



**Trustee
Recruitment
Pack**

Purpose

The Trustees are ultimately responsible, individually and collectively, for all activity within Strathclyde Students' Union. The Board of Trustees is responsible for setting the vision and values of the organisation and for ensuring the delivery of organisational purpose. The Trustees ensure the development of, and agree, a long-term strategy and approve and monitor plans to deliver the strategy.

Our external trustees are appointed on the basis of the skills and qualities they bring to the Union through applying their experience of other organisations and their professional expertise.

Key relationships

Elected Officers, CEO, Senior Management Team, Trustees and University stakeholders

Key responsibilities

Trustees are accountable for delivering the responsibilities detailed in the Articles of Association. All Trustees have a duty to:

- Ensure that the Union acts in accordance with its charitable objectives as defined in the Articles of Union and other guiding documents and remains true to its vision, mission and values.
- Help the Union achieve its objectives and improve the lives of its members.
- Ensure that the Union complies with its governing document, all relevant legislation and regulations, including relevant charity law, company law, education acts, and any other relevant legislation or regulations.
- Ensure that the Union uses its resources exclusively in pursuance of its objects.
- Contribute actively to the Board of Trustees' in giving strategic direction to the Union, setting overall policy, defining goals and setting targets and evaluating performance against agreed Key Performance Indicators (KPIs) and targets.
- Ensuring that the Union has a clear vision, mission and strategic direction and is focused on achieving strategic objectives.
- Being responsible for the performance of the Union.
- Ensuring that the Union's governance is of the highest possible standard.
- Ensuring that the Union does not breach any requirements of rules set out in its governing documents and that it remains true to its charitable purposes and objects.

- Safeguard the good name, reputation and values of the Union, by ensuring the Union does not undertake activities that put these, or its members at risk.
- Ensure the effective and efficient administration of the Union.
- Ensure the financial stability of the Union, by ensuring the Union does not undertake activities that put its financial stability at undue risk.
- Protect and manage the property and intellectual property of the Union and to ensure the proper investment of the Association's funds, acting as guardians of the Association's assets, both tangible and intangible, taking due care over their security, deployment and proper application, and ensuring the Union uses its resources exclusively in pursuance of its objects.
- Appoint the CEO for the Union and provide support and guidance for them.
- Identify and promptly communicate conflicts of interest, acting with integrity and avoiding personal conflict of interest or misuse of charity funds or assets.
- Participate fully in Board meetings.
- Seek professional external advice where there may be material risk to the Union or where the Trustees may be in breach of their duties, or at any other appropriate moment.

External Trustees have a particular responsibility to:

- Use their particular knowledge, skills and experience to improve the decision-making of the Board and its Committees.
- Support and empower the student and officer trustees.
- Act as mentors, as required for less experienced trustees.

Expectations and commitment

Strath Union is looking for diversity of thought, experience and background to ensure that we complement the existing skills of our board members.

We ask board members to be prepared to dedicate approximately 1 day per month to their role as a trustee and this would constitute up to 5 board meetings per annum (including at least one away day). Board meetings typically last 3 hours. There are sub-committees of the board, including Finance, Audit and Risk Committee. In addition, there may be short-life working groups and other ad-hoc elements where trustees can be involved, including

playing an ambassadorial role and attending functions and events in their capacity as a trustee.

The term for an external trustee is 4 years and external trustees can serve up to two terms.

The role of a Board member is voluntary and unpaid other than reimbursement of approved travel costs or associated expenses.

Person Specification

The Union is looking for a range of skills to be provided by the external trustees. These will include:

- Strategic leadership and governance
- Financial management, risk controls and business continuity
- Experience of growing and developing commercial enterprises
- Previous experience as a Trustee or other non-executive role

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.

Strathclyde Students' 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

The Board of Trustees is only as strong as its members and you should be able

- To communicate effectively and appropriately with a wide range of people
- To demonstrate the ability to think rationally and strategically around complex issues
- To fully participate in all board discussions

Supporting Documentation

This is an exciting time to join Strathclyde Students' Union, just four years into our new student union, part of a £60million investment in the campus, and integral to the new Learning and Teaching hub at Strathclyde we are just getting started on creating a new legacy at the Heart of the Campus!

If you would like further information on Strathclyde Students' Union we would ask you to check out our [website](#) and you can also get more information from the following documents:

[Articles of Association and Schedules](#)

[Our History](#)

[Strategic Plan](#)

[Impact Report](#)

[Strategic Alliance](#)

Our other external trustees would also be more than happy to speak to you as part of this process.

For further information regarding this post please contact the CEO, Morna Simpkins, Morna.Simpkins@strath.ac.uk.

Application Process

Closing date for applications is **Friday 28th March 2025 at 5pm**. To apply for this role, please send your CV and covering letter stating your motivation for applying and the skills and qualities you will bring to the role to Katie Bharaj, Executive Assistant, katie.bharaj@strath.ac.uk.

Short-listed candidates will be invited to interview, date tbc.

The successful candidate should be able to attend the next Strath Union Board meeting on **Tuesday 29th April 2025 at 2pm**.