



Purpose	To support recruitment of Governors with priority expertise in CA/finance, fundraising, marketing, HR, property, risk and compliance, and legal.
Basis	Prepared with reference to the Jesuit governors' handbook and current AGBIS public guidance and vacancy-board practice.

Role Specification: Governor

St Aloysius' College is seeking to appoint new Governors to strengthen the collective capability of the Board and support the next phase of the College's development. The Board is looking particularly for candidates who can bring senior-level experience in one or more of the following areas: Chartered Accountancy/finance, fundraising, marketing and communications, human resources, property and estates, risk and compliance, and legal.

Governors are responsible for the strategic oversight of the College. They support and challenge the Principal and senior leadership team, safeguard the long-term interests of the school, and help ensure that the College remains financially sustainable, legally compliant, educationally strong, and faithful to its Catholic and Jesuit mission.

Purpose of the role

- To uphold and promote the College's Catholic and Jesuit identity, mission and values.
- To contribute to the strategic direction, long-term sustainability and good governance of the College.
- To provide constructive support and appropriate challenge to the Principal and senior leadership team.
- To act at all times in the best interests of the College and its current and future pupils.

Key responsibilities

- Contribute to Board discussions and decisions on strategy, finance, risk, compliance, estates, reputation, pupil welfare and the wider development of the College.
- Support the Jesuit identity and mission of the school, ensuring that mission is reflected in strategy, culture and decision-making.
- Provide robust but constructive scrutiny of the performance of the Principal and senior leadership team, acting as a critical friend rather than becoming involved in day-to-day management.
- Ensure that the College operates within its legal, regulatory and constitutional framework, with appropriate policies, controls and review mechanisms.
- Help oversee financial stewardship, including budgeting, sustainability, reserves, investment decisions where relevant, and the responsible use of resources.
- Serve on at least one committee or working group and, where appropriate, act as a link governor in an agreed area.
- Maintain the highest standards of confidentiality, integrity and collective responsibility, including declaration and management of conflicts of interest.
- Undertake induction and ongoing development, including safeguarding training, and engage appropriately with the life of the College through visits and attendance at key events.

Person specification

Essential

- Senior professional experience in at least one of the Board's priority areas: finance, fundraising, marketing, HR, property, risk and compliance, or legal.
- Sound judgement, integrity, discretion and a strong sense of fiduciary responsibility.
- The ability to think strategically and contribute to collective decision-making.
- The confidence to ask well-judged questions and offer both support and challenge.
- An understanding of the distinction between governance and operational management.
- A commitment to education and to the mission and values of St Aloysius' College as a Catholic school in the Jesuit tradition.
- Willingness to undertake the necessary induction and safeguarding training.

Desirable

- Previous board, trustee, committee or non-executive experience.
- Knowledge of independent school governance, charity governance or regulation.
- Understanding of, or sympathy with, Catholic and Jesuit education.
- Experience of organisational change, estates development, stakeholder engagement or philanthropy.

Candidates do not need prior school governance experience, but they must bring credible senior expertise, strong judgement, and a willingness to contribute to the mission, sustainability and effective oversight of the College.

Practical expectations

Term of office	Normally an initial three-year term, renewable in accordance with the College's governing arrangements.
Time commitment	Approximately 10–15 days per academic year, including Board meetings, committee meetings, preparation time, training, school visits and occasional events or panels.
Committees	Governors should expect to serve on at least one committee and may be asked to support short-life groups or recruitment panels.
Remuneration	This is a voluntary, unremunerated role. Reasonable expenses may be reimbursed where appropriate.
Checks	Appointment is subject to the usual suitability, safeguarding and conflict-of-interest requirements applicable to school governors and charity trustees.