

Non-Councillor Member Recruitment for the Term 2026-2030

1. INTRODUCTION

- 1.1 The purpose of this report is to provide the Partnership with an update on the Non-Councillor Member (NCM) recruitment process and to ask the Board to appoint a Councillor Member to serve on the Recruitment Panel for the NCM vacancies.

2. BACKGROUND

- 2.1 The current term of SEStran's Non-Councillor Members is due to end on 31 March 2026.
- 2.2 A [report](#) was presented at the 26 September 2025 Partnership Board meeting, outlining the existing constitution of the NCMs and the process for re-appointments and recruitment.

3. REAPPOINTMENTS AND RECRUITMENT PROCESS UPDATE

- 3.1 The Reappointments exercise has now concluded, and the Chair has endorsed the following NCMs to serve the next term running from 1 April 2026 – 31 March 2030. Members should note that this is subject to approval by Scottish Ministers, which will be sought following the external recruitment:
- Linda Bamford
 - Simon Hindshaw
 - Callum Hay
 - John Scott
 - Paul White
 - Alistair Couper
- 3.2 Dr Doreen Steele has decided to stand down at the end of the current term, following her dedicated service, which started in March 2017.
- 3.3 The resulting 3 vacancies will now be widely advertised. In order to seek to increase the diversity of the organisation's NCM membership, in line with our duties as a public body under the Gender Representation on Public Boards (Scotland) Act 2018, precedence will be given to appointing women to these posts.
- 3.4 The anticipated timeline for the recruitment and selection process will be as follows:
- Advertise Vacancies Dec 2025
 - Shortlist Applications Jan 2026
 - Interview Jan - Feb 2026
 - Selection panel make their recommendations Jan – Feb 2026

- Seek Board/Ministerial Approval for Appointments Feb/March 2026
- Report to the Partnership Board March 2026

4. RECRUITMENT PANEL

- 4.1 At the Partnership Board meeting on 26 September 2025, it was reported that a meeting of the Succession Planning Committee would be arranged in order to agree membership of the recruitment panel for these positions. However, given the team's current workload, it is now proposed to avoid duplication of effort by requesting that the Board agrees membership of the recruitment panel rather than arranging the committee meeting.
- 4.2 It is proposed that the panel will consist of the Chair of the Partnership Board, Partnership Director and a Councillor Member. Support will be provided by HR and the Business Manager. Therefore, the Board is asked to nominate a Councillor Member and approve the appointments panel for the recruitment of the 3 new NCMs.

4. RECOMMENDATIONS

The Board is asked to:

- 4.1 Nominate a Councillor Member and approve the appointments panel for the recruitment of the 3 new NCMs, and;
- 4.2 Note the reappointment and recruitment process for the new term of the NCMs for 2026-2030, and;
- 4.3 Note that SEStran will be required to make any appointments in line with duties as stated in The Gender Representation on Public Boards (Scotland) Act 2018.

Angela Chambers
Business Manager
 28 November 2025

Policy Implications	None
Financial Implications	None
Equalities Implications	Requirement to comply with the Gender Representation on Public Boards (Scotland) Act 2018 and aim to have 50% of non-executive members who are women.
Climate Change Implications	None