, there will be periods when pressure of business will require additional time. This time commitment is also likely to increase in 2028 in support of the development of SLIC's new strategy.

The formal time commitment includes:

- The preparation for and attendance at three Board meetings a year (and one strategic Away Day session)
- Involvement in additional meetings, consultations and events, including discussions with Ministers and other stakeholders, and the representation of SLIC's interests
- Engaging with and being visible to SLIC staff
- Acting as line manager for the Chief Executive
- Limited involvement in the work of the committees established to deal with aspects of the Board's business (e.g., governance, audit and staffing & remuneration) and/or other related groups (e.g. high-level advisory groups)
- The Chair is also expected to attend some of the cultural and fundraising events and other activities organised by SLIC.
- AGM and Annual Showcase

Board Meetings

The Board usually meets three times per year, plus an annual strategic 'away day'. The Board meeting is a mix of virtual and in person. The in-person Board meetings are usually held in central Glasgow, virtual by Microsoft Team and away day central belt. The Board meetings in the diary following the new Chair appointment are as follows:

6th November 2026 AGM and Showcase

26th/ 27th January 2027 Board Away Day

17th March 2027 In person

16th June 2027 Online

15th September 2027 Online

Length of Term of Appointment

The appointment will take effect from November 2026. Members' terms of appointment, including the Chair, are normally three years.

On the expiry of the appointment, the successful candidate is eligible for reappointment subject to evidence of effective performance; and satisfying the

requirements of the person specification for the role at the time of reappointment. The combined length of an appointment cannot exceed six years.

Remuneration and Expenses

Appointment as a Chair or Board member is unpaid. Reasonable travel and subsistence, childcare and carer receipted expenses that appear to SLIC to be necessary for the proper discharge of duties as a member of the Board will be reimbursed.

Meet our Board

[Board - The Scottish Library and Information Council](#)

If you would like to find out more about SLIC before you apply, we would encourage you to visit the website [About Us - The Scottish Library and Information Council](#)

We hope that you will give serious consideration to applying.

Thank you again for your interest.

How to Apply

To apply for the position please upload your CV and supporting statement (in one document)

Applicants will be shortlisted for interview based on their application matching the detail provided in the Role Description and Person Specification. We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements as well as why you are interested in the role.

Enquiries

If you have further queries about the role, you are welcome to contact Alan Clarke, the current Chair of SLIC, at a.clarke@scottishlibraries.org.

For any queries about the application submission process, please contact info@scottishlibraries.org

Process

Closing date for applications: **Wednesday 6th May 2026, 5pm**

Interview will be held in person on the **28th May 2026** at the SLIC office in Glasgow:
Suite 4:3 Turnberry House, 175 West George Street, Glasgow, G2 2LB

Scottish Library and Information Council – Chair of Board

PERSON SPECIFICATION

What skills, experience & personal qualities do we need the Chair of SLIC to have? As Chair of SLIC, you will need to be able to demonstrate the personal qualities, skills and experience listed in this person specification. In providing the evidence sought, you can draw on examples from your working and/or personal life, or through your participation with a private, public, voluntary, charity or community organisation.

ESSENTIAL CRITERIA

It is important to note that to be considered for appointment you must, by the end of the process, meet all of the 4 essential criteria for the role. The title of the presentation and details of its length, format etc will be provided to short listed candidates prior to interview.

ESSENTIAL QUALITIES, SKILLS, AND EXPERIENCE	PERSONAL SKILLS, AND EXPERIENCE	WHAT DOES THIS MEAN? (Please note these are illustrative descriptors)	HOW WILL THIS BE TESTED?
1. Visible commitment to libraries and similar cultural and heritage organisations and their role in society		<p>Able to demonstrate a clear understanding of the role and purpose of SLIC, and its place in Scottish society.</p> <p>Able and willing to act as an effective ambassador for SLIC.</p> <p>Has an effective and adaptable communication style to represent and promote the organisation to a wide range of stakeholders, including politicians, the media, donors etc.</p>	We will be assessing this through your covering letter and at interview, where you will also be asked to deliver a short presentation.
2. Leadership and communication		<p>Experience of providing strategic leadership, considering long term vision and setting appropriate goals in an organisation of similar size and complexity to SLIC</p> <p>Has the skills to lead a Board and chair meetings effectively.</p> <p>Experience of building/maintaining a positive and constructive relationship with a Chief Executive and/or senior management teams.</p> <p>Evidence of what it means to be committed to equality of opportunity and to developing and maintaining a diverse</p>	We will be assessing this through your covering letter interview.

	board which is representative of broader Scottish society.	
3. Overseeing organisational performance and governance	<p>Able to apply strategic insight and constructive challenge to the SLIC Chief Executive's plans across wide-ranging strategy, delivery, and organisational issues, and to support and advise the Chief Executive as needed.</p> <p>Experience of the successful implementation of strategic change in an organisation of similar size and complexity to SLIC</p> <p>Experience of ensuring effective governance and risk management within the public, private and/or third sectors and an understanding of the Scottish Government's National Performance Framework.</p>	We will be assessing this through your covering letter and at interview.
4. Collaboration and advocacy	<p>Willing and able to be an effective and passionate advocate for the SLIC, its strategy and broad role within Scottish society and to engage with all the communities of Scotland through a range of different channels and media.</p> <p>Able to liaise with Scottish Ministers and senior civil servants on matters relating to SLIC, and capable of meeting government expectations around provision of effective guidance.</p> <p>Willing and able to support significant philanthropic and/or grant funding, including cultivating relationships, contributing to fundraising strategies, and actively championing funding opportunities.</p>	We will be assessing this through your covering letter and at interview, where you will also be asked to deliver a short presentation.