

Non-Councillor Member Recruitment for the Term 2026-2030

1. INTRODUCTION

- 1.1 The purpose of this report is to inform the Board of the Non-Councillor Member recruitment process for the new term serving from 2026 – 2030.

2. BACKGROUND

- 2.1 The current term of SEStran's Non-Councillor Members is due to end on 31 March 2026.
- 2.2 At present there are 2 x vacancies and 7 x serving members. The serving members are:
- Linda Bamford
 - Doreen Steele
 - Callum Hay
 - Simon Hindshaw
 - Paul White
 - John Scott
 - Alistair Couper

3. RECRUITMENT AND REAPPOINTMENTS PROCESS

- 3.1 The recruitment process is summarised as follows:
- 3.1.1 The Partnership Director, on behalf of the Chair, will undertake to write to the Non-Councillor Members asking if they wish to be considered for re-appointment for the new term.
- 3.1.2 Those members who indicate their preference to seek re-appointment will be subject to an appraisal, which will be based on the contribution they have made to the partnership during their tenure.
- 3.1.3 The appraisal will be carried out by the Partnership Director in consultation with the Chair, following which the successful existing members will be recommended for re-appointment by the Partnership Board. Those members who are not recommended for re-appointment can still re-apply through the open recruitment process.
- 3.1.4 Following conclusion of the re-appointment and appraisal process, a recruitment exercise will commence to fill the vacancies.
- 3.1.5 Vacancies will be advertised, and a selection panel will be agreed by the Succession Planning Committee. This panel will likely comprise of the Chair, a Board Member and the Partnership Director. Administrative and HR support will be provided by the Business Manager and HR Adviser.

3.1.6 The anticipated timeline for the recruitment and selection process will be as follows:

- Succession Planning Committee to meet October 2025
- Advertise Vacancies Nov-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 2026
- Report on appointments to Partnership Board March 2026

4. RECOMMENDATIONS

The Board is asked to:

- 4.1 Note the reappointment and recruitment process for the new term of the Non-Councillor Members for 2026-2030, and;
- 4.2 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
26 September 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