

Glasgowlife

FOR THE APPOINTMENT OF CHIEF EXECUTIVE

RECRUITMENT PACK JANUARY 2025



FWB



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Welcome from our Chair

Annette Christie

Welcome and thank you for your interest in the role of Chief Executive, Glasgow Life. Ask any of the wonderful people who work for Glasgow Life why the charity is special, and they'll tell you it's because of what we do and who we do it for.

Glasgow Life is a charity unlike any other because Glasgow is unique.

Every day we welcome tens of thousands of people to our museums, libraries, community facilities, concert halls, gyms, pitches, and sports courts.

Every year we reach millions of people, face-to-face or online, encouraging them to lead happier, healthier lives and to experience for themselves the world's friendliest city.

Our next Chief Executive will continue to tell the story of Glasgow's huge ambition, Glasgow Life's incredible success and most of all, of the people we work with and on behalf of every single day.

Going forward, we will continue to focus on the power of culture and sport to deliver a fair and inclusive future for communities across Glasgow and ensure that our work remains integral to the city's mental, physical and economic wellbeing.

I very much look forward to meeting you and welcoming you to Glasgow Life.

Bailie Annette Christie
Chair of Glasgow Life





About US

Bursting with energy, passion and personality, Glasgow is Scotland's cultural and sporting powerhouse and one of Europe's most vibrant and dynamic cities. As the UK's first UNESCO City of Music, Scotland's first UNESCO Learning City, and the only city to have been named European Capital of Sport twice; Glasgow is home to world-class museums, galleries and attractions, a rich architectural heritage and a thriving and diverse food and drink scene. Glasgow's outstanding programme of year-round events and festivals is recognised globally, and the city is a first-choice destination for nearly four million tourists every year.







As one of Scotland's largest charities, Glasgow Life is at the heart of this wonderful city. Our work promotes the life-changing benefits of culture, physical activity and sport, as well as promoting Glasgow to a global audience.

Working across museums, libraries, the arts, music, physical activity and sport, learning, and heritage programmes, we are committed to ensuring everyone benefits from the life-changing experience of participating in culture, physical activity and sport.

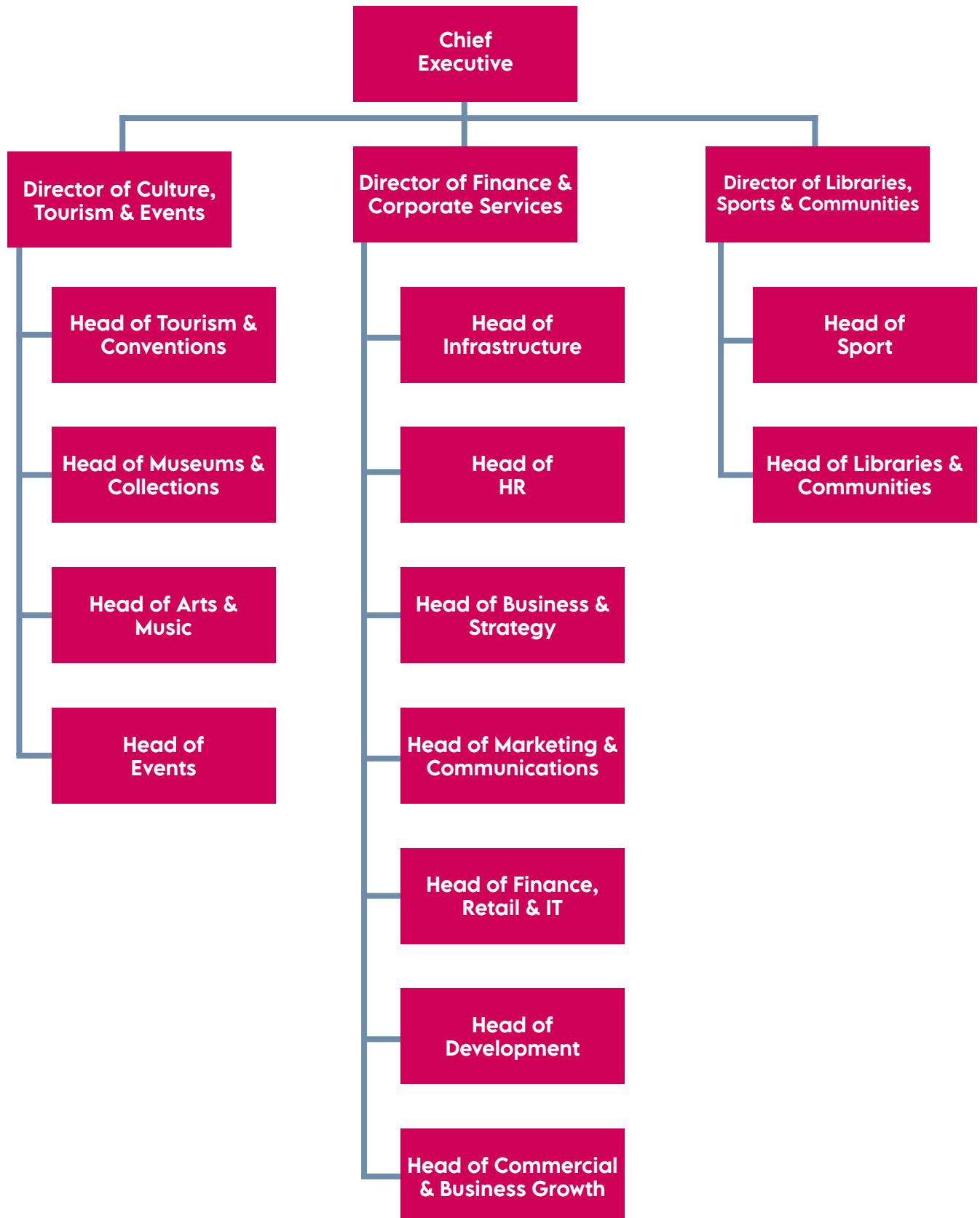
Our passionate colleagues and volunteers provide support and inspiration for the people of Glasgow, enabling them to access the experiences that matter most to them.

Our programmes, experiences and events range from grassroots community activities to large-scale cultural, artistic, and sporting events which present Glasgow on an international stage. Our work is designed to promote inclusion, happiness, and health, as well as support the city's visitor economy, in order to enhance Glasgow's mental, physical, and economic wellbeing.

Glasgow Life in numbers in 2023/24

	Our eight award-winning museums, including The Burrell Collection, Riverside Museum and Kelvingrove Museum and Art Gallery welcomed nearly 4 million visitors.
	Our 33 libraries, including The Mitchell Library, had 4.1 million attendances.
	Our leisure facilities, including the Emirates Arena, had over 4.7 million attendances.
	We sold nearly 450,000 tickets to our Arts, Music and Cultural Venues, including Glasgow Royal Concert Hall and Tramway.
	100% of participants on our Live Well community referral project felt more happy or positive.
	The value of tourism to Glasgow was £2.34 billion. Glasgow ranked 12th in the 2024 Global Destination Sustainability Index.

Senior management structure



Summary of role

Glasgow Life is one of Scotland's largest charities, working to promote the life-changing benefits of culture, physical activity and sport, as well as promoting Glasgow to a global audience.

The primary focus of the Chief Executive is to maximise the positive impacts the charity has in Glasgow and Scotland, leading the delivery of the city's innovative strategies for culture, libraries, physical activity and sport, events, and tourism, as well as contributing to Glasgow's wider heritage strategies and community planning.

The postholder is also responsible for nurturing and further developing relationships with key Scottish, UK and international stakeholders for the benefit of Glasgow Life.

The postholder drives our high-performance culture, ensuring our charity delivers against its ambitious vision, mission and purpose.

Overall, the key responsibilities for the role include:

- Leading the strategic direction, financial planning and culture of the organisation, driving Glasgow Life's vision and strategy to ensure long-term organisational and financial sustainability.
- Leading the delivery of Glasgow Life's plans to improve the mental and physical wellbeing of citizens and visitors through culture, physical activity and sport.
- Continuing to find innovative ways to grow and diversify Glasgow Life's income base, optimising its assets and identifying new opportunities for growth, creating a sustainable future for the organisation and the best possible services for Glasgow's citizens.
- Leading the approach to securing grant funding, public & institutional donations and fundraising activities.
- Supporting the city's visitor economy and enhancing the city's reputation as a great place to live, work, learn and visit through the delivery of local, national and international events and the management of world-class collections.
- Building, managing and nurturing highly effective relationships, influencing key stakeholders, partner organisations and other agencies to increase the focus on the impact that culture, physical activity and sport has on community wellbeing as well as economic regeneration, informing both national and international policy.



Key responsibilities

Overall, the key responsibilities for the role include (continued):

- As a member of the corporate management team of Glasgow City Council, the Chief Executive is responsible for the relationship between the charity and the council, and delivery of the contract which informs the annual service fee received from the council.
- As a member of the Glasgow Life Board, ensuring that Glasgow Life complies with its governance arrangements, charity law, company law and other relevant regulations
- Ensuring community engagement and consultation inform the design and delivery of programmes supporting Glasgow's citizens.
- Providing strong visible leadership and direction to Glasgow Life colleagues, maintaining a dynamic corporate culture that reflects the innovative, creative and influential nature of Glasgow Life, enabling colleagues to deliver the charity's priorities, in a culture of empowerment and accountability.
- Ensuring equality, diversity and inclusion principles are embedded across the charity and across all service provision and that policies and services reflect the changing needs of Glasgow's communities and workforce and that equality of opportunity is ensured and diversity celebrated.
- Horizon scanning for trends and anticipating policy issues that will impact on the strategic direction of the charity; assessing impact; maximising opportunities and mitigating risk.



Person specification

CRITERIA	ESSENTIAL	EVIDENCE
Education, Qualifications & Training	<p>Educated to degree level or equivalent in a relevant discipline.</p> <p>Experience in a senior strategic leadership role within a complex organisation, delivering excellent business and customer focused services.</p> <p>Evidence of continuing professional and personal leadership and management development.</p>	Application Form
Skills, Knowledge & Competencies	<p>A dynamic leader with excellent communication and influencing skills with the ability to manage complex relationships with a diverse range of stakeholders.</p> <p>Collaborative leadership style with an ability to build trust and long-term relationships throughout a complex organisation.</p> <p>Significant experience of performance management of services at a strategic level.</p> <p>Knowledge of the challenges facing the broader public and charitable sectors in Scotland.</p> <p>Experience of leveraging partnerships to identify additional income generation strategies.</p> <p>Extensive experience of leading through culture and performance change.</p> <p>Demonstrable understanding of and operating within a political landscape, with an awareness of national and local government political and other decision-making structures.</p>	Application Form Interview

Skills, Knowledge & Competencies

Significant experience of formal governance and executive / board level scrutiny of strategy and performance.

Able to adapt quickly to complex situations and problems, demonstrating high levels of decisiveness and resilience.

Demonstrates through actions an absolute commitment to Glasgow Life's values and behaviours.





Terms of appointment

- Salary £154,258.84 – £170,472.40
- Holiday allowance of 30 days plus 6.5 public holidays for full time roles. (This rises to 35 days after 5 years.)
- Membership of the Local Government Pension Scheme.
- Discounted Glasgow Club membership and money off in our museum shops and online store.
- Option to buy extra annual leave.
- Cycle-to-work scheme.
- Flexible retirement.
- Family-friendly policies.

Please note that Glasgow Life, as an ALEO of Glasgow City Council, is currently completing a Job Evaluation exercise and introducing a new pay and grading structure which may impact on current salaries quoted in job adverts, for more information [see here.](#)

Process

- First stage interviews will take place in Glasgow in early March 2025
- Final stage interviews will take place in Glasgow in late March 2025

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



Further information

For further information, please visit the Glasgow Life microsite on the [FWB website](#).

The closing date for applications is **Friday 14th February**.

Interested candidates should send their CV plus cover letter and Glasgow Life Equality and Diversity form to Graham Burns/Nadia Kalisiak of FWB at: applications@fwbltd.com

For a confidential discussion, please call [0131 539 7087](tel:01315397087).

Diversity matters at Glasgow Life. We are determined to reflect the diversity of Glasgow in our workforce. Glasgow Life is on a journey to develop a workplace that reflects the communities we serve where everyone feels empowered to bring their full, authentic selves to work.

We are a Disability Confident and Carer Positive employer and invite candidates from all backgrounds to apply. Read more about our commitment to equality and diversity on our website. <https://www.glasgowlife.org.uk/the-small-print/an-inclusive-employer>.

DPR personal data notice

According to GDPR guidelines, we are only able to process your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any sensitive personal data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Competency framework

Please see the Glasgow Life Competency Framework [here](#)

Glasgow Life Behaviours

Please find a link to Glasgow Life Behaviours [here](#)



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