



**Trustee Director/Chair**

**Recruitment Pack**

Summer 2026



**creating opportunities,  
inspiring people and changing lives**  
through sport and physical activity.

# A message from The Board of Directors



Thank you for your interest in joining the board of Sport Aberdeen.

We're delighted that you're exploring these opportunities, either as our next Chair or as a trustee director, to help shape the future of a dynamic and impactful organisation.

As a multi-award-winning charitable leisure trust, Sport Aberdeen is proud to serve its communities with passion, purpose and professionalism. Governed by a dedicated board of directors, we operate as an arms length external organisation that supports over 500 employees, 1000+ volunteers and generates an annual turnover of approximately £14 million.

Joining us means becoming part of a forward-thinking organisation that is committed to making a real difference in people's lives through sport, physical activity and wellbeing. You'll be contributing to a cause that matters, we want to create opportunities, inspire people and change lives. This pack offers a snapshot of who we are and what we do, but it's just the beginning. To fully appreciate the breadth of our work and the impact we make, we warmly invite you to explore our website. [www.sportaberdeen.co.uk](http://www.sportaberdeen.co.uk)

Sport Aberdeen has experienced challenges over the last 9 months and the board is committed to ensuring the organisation emerges stronger, more resilient and well positioned for the future. The recruitment of new trustees and a new Chair forms an important part of that journey and our ongoing programme of board renewal and succession planning. We are seeking individuals who can bring fresh perspectives, additional skills and experience and a commitment to helping shape the organisation's future

success.

This is an exciting opportunity to contribute to the future direction of an organisation that plays a vital role in improving the health, wellbeing and quality of life of people across Aberdeen.

Beyond attending board and committee meetings, it's what you bring to the organisation through your knowledge, skills, networks, energy and presence that truly adds value and where your personal and professional attributes can have the greatest impact.

You will be a champion for the organisation, ensuring the voice of Sport Aberdeen is heard across multiple communities. As a trustee, you will be an excellent communicator, with sound, independent judgement and the ability to think creatively. An understanding of what we do and of the voluntary or not-for-profit sector would be helpful but is not essential.

As an equal opportunity organisation, we are committed to building a board that reflects the diversity of the communities we serve.

Please consider these opportunities carefully. If you choose to apply, either as a trustee or Chair, we look forward to hearing from you and potentially welcoming you to the next stage of the organisation's journey.

Thank you for considering Sport Aberdeen,  
***The Board of Trustees***



## *Our Mission*

to become the leading innovative  
sport and leisure trust striving for

**excellence in the North East of Scotland**

# Help Us Make it Happen

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Whether you're taking your first step as a non-executive director, or already bring board-level experience, we'd be thrilled to support you on that journey.

Awaiting you is:

**A chance to make a real impact at a multi award winning charity in Aberdeen.**

**An opportunity to give something back to your city and its local communities.**

**The prospect of using your experience, skills, expertise and personality to influence our people and shape our future.**

Sport Aberdeen is a private limited company (Company No. 350981) and a registered Scottish charity (Charity No. SC040973) regulated by the OSCR.

We deliver sport and physical activity opportunities across the city, – ensuring everyone has the opportunity to get active, regardless of any barriers including price, gender or ability.

You might be surprised at just how far our reach extends and the real, lasting difference we make in people's lives through sport and physical activity.

## Your Contribution

As a trustee director, you will play a key role in the governance and strategic leadership of the organisation. You'll join a passionate group of professionals committed to excellence, inclusion and social impact. In addition to board and committee meetings, your influence will extend through your networks, ideas and visibility in the community, helping to amplify the voice of Sport Aberdeen where it matters most.

Strong boards thrive on shared values, respect, collaboration and a sense of humour, and ours is no different!

## What's next?

This pack outlines what you need to know about the role and if you feel you would be a suitable candidate.

Although this is not a paid position, being a trustee is a very rewarding role and offers the opportunity to enhance your CV and professional development, as well as support and shape the work and strategic direction of Sport Aberdeen.

If you feel inspired to apply, please contact us to register your interest. You will then receive an application form, please complete this and return to us by Sunday 20<sup>th</sup> September 2026.



# About Sport Aberdeen

We are passionate about creating opportunities, inspiring people, and changing lives through sport and physical activity.

Established in 2010, Sport Aberdeen manages sport and physical activity services on behalf of Aberdeen City Council. With a team of over 500 dedicated employees, 31 venues, 800+ volunteers and more than two million visits each year, we are proud to be the largest provider of sport and leisure services in the North East of Scotland.

Our reach goes far beyond our venues: we run a range of different coached lesson programmes for children and adults across sports including swimming, tennis, ice skating, snowsports, golf and gymnastics.

We deliver over 1,000 classes every week to more than 8,000 participants. This is complemented by a growing portfolio of innovative health and wellbeing programmes, designed to meet the evolving needs of our communities. What truly sets us apart is our purpose. As a charitable trust, every penny we make is reinvested into the venues we manage, the programmes we deliver and the people and communities we serve.

Sport Aberdeen is not just about sport. It's about inclusion, wellbeing, ambition and creating a healthier, happier future for all.

## Workforce Structure

The company is structured into six key areas, each led by a member of the Senior Leadership Team:

Community Leisure  
Operations

HR and Organisational  
Development

Finance and Corporate  
Services

Marketing and Commercial  
Development

Digital and Technology

Sport and Active  
Communities

## Principal Activities

| Adventurous Activities

| Swimming

| Fitness

| Tennis / Padel

| Golf

| Active Lifestyles

| Ice Skating

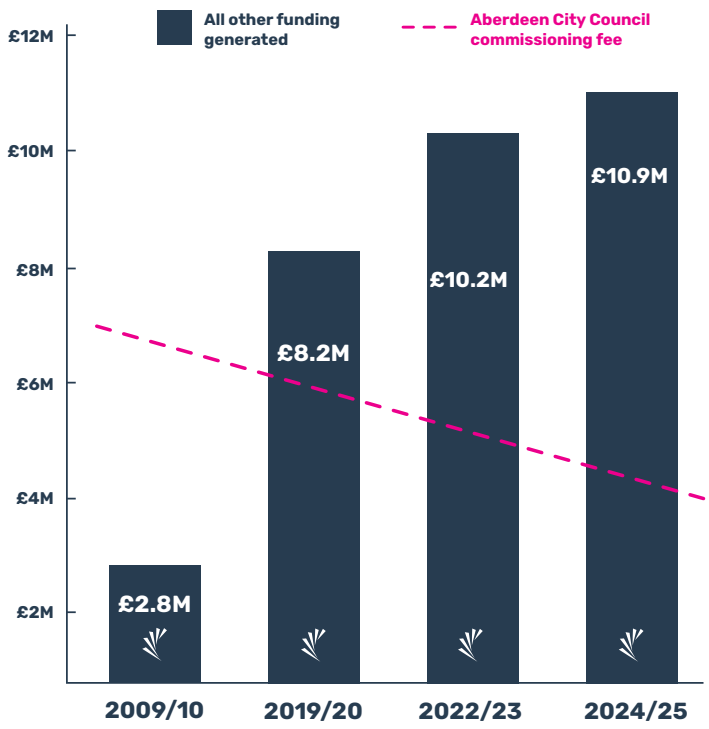
| Active Schools

| Snowsports

| Holiday Camps



# Our Journey so far...



Improved financial performance



**£16.7M**

**Social Value**

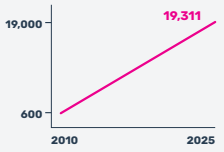
Generated in the last 12 months



**> £15M**

**Capital Investment in Facilities**

Including £0.5M over initially budgeted



**Membership Growth**



**60,000+**

**Participants engaged in the Learn to Swim and P4 Programmes**

Since the creation of Sport Aberdeen



**30+**

**Business & Industry Awards 2018 - 25**

Most successful trust in Scotland



**£1: £3.30**

**Income Conversion Rate**



# About the role – Trustee

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The most valuable thing we ask of our trustees is their time.

This includes attending board meetings, participating in events and reviewing reports and key documentation that support oversight and strategic decision-making on behalf of the charity.

Most meetings take place in person at one of our facilities. The full board of directors meet quarterly and each trustee is expected to join at least one sub-committee, which meets around three to four times per year. Each sub-committee aligns with a specific area of the business such as health and safety or finance – and this will be matched to your expertise and interest.

Upon appointment, you will be formally registered as a company director with Companies House, registered as a trustee with OSCR and welcomed into the organisation with a comprehensive induction including one-to-one meetings with the Senior Leadership Team.

A full role profile will be provided upon application.

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## *Duties as a Trustee Director*

**Ensure compliance with the organisation's constitution, Articles of Association and all relevant legal and regulatory frameworks.**

**Be responsible for the overall governance and strategic direction of Sport Aberdeen.**

**Help to develop and deliver the company's vision, values and goals in line with its constitution and regulatory requirements.**

**Act as a guardian of the charity's assets, ensuring their appropriate use, protection and management.**

**Monitor the financial health of the charity, ensuring accountability and sustainability.**

**Work collaboratively with other trustees and the Senior Leadership team. Providing constructive challenge and input at board and committee meetings.**

**Uphold the charity's code of conduct and champion its values in everything you do.**

**Protect the reputation and good name of the charity in all your dealings.**



# About the role – Chair

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The chair leads Sport Aberdeen's board, ensuring effective governance, financial sustainability and delivery of its charitable purpose while balancing commercial priorities with accessible, affordable services and community benefit.

The chair provides inclusive, collaborative leadership, supports and holds the Chief Executive Officer to account, and works constructively with the wider leadership team.

This non-executive role requires approximately 4 days a month, including board meetings, preparation and engagement activity.

We're looking for someone who:

- Brings boardroom authority and sound governance judgement, with the confidence to shape strategy and provide constructive challenge
- Brings strong commercial judgement and financial awareness, balancing sustainability with Sport Aberdeen's social purpose
- Is comfortable with public accountability, multiple stakeholders, and acting as a credible ambassador to build partnerships and increase impact across the city
- Leads in a way that values people, puts customers and communities first, and champions inclusion and respect
- Encourages innovation and continuous improvement to support long-term success

## Duties as the Chair

**Champion a people-centred, inclusive and values-led culture that encourages openness, trust and constructive challenge**

**Lead regular evaluations of board and committee effectiveness**

**Lead the board to ensure effective, ethical, legally compliant governance and transparent decision-making**

**Ensure trustees understand their roles, responsibilities and collective accountability**

**Promote collaboration between trustees and the Senior Leadership Team**

**Promote long-term sustainability of services, facilities and workforce**

**Lead the appraisal, support and development of the Chief Executive Officer**

**Visit services and engage with staff, service users and communities**

**Ensure appropriate consideration is given to equality, diversity, inclusion, accessibility and safeguarding in the charity's decision making and oversight arrangements.**

**Seek assurance that effective safeguarding arrangements are in place to protect children, young people and protected adults across the organisation.**



## About you

We're looking for individuals with strong values and a passion for making a difference.

What matters most is your ability to offer your own unique insight and having a collaborative spirit, along with a willingness to champion Sport Aberdeen's mission in your networks and communities.

We welcome applications from people from all backgrounds and communities and particularly encourage interest from individuals who may be underrepresented on boards. We recognise that valuable contributions come from both professional expertise and lived experience and are committed to ensuring an accessible and inclusive recruitment process for all applicants.

Above all, we are looking for people who want to contribute to a forward-thinking organisation that values inclusion, integrity and impact.



## The benefits of being a Trustee

Joining the Sport Aberdeen board of directors is more than just a governance role; it's a rewarding opportunity to grow personally and professionally whilst contributing to a meaningful cause.

As you can probably tell, it's a rewarding role and here are a few reasons why:

**Help make Aberdeen a healthier, happier, more active city**

**Improve the lives of Aberdeen's citizens**

**Help widen access to sport and physical activity**

**Aid your personal development as a non-executive director**

**Make a difference**

**You will have some fun along the way!**



# Becoming a trustee

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## *Trustee responsibilities*

Trustees of Sport Aberdeen are both charity trustees under charity law and company directors under company law. Trustees must act in the best interests of the charity, exercise reasonable care and diligence, manage conflicts of interest appropriately, maintain confidentiality where required and support collective decision making of the board. Trustees are expected to comply with OSCR guidance for charity trustees, company law requirements and the organisation's governance framework.

## *Remuneration, expenses and support*

The role is voluntary and unpaid, in line with charity governance. Reasonable out-of-pocket expenses incurred whilst carrying out trustee duties will be reimbursed in accordance with the organisation's expenses policy. Sport Aberdeen is committed to ensuring no-one is prevented from participating in board service because of a disability, caring responsibilities or other barriers.

## *Pre-appointment checks*

As part of our commitment to good governance and safeguarding, preferred candidates will be asked to complete

a number of pre-appointment checks before appointment is confirmed. These may include verification of eligibility to act as a company director and charity trustee, declaration of interests, references where appropriate and confirmation of PVG Scheme membership.

Applicants should be prepared to declare any actual, potential or perceived conflicts of interest as part of the appointment process so these can be considered and where appropriate managed in accordance with the organisation's governance arrangements.

Where required, Sport Aberdeen will provide support and guidance throughout the onboarding process, including assistance with PVG Scheme membership applications and completion of any governance documentation.

## *Accessibility and reasonable adjustments*

We are committed to ensuring a consistent, fair and inclusive recruitment process for all applicants. Information can be made available in alternative formats on request and reasonable adjustments will be provided throughout the recruitment and selection process. If there is anything we can do to support the process, please let us know.



Did you know...



**19,000+**

**MEMBERS & PARTICIPANTS  
IN COACHED PROGRAMMES**



**61**

**SCHOOLS SUPPORTED BY ACTIVE  
SCHOOLS CO-ORDINATORS**



**7,500+**

**CHILDREN ENGAGED WEEKLY IN  
ACTIVITIES LIKE SWIMMING, ICE SKATING,  
SNOWSPORTS, TENNIS & GYMNASTICS**



**114,422**

**ROUNDS OF GOLF PLAYED  
LAST SEASON ACROSS OUR  
5 COURSES**



**551**

**STAFF WORKING ACROSS THE  
CITY & OVER 800 VOLUNTEERS**



**7,121**

**INDIVIDUALS USED GET  
ACTIVE FOR LESS  
(SPORT ABERDEEN'S DISCOUNTED ACCESS SCHEME)**



**LEARN TO SWIM PROVIDER OF THE YEAR 2024**



## Interested in joining us?

We would be delighted to hear from you!

To register your interest, please email  
[chiefexec@sportaberdeen.co.uk](mailto:chiefexec@sportaberdeen.co.uk)

You will be provided with a brief application form and the role specifications for trustee and Chair. We ask you to complete the form with your contact details and a short summary of your background and what you feel you could bring to Sport Aberdeen. You're welcome to include a supporting statement or CV alongside your form.

If you would like to have an informal conversation before doing so, we'd be happy to speak with. Again, please email [chiefexec@sportaberdeen.co.uk](mailto:chiefexec@sportaberdeen.co.uk) to request a chat.

## Next steps

All expressions of interest will be reviewed and shortlisted by a panel from the board.

Shortlisted applicants will be invited to a formal interview.

Before interview, we encourage you to take the time to familiarise yourself with Sport Aberdeen and our work, venues and values. If you'd like to visit our headquarters in the Bridge of Don or speak with a member of the team, we'd be happy to arrange this.

We are committed to ensuring a consistent, fair and inclusive recruitment process for all applicants.

### Timeline:

Open – 25<sup>th</sup> August 2026

Close – Sunday 20<sup>th</sup> September 2026

Shortlisting – Monday 21<sup>st</sup> September 2026

Interviews – between 28<sup>th</sup> September and 9<sup>th</sup> October 2026

We look forward to hearing from you and thank you for considering a trustee role with Sport Aberdeen.