



# ST ALOYSIUS' COLLEGE

# GOVERNOR CANDIDATE BRIEF

Seeking new Governors with specialist expertise

St Aloysius' College is Scotland's only Catholic Jesuit school, founded in 1859, and welcomes pupils aged 3-18 from all backgrounds. The College is seeking new Governors to strengthen the Board's collective capability and support the next phase of the College's development.

<b>Purpose of the role</b> To provide strategic oversight, support and challenge to the Principal and senior leadership team, and to help ensure the College remains financially robust, well governed and faithful to its Catholic and Jesuit mission.	<b>Expected commitment</b> Around 10-15 days per academic year, including Board and committee meetings, preparation, occasional school events and visits, and training.	<b>Remuneration</b> This is a voluntary, unremunerated role. Reasonable expenses may be reimbursed.
--	--	--

## The opportunity

The Board of Governors plays a central role in the life of the College. It is responsible for the strategic oversight of St Aloysius' College, ensuring strong stewardship, sound judgement, robust challenge, and clear alignment with the mission of Jesuit education. Governors do not run the school day to day; rather, they make sure the school is well run, well led, and equipped for the future.

The College is particularly interested in candidates who can bring senior-level expertise in one or more of the following priority areas.

Chartered Accountancy / finance	Fundraising / philanthropy	Marketing / brand / communications	Human Resources
Property / estates / capital projects	Risk and compliance	Legal	Board / committee judgement

## What the College needs from its Governors

- Board-level judgement and strategic perspective.
- Constructive support and challenge in committee and full Board discussion.
- The ability to work collegially in a collective decision-making environment.
- Discretion, integrity, and a clear understanding of the distinction between governance and management.
- A willingness to undertake induction, safeguarding and ongoing governor development.

## Mission, ethos and the distinctiveness of Jesuit governance

Governors in a Jesuit school are expected to uphold the school's Catholic and Jesuit identity, apply that mission in strategic decision-making, and act at all times in the best interests of the College and its pupils. The role therefore calls not only for professional capability, but also for sympathy with the College's values and purpose.

At St Aloysius' College, this means helping to sustain a school community that seeks academic excellence in the fuller context of human excellence: forming young people of faith, conscience, compassion and service: men and women for others.

### Mission note

- Governors must keep the College's Catholic and Jesuit mission visible in strategic discussion.
- They are expected to understand the wider purpose of Jesuit education and contribute to decisions through that lens.
- They should support a culture of high standards, careful stewardship, and concern for the flourishing of every pupil.

## Person specification

Essential	Desirable
<ul style="list-style-type: none"> <li>• Senior experience in at least one of the priority specialisms.</li> <li>• Strong strategic and analytical skills.</li> <li>• The confidence to contribute to collective decision-making with independence of mind.</li> <li>• Integrity, discretion and sound judgement.</li> <li>• Commitment to the mission and values of St Aloysius' College.</li> <li>• Willingness to undertake induction and safeguarding training.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous board, trustee, non-executive or committee experience.</li> <li>• Experience of independent school governance, charity governance or regulation.</li> <li>• Knowledge of fundraising strategy, organisational change or capital development.</li> <li>• An understanding of the Catholic educational sector or sympathy with Jesuit education.</li> </ul>

## How the Board works

Effective governors support and challenge the Principal and senior leadership team with the discipline, independence and professional courtesy expected of a high-performing board. They maintain confidentiality, declare conflicts of interest, prepare properly for meetings, and back collective decisions once made.

Most governors will serve on at least one committee and may, from time to time, contribute to ad-hoc panels or focused pieces of board work. The College is seeking people who can add value not only through technical expertise, but also through judgement, maturity and commitment to the wider life of the school.

Meetings	Preparation	Engagement	Training
Full Board and at least one committee.	Reading papers and contributing thoughtfully.	Occasional events, visits and school presence.	Induction, safeguarding and periodic governor development.

## Magis

Joining the Board of Governors of St Aloysius' College is an opportunity to contribute to a distinctive Glasgow institution with a long Jesuit tradition and a clear educational purpose. It is a chance to help shape strategic direction, strengthen governance, and support the flourishing of a school community committed to faith, excellence, service and care. To ensure the College strives not just to be good but to be better in all it does.

The College is looking for governors who will bring perspective, humility, professional expertise and commitment: people who can help the Board ask the right questions, make sound decisions, and steward the College well for the future.