

# Healthier, happier, more connected lives

## Head of Strategy and Governance

Post ref: SLC2160

Salary £65,148 – £77,959

Recruitment pack



[www.slleisureandculture.co.uk](http://www.slleisureandculture.co.uk)

# Vision, Mission and Values



## An overview

### Vision

**Healthier, happier, more connected lives.**

### Mission

Improve health and wellbeing by offering attractive, affordable activities delivered with warmth, friendliness and individual pride.

### Values

- **Do the right thing** Even when no one's looking.
- **Be a great team** Work together, share ideas, share mistakes, share successes.
- **Own it** Be accountable for outcomes good and bad. Don't pass the buck.
- **Be positive** Be hospitable. Make people feel good.

# About SLLC

**South Lanarkshire Leisure and Culture (SLLC) is currently a charity and a company limited by guarantee. Responsible for the delivery of leisure and cultural activities on behalf of South Lanarkshire Council. However it is in the process of converting to a Scottish Charity Independent Organisation (SCIO). It has a 14 member board and its charitable objectives are to:**

- provide, or assist in the provision of facilities for recreation, sport, cultural, social, or other leisure time occupation as are beneficial to the community, and in particular in conjunction with the local authority area of South Lanarkshire as defined in the Local Government (Scotland) Act 1994; and
- provide special facilities for persons who by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances may need special facilities.

The organisation currently employs over 1,600 members of staff and has an operational budget of around £37.5m per annum, delivering services in the following main areas:

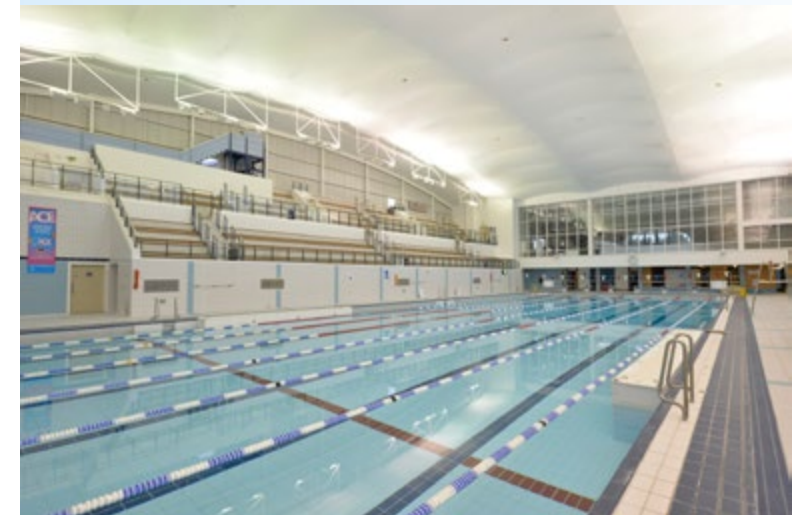
- Sport and Physical Activity (incorporating Development Services and Active Schools);
- Libraries Service;
- Outdoor Recreation and Outdoor Learning and Adventure Service;
- Country Parks;
- Golf; and
- Museum Service.

## Key facts

**14** Member Board

**1,600** Employees

**£37.5m** Annual budget



# About SLIC

## Activities undertaken by SLIC are wide ranging and include the management of:

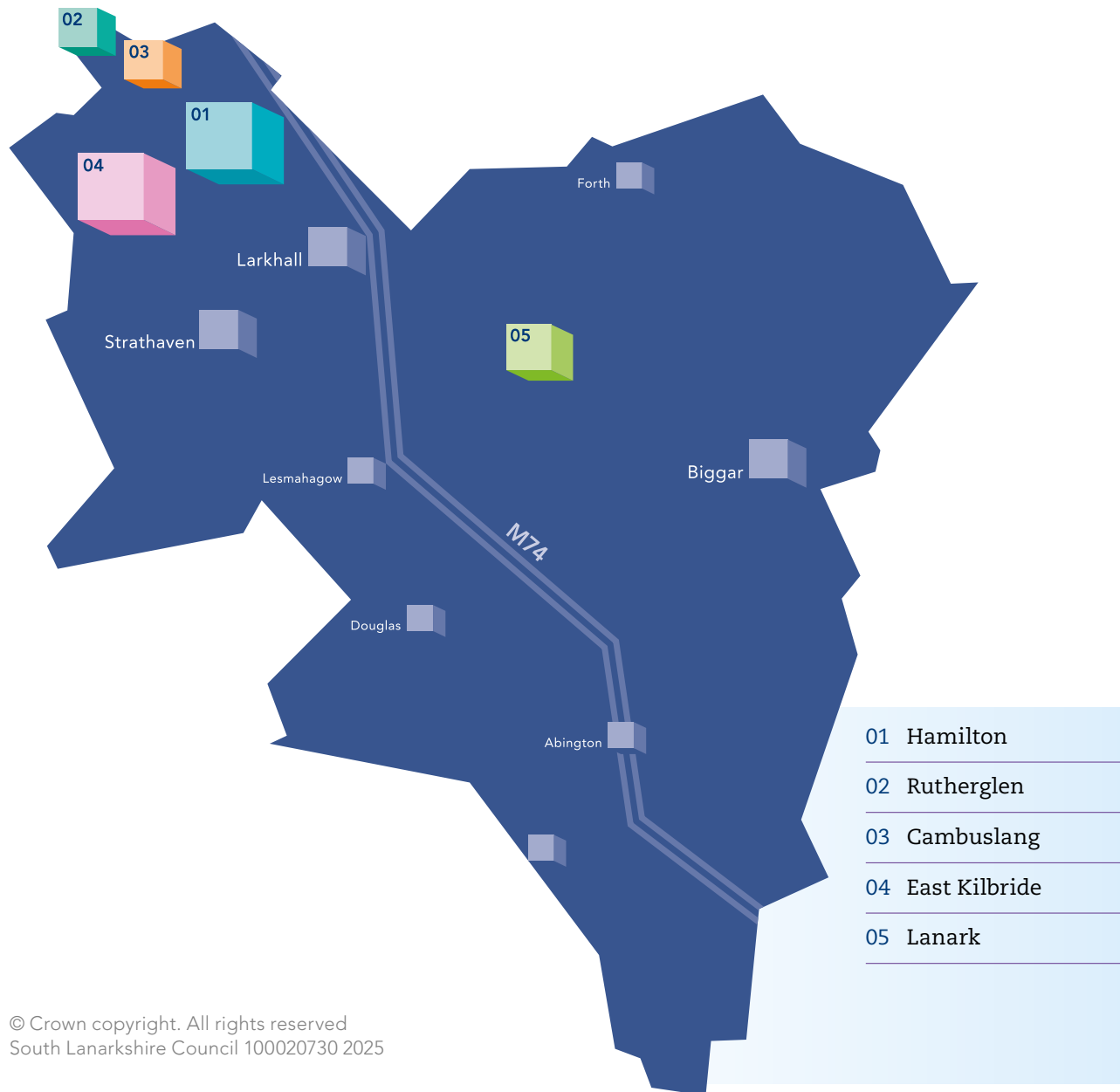
- 18 indoor leisure facilities including 17 fitness gyms, nine swimming pools and health suites, sports halls, an ice rink, two athletics tracks and outdoor five-a-side football pitches.
- Development Services including Active Schools, Health, Sports Development and Play Development.
- Five cultural venues namely; The Town House – Hamilton, Rutherglen Town Hall, East Kilbride Village Theatre, East Kilbride Arts Centre, Lanark Memorial Hall.
- Management and overview of 26 halls and integrated community facilities and the provision of community letting within primary and secondary schools.
- Arts Development section which delivers arts related projects, courses, classes, and festivals.
- 21 public libraries, home delivery and online library service.
- Outdoor facilities including over 100 sports pitches, an indoor synthetic pitch, nine bowling greens, a water sports centre, an Outdoor Resource Base and activity programme and seasonal activities such as tennis and putting.
- Two country parks and associated attractions including approximately 200 hectares of woodland trails and grazing rights at each park, a children's zoo and an 18th century Georgian hunting lodge.
- Six golf courses and a golf development centre.
- Low Parks Museum, a Visit Scotland 5 star graded museum and Hamilton Mausoleum, along with the management of South Lanarkshire Council's museum collection with over 100,000 objects and two museum stores.

## Key facts

- 18** Indoor leisure facilities
- 100** Sports pitches
- 6** Golf courses
- 9** Bowling greens
- 9** Swimming pools
- 2** Country parks
- 2** Outdoor learning facilities
- 5** Cultural venues
- 26** Halls
- 21** Public libraries
- 100,000** Museum objects



# About the area



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South Lanarkshire Council 100020730 2025

## Key facts

Total population of South Lanarkshire

**334,030**

(2024 mid-year estimate)

Percentage of population under 16

**16.8%**

(mid-year estimate 2024)

Percentage of population aged 16 to 64

**62.3%**

(mid-year estimate 2024)

Unemployment rate

**2.7%**

(July 2025 provisional figure)



# Healthier, happier, more connected lives

## Share our vision of 'Healthier, happier, more connected lives' we are looking for a Head of Strategy and Governance

This is an exciting opportunity for someone who has vision, energy, creativity to join our leadership team, this role will report directly to the Chief Executive and be responsible for the strategic leadership of the organisation.

The role is responsible for leading strategy development and implementation and corporate governance and performs the function of secretary to the Board.

You will lead on a range of strategy and governance activities within South Lanarkshire Leisure and Culture (SLLC) including business planning, policy, performance management, compliance, partnership, and projects to ensure that it meets the ambitions and standards set by SLLC and its stakeholders.

Educated to degree level or equivalent in a relevant discipline.

**For an informal discussion or to find out more, please contact Nick Lansdell on 01698 454374.**

**Salary: £65,148 - £77,959**

(initial placement will reflect experience and competence)

**Reports to:** Chief Executive

**Location:** Hamilton

### Purpose of the Job:

- The Head of Strategy and Governance plays a pivotal role in shaping the strategic direction and ensuring robust governance within South Lanarkshire Leisure and Culture.
- This role is responsible for leading the development and implantation of organisational strategy, overseeing corporate governance, and acting as secretary to the Board.

### Key tasks and responsibilities:

- To be responsible for strategic business development including business planning, performance management and setting and maintaining corporate standards.
- Ensuring effective corporate governance arrangements are in place throughout the organisation in accordance with statutory requirements, providing governance support to the organisation and the SLLC Board.
- To undertake the secretariate function including preparing agendas and papers for board meetings, committees, and annual general meetings (AGMs) and contribute to the wider direction of SLLC.
- Support the Chief Executive Officer in managing change including maintaining a modernised governance and operating model.
- To be responsible for information management systems including information requests and act as SLLC Data Protection Officer.
- To be responsible for corporate Health & Safety.
- Develop and monitor policy to ensure legislative and regulatory compliance.
- To provide oversight of partnerships ensuring a strategic approach across a wide range of local and national partners to achieve strategic objectives.
- Lead on organisation wide projects managing stakeholders and resources to achieve set strategic outcomes.
- Management of the Strategy and Governance team.

**All applications for this post are online via [myjobscotland](#) / Fusion**

Please note all correspondence will be sent to your email address.

# Behaviours framework

The Behaviour Framework is a set of core behaviours that defines how employees approach work, to enable the delivery of key tasks for the role. The expected behaviours for this role are:

## Be a great team

### What you can do:

- Inspire a 'one team' culture.
- Role model inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs.
- Visible and accessible to employees within your area of responsibility.
- Champion collaborative and partnership working across the organisation.
- Spend time building relationships with partners.
- Builds networks, locally regionally and nationally to help provide support and expertise and maximise resources.
- Understand the importance of communication, evaluate its effectiveness, and take steps to improve, leading and encouraging open communication at all levels in the organisation.
- Understands respectful challenge and makes own case whilst recognising the concerns of others
- Builds commitment and engagement to improve team cohesion and outputs.

## Do the right thing

### What you can do:

- Lead by example, maintaining a positive attitude and demonstrating energy and enthusiasm in your approach to work. You are a role model for the organisation.
- Understands the power and authority that comes with the Leadership Team role and adapts behaviour to ensure interactions with others are positive and empowering.

- Demonstrates sensitivity and good judgement in decision making and relationships.
- Is able to take difficult decisions in complex and challenging situations for the best interests of the service and the organisation.
- Evaluates resources, options and consequences in decision making.
- Consults with representative groups when formulating strategies.
- Engages with communities, internal and external partners ensuring the full range of views are considered.

## Be Positive

### What you can do:

- You work with enthusiasm to deliver a high-quality service to meet personal, organisational and customer expectations. Be hospitable and make people feel good
- Understand how your team learn and develop and use this knowledge to lead performance improvements.
- Lead by example, influencing and inspiring confidence in others.
- Communicate positive messages about the organisation, acting in its best interests and being an ambassador for SLLC.
- Role model for inspirational leadership
- Coaches and mentors others and have continuous learning and development as a key priority for the service.

## Own it

### What you can do:

- Ownership is at the heart of our approach. Be accountable for outcomes good and bad in the application of your strategic and managerial responsibilities.
- You work to deliver a high-quality service to meet organisation and stakeholder expectations.
- Gives teams defined structures and clear direction enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Plan and anticipate changes in the sector and wider landscape and effectively manage the transition to introduce new ways of working.
- Logically identify trends and implement the best approach, outlining clear objectives
- Focus on longer-term outcomes rather than short-sighted initiatives.

# Position requirements

## Education, qualification and training

### Essential

Educated to degree level or equivalent in a relevant discipline or equivalent relevant experience.

### Desirable

Evidence of continuing relevant professional development.

## Skills, knowledge, experience

### Essential

- Significant experience at senior management level within a large, complex and customer facing organisation.
- Experience of strategic, organisation wide, business strategy and policy development
- Ability to deliver organisational goals, demonstrate leadership, inspire and influence and build successful partnerships
- Ability to build effective relationships with internal and external stakeholders
- Ability to work collaboratively within a multi-disciplined environment to drive forward a culture of teamwork, accountability and success
- Experience of exemplary project management in relevant areas
- Excellent IT skills, including components of Microsoft Office software, with good working knowledge of using key database and finance systems.

### Desirable

Experience of management within a business environment coupled with corporate experience in other support functions.

Experience of reporting to Board, Committee or senior stakeholder.

## Personal qualities

- Strong personal commitment to improving the Leisure and Culture industry
- A genuine commitment to behaving with honesty and openness, treating people consistently, fairly and with respect
- To be persistent, tenacious, highly motivated and not easily discouraged
- Inclusive and supportive team player
- To work in a flexible, adaptable manner and to always act with discretion and tact
- Ability to demonstrate fresh and innovative thinking coupled with an entrepreneurial approach and strong customer focus.
- Passion to deliver services that improve community well-being and achieve healthier, happier, more connected lives.

## Management Competencies

- Demonstrate and provide active leadership to the organisation, service, and team.
- Excellent influencing and negotiation skills.

## Other

- Be Positive “can do” attitude and willingness to support others where needed.

## Safer Recruitment Checks

As part of our approach to good practice and safer recruitment we carry out a number of pre-employment checks:

- Asylum and Immigration right to work in the UK.
- Reference check: external candidates require two references, one of which must be from previous or last employer; Internal candidates require one reference from current line manager.
- Candidate Disclosure Scotland check, where applicable.



# Service structure

## South Lanarkshire Leisure and Culture Business functions



# Employee benefits

## Working for South Lanarkshire Leisure and Culture

As an employee you would also receive a wide range of benefits including:

- Enrolment in award winning local government pension scheme (SPFO)
- Up to 33 days annual leave
- Public holiday entitlement (up to 10 days)
- Occupational sick pay
- Family friendly policies – flexible working, maternity/paternity leave, enhanced leave
- Employee Discounts – including discounts at the cinema
- Range of benefits to support you (Cycle to Work Scheme, Physiotherapy, Employee Assistance Program which offers practical and emotional support)
- Hybrid working



# Further information

**You can find more detailed information about South Lanarkshire and SLLC by following these links:**

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire Council website](#)

[South Lanarkshire View](#)

[South Lanarkshire University Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



[\*\*www.slleisureandculture.co.uk\*\*](http://www.slleisureandculture.co.uk)

If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

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Produced for South Lanarkshire Leisure and Culture SCIO by  
South Lanarkshire Council Communications and Strategy. 068399/Aug25  
South Lanarkshire Leisure and Culture is a recognised Scottish charity no. SC032549