We Are Recruiting

WEST COLLEGE SCOTLAND

Board of Management

2 Non-Executive Members

Help Us Unlock Potential, Enable Success

West College Scotland is seeking passionate, values driven individuals to join our Board of Management at a pivotal moment in our journey predicated on ambitions and growth. Guided by our Strategic Plan 2026–2030, our Mission is clear: Empowering people and communities to thrive.

As one of Scotland's largest regional colleges, serving around 20,000 learners each year and employing approximately 800 staff, we deliver education and training from SCQF Level 3 through to degree level study, across campuses in Clydebank, Greenock and Paisley, through extensive digital and community-based provision and with our partners in Malaysia. Our students benefit from progression and articulation agreements with university partners such as the University of the West of Scotland, Glasgow Caledonian University, Glasgow, Strathclyde and Queen Margaret Universities.

West College Scotland is an anchor institution rooted in our communities of Inverclyde, Renfrewshire and West Dunbartonshire, while operating across eight local authority areas within the Glasgow City Region. We play a critical role in widening access, tackling inequality and delivering the skills that underpin inclusive economic growth across the West of Scotland.

Why Join the Board?

As a Board Member, you will help shape the strategic direction of the College and ensure delivery of our Vision: Unlocking Potential. Enabling Success.

You will bring independent insight, constructive challenge and strong governance to support an ambitious, people centred and future focused organisation.

Board Members play a vital civic leadership role, helping ensure that the College:

- **Delivers high-quality learning and positive learner outcomes.**
- **Remains financially sustainable, resilient and well governed.**
- **Acts as an inclusive, innovative and trusted partner to communities and employers.**
- **Responds agilely to regional and national skills and economic priorities.**

The Role

Working collaboratively with fellow Board Members and the Executive Team, you will:

- **Support and challenge delivery of the Strategic Plan 2026-2030.**
- **Provide strategic oversight and direction aligned to our four strategic themes: Our People · Our Partnerships · Our Place · Our Performance.**
- **Champion equality, diversity, inclusion and wellbeing.**
- **Act as an ambassador for West College Scotland, strengthening trust and confidence with stakeholders.**
- **Uphold the highest standards of governance, integrity and public accountability.**

All Board Members share collective responsibility; the role is non-executive and strategic in nature.

Who We're Looking For

You do not need previous board experience or a background in education. We are seeking individuals who:

- **Share our Vision, Mission and Values.**
- **Bring strategic thinking, sound judgement and confidence to question constructively.**
- **Are motivated by public service and making a positive difference to people's lives.**

We particularly welcome skills and experience in areas such as:

- **Strategic leadership and organisational performance.**
- **Finance, audit, legal, risk or risk oversight.**
- **People, culture, wellbeing and organisational development.**
- **Employer, public sector or community partnership working.**
- **Innovation, reform transformation, digital or estates development.**
- **Entrepreneurship, business development, marketing or customer service.**

We are committed to building a Board that reflects the diversity of the communities we serve and strongly encourage applications from groups under-represented on public boards.

Time Commitment and Terms

- **Approximate time commitment: 12 days per year for Board and Committee meetings.**
- **Term of appointment: Up to four years, with potential for one re-appointment (subject to performance and Ministerial approval).**
- **Remuneration: Unpaid (reasonable expenses reimbursed in accordance with policies).**

Appointments are made through a transparent, regulated public appointments process and are subject to appropriate checks.

How to Apply and Other Details

If you're excited about the opportunity to join us and help shape a college that unlocks potential, enables success and transforms lives, we invite you to apply.

Recruitment information sessions

Monday 7 September 2026, 6.30pm - 7.30pm

Thursday 17 September 2026, 6.30pm - 7.30pm

Please contact Susan McDonald, Governance Manager at susan.mcdonald@wcs.ac.uk should you wish to join either of these sessions.

For a full application pack please visit: www.westcollegescotland.ac.uk/member-for-the-board.

If you would like to discuss the role informally, please contact Susan McDonald, Governance Manager at susan.mcdonald@wcs.ac.uk or telephone **01475 554032**

Application Deadline: **Monday 28 September 2026**
Interview Date: **Monday 26 October 2026**

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