

Glasgow Kelvin College

Board of Management Meeting of 09 October 2024

Board of Management Recruitment

Report by Secretary to The Board of Management and Director of Estates Corporate Services

1. Introduction

This paper updates members on the current Board membership position and the proposed process for the recruitment of new Board Members. As members will be aware, the College is obliged to follow the recruitment processes set by the Glasgow College Regional Board (GCRB).

2. Recruitment of Board Members

The following changes to board membership have occurred or are forthcoming at the end of the academic year:

Resignations: Michael O'Donnell and Michele Stevenson resigned from the Board in the course of the year.

End of Tenure: Rob Doyle and John Hogg will complete their second term of office on 31 July 2025.

End of First Term of Office: Dermot Grenham will complete his first term on 31 July 2025.

Board members who complete a four-year term of office, may serve for a second term of four years should they wish to do so. In line with GCRB requirements, the Secretary to the Board of Management is required to write to GCRB seeking their Board's approval of a second term.

The maximum term of office is eight years (two terms of four years), however, board members who have completed two terms are permitted to apply to join the Board of Management through the normal recruitment process, should they wish to do so.

The above changes in terms of resignations and end of tenure, indicate that the Board will have four vacancies at the end of the academic year. It is proposed that the recruitment process commences in January 2025. The last recruitment process was in 2023 and included both an advertisement and a 'Meet the Board' session. It is proposed that the Meet the Board session would not be held as part of this next round of recruitment as it did not appear to add material value to the process in 2023. Instead, potential candidates would be encouraged to meet with the Board Secretary and/or the Chair if they wish to learn more about board membership.

The advertisement will be drafted following consideration of the Board members' skills matrix and will take account of any skills gaps on the Board and will also emphasise that the Board is seeking applications from the local community.

It is proposed that a short list of candidates is agreed during week commencing 3 February 2025 with interviews arranged towards the middle or end of February with a view to identifying the College's preferred candidates and recommending recruitment to the GCRB Nominations Committee in March 2025. This timing would allow the recruitment of new members to be staggered with two new Board members commencing in post in April 2025 with a further two joining the Board at the start of the Academic Year in August 2025.

3. Resource Implications

As in previous years the recruitment exercise will be facilitated by the College's HR team and advertising costs will be kept to a minimum making use of LinkedIn and other appropriate recruitment sites.

4. Impact on Students

There are no impacts on students arising from the proposals in this paper.

5. Equalities

No adverse impacts on individuals with protected characteristics have been identified as a consequence of this report. However, it will be important that gender balance and equalities issues are considered appropriately during the recruitment process.

6. Risk and Assurance

Risk to the College is mitigated by ensuring that key governance documents are complied with and members are provided with suitable assurance that the College is operating in line with governance requirements.

7. Data Protection

There are no data protection implications arising as a consequence of this report.

8. Environmental and Sustainability

There are no environmental and sustainability issues as a consequence of this report.

9. Recommendations

It is recommended that members note the contents of this report.

10. Further Information

Further information can be obtained from Linda Ellison, Secretary to the Board of Management at lellison@glasgowkelvin.ac.uk or Lisa Clark, Director of Estates and Corporate Services on lisaclark@glasgowkelvin.ac.uk