Vacancy

Chair of the Trustee Board



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Clyde Scouts
Location: Hybrid across the Clyde region and West of Scotland
Role Type: Voluntary Leadership Position
Term of Appointment: Three years, with the option for reappointment for a further three-year term

Shape the Future of Scouting Across Clyde

Clyde Scouts is seeking an inspiring, strategic and collaborative leader to become the next Chair of the Trustee Board.

This is an exceptional opportunity to lead the governance of one of Scotland's largest Scout charities, supporting thousands of young people and volunteers across the Clyde region through adventure, leadership, personal development and community engagement.

As Chair, you will provide strategic leadership to the Trustee Board, helping to ensure Clyde Scouts remains financially sustainable, well governed, ambitious and focused on delivering life-changing opportunities for young people.

Whether you are an experienced Chair, an existing trustee, a senior executive, or a professional seeking to broaden your board-level experience, this role offers an outstanding opportunity to develop and apply governance, leadership and strategic decision-making skills whilst making a lasting difference to young people and communities across the region.

About Clyde Scouts

Clyde Scouts supports Scout Groups, Explorer Units, Volunteer Teams and community partners across the Clyde region.

Through the commitment of volunteers and staff, we help young people develop confidence, resilience, leadership skills and a sense of adventure, preparing them with skills for life.
As a significant regional charity, Clyde Scouts oversees a diverse range of activities including:

- Youth programmes and volunteer development
- Outdoor education and adventure centres
- Property and estate management
- Commercial trading activities
- Fundraising and charitable development
- Governance, compliance and risk management

The Trustee Board provides strategic direction, oversight and accountability, ensuring the charity fulfils its charitable purpose whilst operating effectively and sustainably.

About the Role

The Chair's role is to provide strategic leadership and governance oversight, ensuring Clyde Scouts remains well governed, financially resilient and focused on delivering positive outcomes for young people.
The role is not operational in nature. The Chair works closely with the Regional Lead Volunteer, Chief Executive, trustees and senior leadership team to provide support, challenge and accountability whilst enabling effective operational delivery.
The Chair will:

Leadership & Governance

- Lead the Trustee Board in setting the strategic direction of Clyde Scouts.
- Ensure the charity operates within its governing documents, Scout policies and relevant charity legislation.
- Promote the highest standards of governance, transparency and accountability.
- Foster a positive and inclusive board culture that encourages constructive challenge, collaboration and innovation.
- Ensure decisions are made in the best interests of the charity and the young people it serves.

Board Leadership

- Chair Trustee Board meetings effectively and ensure productive and informed discussion.
- Support trustees in fulfilling their responsibilities and duties.
- Lead trustee recruitment, succession planning, induction and ongoing development.
- Help build a diverse, skilled and effective Trustee Board capable of leading the organisation into the future.

Strategy & Organisational Development

- Lead the development and delivery of Clyde Scouts' strategic priorities.
- Ensure the organisation adapts to changing opportunities and challenges.
- Support long-term planning and organisational sustainability.
- Encourage innovation and continuous improvement across the charity.

Financial Oversight & Risk Management

- Ensure robust financial oversight and stewardship of charitable resources.
- Support effective budgeting, financial planning and monitoring.
- Ensure appropriate systems of risk management, internal control and assurance are in place.
- Oversee governance of significant property, trading and operational activities.

Safeguarding & Youth Impact

- Champion a culture that places the safety, wellbeing and development of young people at the centre of decision-making.
- Ensure safeguarding and welfare responsibilities receive appropriate oversight and scrutiny.
- Support the charity in creating safe, inclusive and accessible opportunities for all young people.

Stakeholder Engagement

- Act as an ambassador for Clyde Scouts.
- Build strong relationships with volunteers, staff, partners, funders and local communities.
- Represent Clyde Scouts at key events and meetings.
- Support the development of opportunities, partnerships and networks that enhance the impact of the charity.

What We're Looking For

We welcome applications from individuals who can demonstrate strategic leadership, sound judgement and a commitment to strong governance. Experience in Scouting is not essential.

We would particularly welcome applications from individuals with experience in:

- Executive or senior leadership roles
- Corporate governance and board leadership
- Finance, audit or accountancy
- Legal services and compliance
- Human resources and organisational development
- Property and estates management
- Risk management and assurance
- Business development and commercial leadership
- Public sector leadership
- Charity and third sector governance
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Most importantly, you will possess:

- Strong leadership and communication skills
- Strategic thinking and sound decision-making ability
- The ability to build consensus and productive relationships
- Integrity, independence and good judgement
- A commitment to supporting young people and volunteers
- A passion for helping organisations thrive and grow





Why Become Chair?

This role provides a unique opportunity to combine meaningful community impact with significant personal and professional development. For those within scouting it allows you to support scouting in a different way and give back to the organisation.

Gain High-Level Governance Experience
Lead the governance of a substantial regional charity and gain practical experience in:

- Board leadership
- Governance and compliance
- Strategic planning
- Executive oversight
- Financial stewardship
- Risk management
- Organisational transformation

Enhance Your Professional Career
The experience gained as Chair can directly support progression into:

- Board Chair positions
- Non-Executive Director appointments
- Charity trustee roles
- Public appointments
- Senior executive leadership positions

The responsibilities and challenges faced within Clyde Scouts mirror many of those encountered in commercial and public-sector organisations, making the role highly transferable to the world of business.

Broaden Your Leadership Portfolio
Develop experience of leading a complex organisation with responsibility for people, property, finance, governance, commercial activities and strategic growth.

Build Your Network
Work alongside experienced trustees, senior volunteers, business leaders and community stakeholders while developing connections across Scotland's charitable and public sectors.

Make a Lasting Difference
Most importantly, your leadership will help shape opportunities that positively impact thousands of young people and volunteers across the Clyde region for years to come.

Time Commitment

The role is designed to be manageable alongside professional and personal commitments.
Typical commitment is approximately 8-12 hours per month, including:

- Trustee Board meetings
- Meeting preparation and follow-up
- Engagement with the Regional Lead Volunteer and Chief Executive
- Attendance at key events and stakeholder meetings
- Occasional strategic planning and development activities

Appointment Details
Term: Three years
Renewal: Eligible for reappointment for one further three-year term
Remuneration: Voluntary position
Expenses: Reasonable expenses reimbursed in accordance with Clyde Scouts policies

Join Us
This is an opportunity to lead the governance of a significant Scottish charity, helping thousands of young people gain skills for life whilst developing your own experience as a Board Chair.

Whether you are an experienced trustee, an established executive leader, or someone seeking to build a future portfolio career, Clyde Scouts offers a rewarding and impactful leadership opportunity.
Join Clyde Scouts and help shape the next chapter of Scouting across the Clyde region.

APPLY NOW >

nominate someone >

Nominate someone
If you think someone would excel in the role please feel free to nominate someone. Nomination will not mean the nominee will be under any obligation to apply