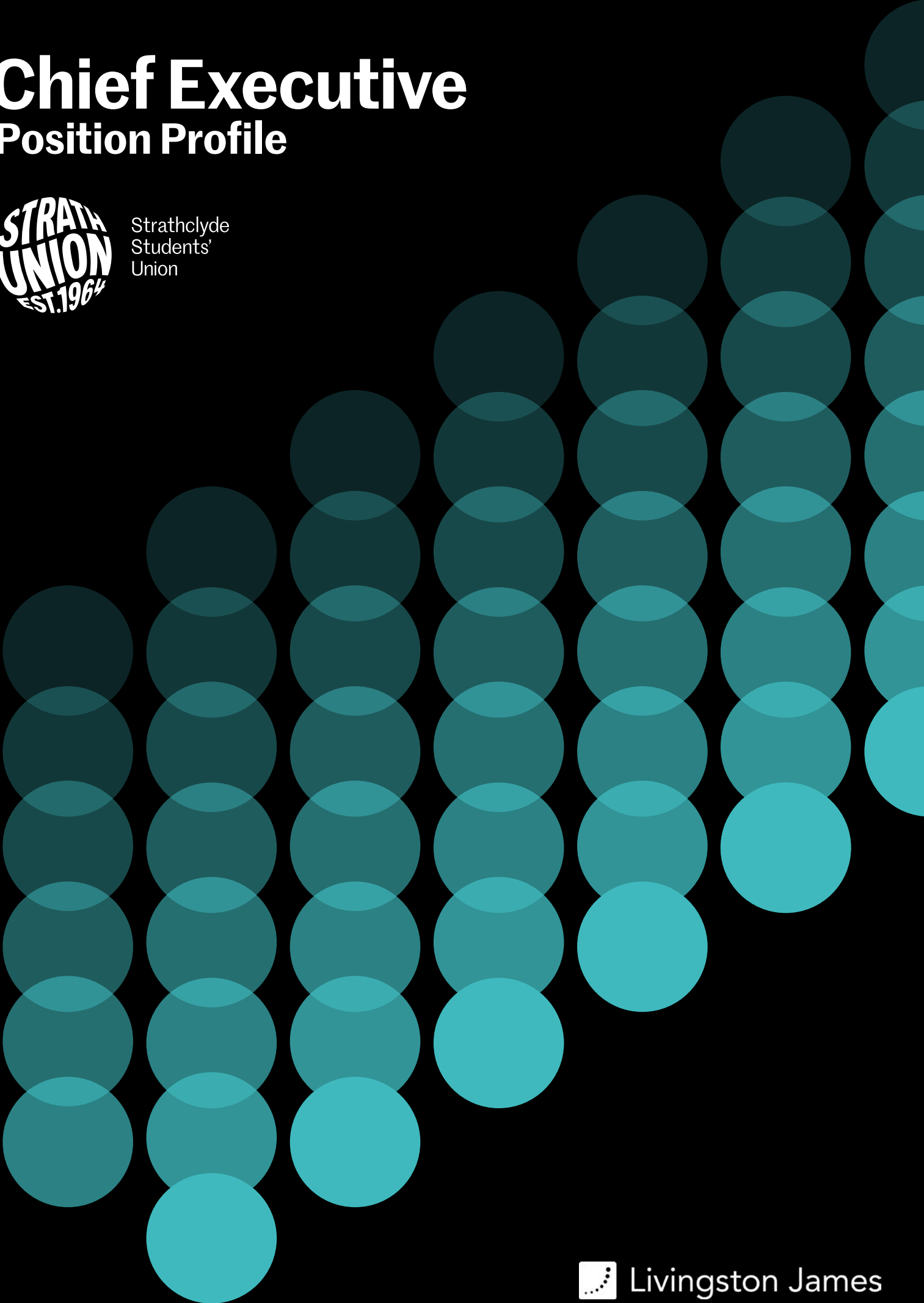


Chief Executive Position Profile



Strathclyde
Students'
Union



Contents

Welcome Note	3
The Organisation	4
The Role	5
Preferred Candidate Profile	9
Remuneration & Recruitment Process	11



Welcome Note

Many thanks for taking the time to show interest in becoming the University of Strathclyde Students' Association ('Strath Union') new Chief Executive.

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 a new Chief Executive to take the helm.

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.

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.

We are focused on connecting students to support them to look after their wellbeing, form communities and speak up. Our ambition is to be recognised as a leading Student Union that inspires others to raise their game and ultimately ensure all Strathclyde students are empowered to unleash their full potential.

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.

In 2022 we launched our new [Strategic Plan](#) which we underpinned with a cultural framework. 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 the strategic plan we have made significant advances and are progressing well across our three pillars of activity – Unleashing Potential, Amplifying Community, and Empowering Everyone.

We are looking for a new Chief Executive who not only lives our values but can lead the organisation through its next phase of growth and change. This is a unique opportunity to work alongside student leaders, a highly effective staff team and senior staff at the University of Strathclyde to deliver meaningful change for students. The University has recently launched its [2030 Strategy](#) and we are looking for our new Chief Executive to work with our Board to develop the Union's new strategic plan that will look to the next 5 years of growth and development.

Our students have highlighted the key areas of mental health and wellbeing, the cost of living crisis, academic representation and liberation, equality, diversity, and inclusion as the highest priorities for Strath Union. We, therefore, want our new Chief Executive to work collaboratively with the full-time student representatives to effectively represent the student voice and engage in constructive dialogue with key stakeholders within the University of Strathclyde.

There is no shortage of challenges facing the higher education sector and students currently however we believe the opportunities are also significant. Within Strath Union, we have strong foundations and a fantastic staff and student team who are motivated and certainly up for the challenges ahead. If you are as well and share our passion to support and empower students to thrive at university and beyond, we would welcome your application.

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

Under the direction of the Board of Trustees, the Chief Executive is accountable for the management, development, and longer-term sustainability of Strath Union, ensuring the delivery of key strategic priorities and agreed outcomes with the University of Strathclyde, as the organisation's main funder.

As the principal advisor to the Students' Union President, the elected leadership (SU Officers) and Board of Trustees, you will be accountable for ensuring Strath Union continues to connect students so everyone can thrive and students, staff and communities alike are empowered to unleash their full potential.

To have a positive impact in this role you will:

- Ensure the continued financial sustainability of the organisation (c.£5 million turnover) by identifying opportunities to diversify income aligned to the core mission of connecting students so everyone can thrive without negatively impacting the student experience
- Ensure the organisation continues to meet both the current and future needs of students, building a strong sense of community and ensuring the student voice remains prevalent and reflects the needs, wants and desires of an ever-changing and evolving student body
- Continue to develop Strath Union's participation and connection work, including clubs and societies, allowing students to connect with one another whilst also amplifying the student voice on what matters to them
- Build networks and develop and maintain strategic partnerships that will enhance both the internal and external reputation of Strath Union
- Empower and support the Students' Union Officers whilst maintaining robust governance arrangements that ensure the elected leadership of Strath Union are the key decision-makers
- Work in partnership with key stakeholders within the University of Strathclyde to further enhance the student experience and ensure every student is supported in their wellbeing and their learning so they get the most out of their time with the University

The Role

Key duties and responsibilities

Strategic and General Management

- Develop and agree with the Board of Trustees on the mission, vision, values, and strategic priorities of Strath Union
- Lead the Senior Management Team and organisational culture
- Lead by example, adopting a style which inspires, empowers, and develops staff to fulfil their potential and drives a high-quality and high-performance organisational culture which meets members' needs
- Translate the strategic plan into operational plans working closely with the elected leadership and senior management team
- Working closely with the elected leadership to embed robust governance and ensure the membership is at the heart of Strath Union
- Ensure compliance with legal, financial and probity issues by organisation, statutory and policy requirements
- Propose and implement improvements in structures, practices and policies through benchmarking and horizon scanning
- Responsible for policies and practices regarding Health and Safety and ensuring they are adhered to by staff and student groups
- Manage effective relationships with Trustees, University personnel and other major stakeholders
- Lead the development of appropriate marketing and communications strategies, in support of the strategic plan and ensure effective engagement with Strath Union's members and stakeholders

Financial Management

- Propose the annual budgets for Strath Union, for agreement by the Board of Trustees and present to the University Court for information
- Ensure budget reviews are held with the Board of Trustees and remedial action is taken where appropriate
- Ensure the delivery of financial objectives and capital expenditure throughout the year providing advice and guidance to the Students' Union President and Board of Trustees on financial issues
- Lead and be responsible for the evaluation and management of new and existing commercial income streams
- Ensure the ongoing review and effectiveness of financial procedures, policies and controls working with the University's internal auditors as appropriate
- Reporting the Union's budget and annual accounts to University Court

The Role

Key duties and responsibilities

People Management and Development

- Act as the principal advisor in supporting the Students' Union President and elected leadership
- With responsibility for motivation and the overall management of Strath Union staff ensure all staff are aware of and work towards organisational objectives and key performance indicators, as well as the vision, mission, and values of Strath Union
- Ensure that the Cultural Framework is used effectively as part of the staff and Officer review process to promote and encourage behaviours consistent with Strath Union's Values
- Ensure that appropriate staff management procedures are implemented effectively
- Hold regular meetings with managers to facilitate effective and continuous communication among all Strath Union stakeholders, including: staff, members, volunteers, the Board of Trustees and the University
- Develop a learning culture with Officers and staff members at all levels within the organisation

Other

- With the SU Officers, ensure Strath Union's decision-making is transparent in its dealings and communications with its members
- Ensure the provision of support, advice, and continuity of information for the Board of Trustees and Management Group with reference to constitutional and governance issues
- Ensure regular benchmarking of practice within and outside of the sector with similar organisations
- Prepare regular reports to the Board of Trustees and Management Group to support decision-making
- Be an active member of relevant Strath Union and University committees
- Where necessary, act as the Returning Officer or Deputy Returning Officer in democratic processes



The Role

Key duties and responsibilities

Relationships and Contacts

The Chief Executive is expected to develop, maintain, and utilise extensive networks of stakeholders who are deemed beneficial to the organisation. These include:

- Strath Union senior staff members and elected leadership (SU Officers)
- Strath Union full-time, part-time and student staff
- Strath Union elected student leaders (of student groups)
- University of Strathclyde Senior Management and key University representatives
- Campus Trade Unions
- Chief Executives and Senior Management in other Scottish Students' Unions and those throughout the UK and Ireland that Strathclyde benchmarks against
- National Union of Students – Scotland and the UK
- Association of College Unions International (ACUI)
- MPs, MSPs, Local Councillors, Residents' Associations, and other community stakeholders
- Key suppliers and contractors



Preferred Candidate Profile

An innovative, solutions-focused and inspiring leader, you will be able to demonstrate a proven track record in the development and delivery of both strategic and operational business plans and policies to achieve the organisation's vision.

As an accomplished communicator, you will have demonstrable credibility when engaging with both internal and external stakeholders, coupled with the ability to work effectively with a diverse range of stakeholders.

Skill and experience

- A proven track record of strategic leadership coupled with experience in managing and motivating multi-disciplinary teams, through example and with integrity, and the ability to ensure a high-performing and high-achieving culture
- The ability to support and act as a mentor to SU Officers enabling them to build and develop their knowledge and experience in terms of managing/running an effective organisation
- Strong teamwork skills with the ability to be a part of and lead a team
- Experience in leading both strategic and operational planning processes
- Direct experience in effectively managing resources and budgets, as well as experience in delivering long-term financial sustainability and value for money through effective business planning
- The ability to interpret complex financial information to inform and enable effective decision-making
- Strong stakeholder management experience coupled with a proven track record in building and maintaining a wide range of collaborative relationships and partnerships
- Outstanding interpersonal and networking skills coupled with the ability to establish and maintain strong relationships with staff, elected leadership, volunteers, and members
- A strategic thinker with the ability to navigate multiple sensitive issues at any one time
- An awareness and sensitivity to the challenges of working in a membership-led organisation and an elected leadership team
- A good understanding of positive governance ideally with direct experience working with a voluntary board
- A comprehensive knowledge of relevant legislation including Health and Safety, Charity, Human Resources and Data Protection
- Relevant experience in the development and execution of marketing and communication strategies in support of agreed objectives
- Able to demonstrate a clear understanding of democratic processes and relationships
- A strong commitment to best practices coupled with a drive for continual improvement and innovation
- An awareness of the current issues affecting both the Higher Education and Voluntary sectors

Preferred Candidate Profile

Personal Attributes

- Highly motivated, energetic, and able to motivate others
- Diplomatic, approachable, and open-minded
- Capable of remaining calm and effective under pressure with a high level of resilience
- Able to act as a leader in equality of opportunity and demonstrate a commitment to diversity and inclusion
- A commitment to continued personal and professional development



Remuneration & Recruitment Process

Remuneration

Salary:

£70,000 – 80,000

Pension:

Defined Benefit Pension Scheme
(Universities Superannuation Scheme)

Holidays:

31 days + 11 Public Holidays
(including Christmas shutdown)

Other Benefits:

- 5 Days paid leave for volunteering activities
- Flexible working
- Employee Assistance Programme

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 29th April

 Livingston James

