



CANDIDATE
INFORMATION
PACK

CHAIR of the BOARD

Welcome

Dougie Millen, SSF CEO

Thank you for your interest in becoming Chair of SSF. I'm delighted you're thinking about joining our organisation

Leading our Board offers a unique opportunity to help transform young lives through sport across Scotland, with a particular focus on supporting young people who experience poverty, adversity, and trauma. You will play a leading role in guiding our organisation and implementing our new strategy—working alongside young people to support a more inclusive sport and physical activity opportunities, amplify their voices, and help young people reach their full potential.

George Walker, SSF Chair

It has been an amazing experience to be part of SSF for 8 years, an organisation that represents and works for young people impacted by poverty and adversity. Through SSF's use of sport and youth work, I've seen first hand the powerful impact these opportunities can have on young people and communities across Scotland. The Chair role provides an exciting opportunity to further champion the inclusion of all young people in sport and physical activity, using it as a powerful tool to help them thrive.

Bryony Sharp, SSF Youth Panel Member

As a Youth Panel member, I have participated in crucial planning discussions to expand and innovate our programmes. The growing demand for SSF's services is evident. Our sessions truly transform lives, providing essential support to individuals and communities”

Who we are

Our vision

A Scotland where young people can harness the power of sport to overcome adversity and unlock their full potential.

Our mission

To empower young people to use sport to build the strength and confidence they need to combat poverty, trauma, and adversity.

Our Outcomes



Our Key Activities

- We amplify the voices of young people experiencing poverty & adversity to deepen understanding of the role sport can play in communities, to influence change.
- We share our learning and evidence of what works, supporting partners to use insights in practical ways to include more young people and communities in sport and physical activity
- We directly deliver combined sport and youth work programmes in communities, using this delivery to build our experience and inform everything we do.
- We work directly with young people to build the skills they need to succeed in their futures
- We support those involved in coaching and supporting young people to build the skills, knowledge and capability needed for effective engagement.

Structure of SSF



The Role

Position:	Chair of Board
Hours:	Quarterly Board Meetings with 2 check ins with CEO each quarter (4 hours per quarter)
Remuneration	Voluntary (Expenses Reimbursed)
Based:	Glasgow / Hybrid
Closing Date:	Monday 20th July
Interviews:	Friday 7th August

Values

We are proud to have a culture which is inclusive and collaborative, where our people are valued and supported to lead and develop ground breaking initiatives with young people and communities at the heart. The successful candidate will embody SSF's organisational values:

Empathy

We are compassionate, understanding, always listening

Leadership

We are decisive, ground-breaking, experts in what we do

Inclusivity

We are diverse, equitable, inclusive by design

Passion

We approach our work with dedication, love and care

Core Purpose

The Chair of the Board provides strategic leadership to Scottish Sports Futures, ensuring the organisation is well-governed, mission-driven, and positioned as a credible and influential voice within Scotland's sporting, youth work, third sector, and public policy landscape. Working in close partnership with the Chief Executive, the Chair leads the Board to set strategic direction, uphold strong governance standards, and support the long-term sustainability and impact of the charity.

Experience

You'll have:

- Board-level leadership experience, ideally as a Chair, Senior Trustee or equivalent governance leader.
- Strong leadership experience and understanding of charity governance.
- Experience of championing diversity, equity and inclusion.
- Commitment to enabling youth voice and decision making.

Person Specification

- A warm, approachable, and inclusive leadership style
- The ability to empower others while maintaining clarity of role and accountability
- Patience, commitment, and a good sense of humour
- Excellent interpersonal skills
- Willingness to use networks and influence to support the organisation's impact
- Strong connections and credibility with key stakeholders
- Sufficient time and commitment to effectively fulfil the role
- Passion for supporting young people to thrive

Role responsibilities

Leadership

- Lead a Board culture that values and embeds the perspectives of young people, ensuring their voices are heard, respected, and actively influence SSF's work.
- Foster a culture of openness, accountability, and constructive challenge at Board level.
- Provide support and challenge to the Chief Executive in delivering the organisation's strategy and achieving its outcomes.

Governance

- Lead and facilitate strategic discussions to support Board decision-making, oversight, and the implementation of strategy.
- Ensure effective Board composition, development, and succession planning.
- Oversee organisational performance, risk management, and compliance in line with charity sector best practice.

External Relationships & Advocacy

- Act as an ambassador, representing SSF at national and sector-level forums, as appropriate.
- Build and maintain relationships with key stakeholders, including government, national agencies and strategic partners.
- Support the positioning of the charity as a credible and influential voice in sport, youth work, social impact, and policy delivery.

How to Apply

Please submit your CV to rosie@cruinnconsulting.co.uk, along with a short cover letter outlining your passion for the role and relevant skills and experience.

If there is anything we can do to make your application or interview process more accessible please get in touch with rosie@cruinnconsulting.co.uk. Examples could include, but are not limited to: video application, BSL interpreter, interview coach and remote interview.



SSF ★

Transforming young lives
through sport

