



SCOTTISH POLICY & RESEARCH EXCHANGE

## Chair & Trustee Further Information

October 2022

Building policy  
engagement in praxis



# Who we are

**Nick Bibby**



Founder &  
Director

**2019-Present**

**Dave Bell**



Networks &  
Learning

**2021-Present**

**Mariola Tarrega**



Digital  
Resources

**2020-2021**



# Who we are

**Established source of expertise on research-policy engagement in Scotland and UK**



**SCIO status 2022**



**Founded 2019**



- 2-3 Staff
- Funded by donations
- c. £130k turnover
- Networks, partnerships, key relationships

- 300+ calls for experts
- 384 Brokerage members
- 130 events
- 3,000+ people engaged
- 6,590 website users



# Established Relationships

For example, these include:

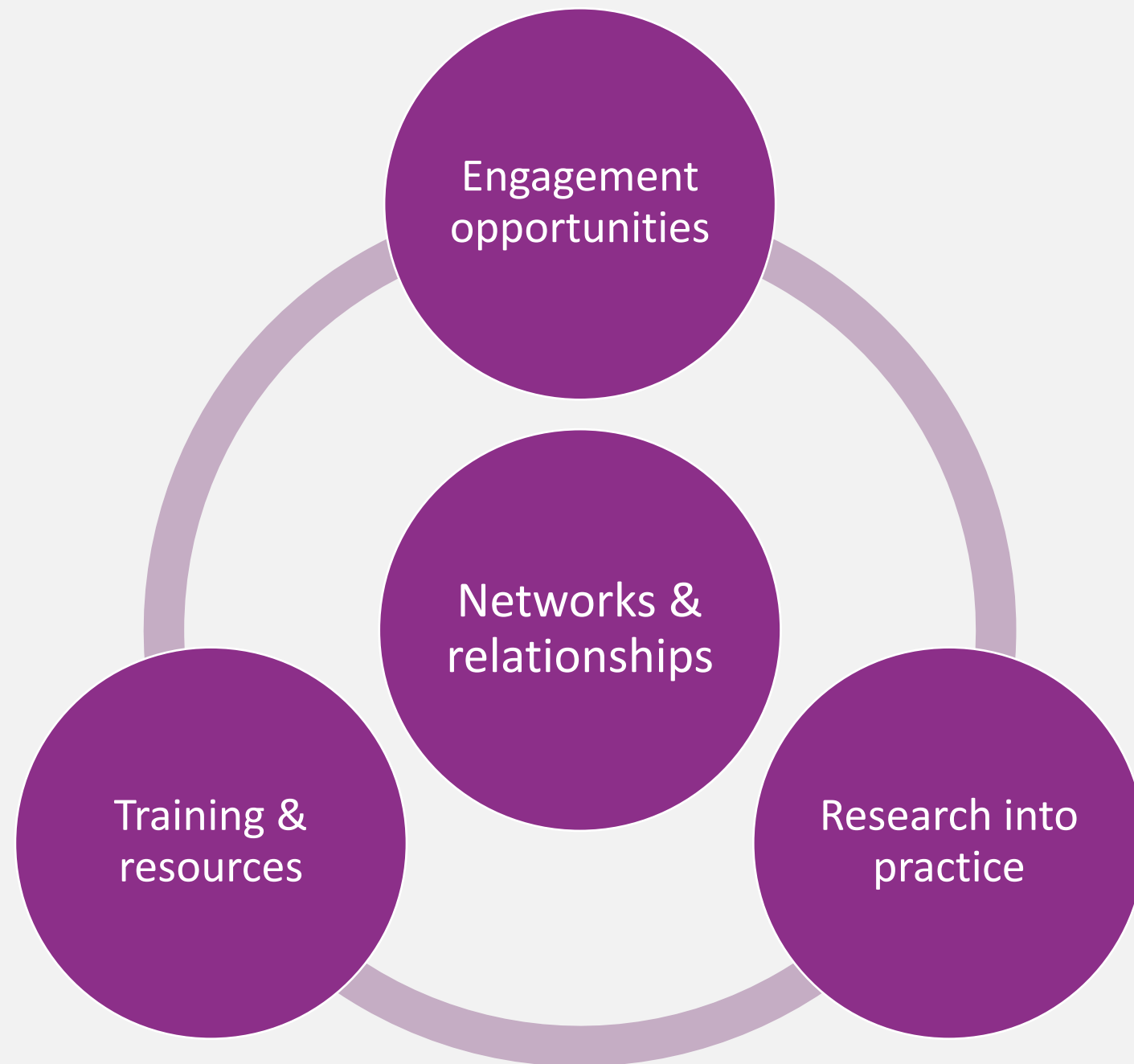
- **Local Area Research & Intelligence Association network** (Dave co-leads LARIA Scotland activities)
- **Universities Policy Engagement Network** (Dave co-chairs the EDI Subcommittee)
- **Network for international policies & Cooperation in Education & training – NORRAG** (SPRE co-convenes conversations on ‘advancing equity in policy engagement practice’)



# Main areas of work

Our focus within these areas currently includes:

- Advancing equity and operationalising intersectionality
- Applying critical approaches to examining problem framings
- Building networks and engagement with local government
- Strengthening our impact evaluation and reflexive learning capacities



# What is our vision for SPRE's new board?

An *intersectionally diverse* board that works well together to:

- Provide strategic guidance that positions SPRE as a significant actor in contributing to *transforming research-policy relations* in Scotland.
- Establish a *working culture* in line with our values
- Model and move forward best practice in *accountable and transparent governance* in the third sector.



# Time commitment...

- Minimum of 4 meetings per year
- Willingness to travel to meet-up in person (perhaps once per year)
- Willingness to be 'hands on' as and when you have capacity and needs require
- Estimated max 6 hours per month

We also want to know...

*Does this work  
excite you?*

*Does this work  
benefit you?*



# Compensation...

- The chair and trustee positions are all unpaid voluntary posts
- We will cover travel, accommodation and expenses for any Board related activities.
- The Board will work with the Director to identify, fund and meet training needs within and across the Board
- We aim to understand and establish conditions that enable peer-to-peer learning and development for all Board members

We also want to know...

*What else would help to address exclusions & barriers to your involvement?*





# Take note!

*There are many ways to frame and describe “intersectional diversity” – this framework is not intended to be fixed or definitive.*

*You don’t have to align with everything.*

*We welcome and encourage challenge and feedback on any of this.*



# What does “intersectionally diverse” mean for our board?

Core competencies

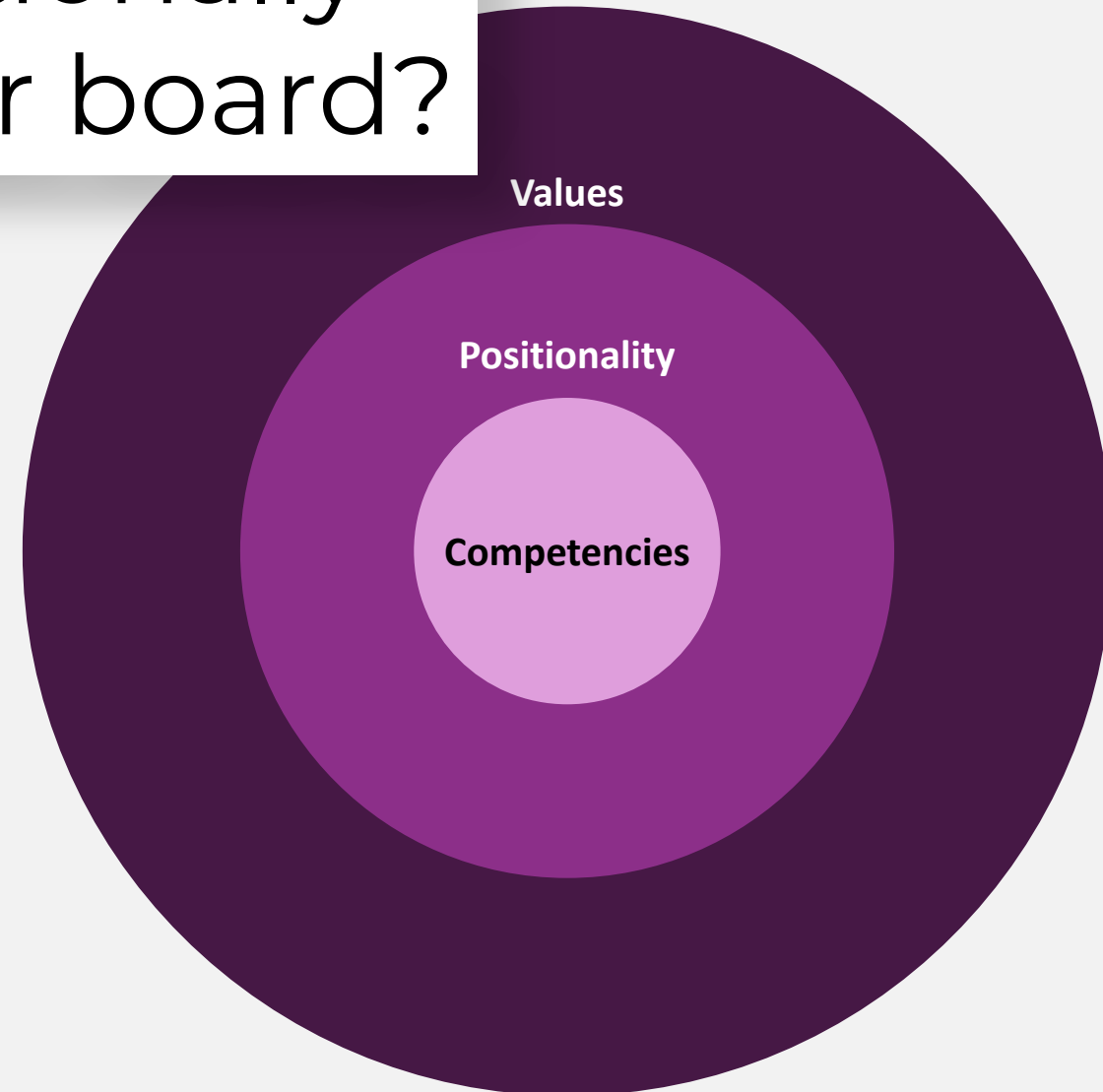
Embedded within

Diverse positionalities

Embedded within

Shared values

Each co-shapes the others



Three key embedded and interrelated dimensions will guide our recruitment



# Our values

- Open to challenge and change
- New board will re-visit and operationalise
- Will underpin everything we do



# Diverse positionalities

- Crucial step in our journey to put intersectionality into practice
- Working culture must enable genuine challenge & critical friendship
- Requires commitment, attention, planning and other resources – *applied equitably*



# Diverse positionalities

We're especially interested if you:

- Have lived experience of and/or expertise in systemic exclusions and oppressions
- Identify with underrepresented groups and/or ways of knowing
- Live and/or work in Scotland outside of the Central Belt
- Are early in your career



# Diverse positionalities

Need strong representation from Scottish academic research and policymaking communities.

But we also need to go beyond this e.g.

- Outside Scotland
- Other perspectives on influencing & applying policy
- Other perspectives on knowledge production, mobilisation and use



# Core competencies

- There are diverse forms of and ways to acquire these competencies
- You don't need to have held senior positions
- They can indirectly relate to Scottish, academic or policymaking contexts
- You can grow these competencies while in post



# Chair competencies

- We see the chair as bringing strengths in these areas
- Also interested in hearing from you what a good chair could look like!
- We aim to hire a new Chair, then involve them in hiring the first round of new Trustees





# Application process

- Interview process still being formed – open to your input on how to make it more equitable, inclusive and accessible
- Shortlisted candidates will get:
  - An updated version of this slide deck
  - The questions in advance
- We aim to select ~6 trustees this round

***CV + Cover letter***

(Let us know if alternative medium is better)

***Deadline: 14<sup>th</sup> Nov***

***Interviews: from***

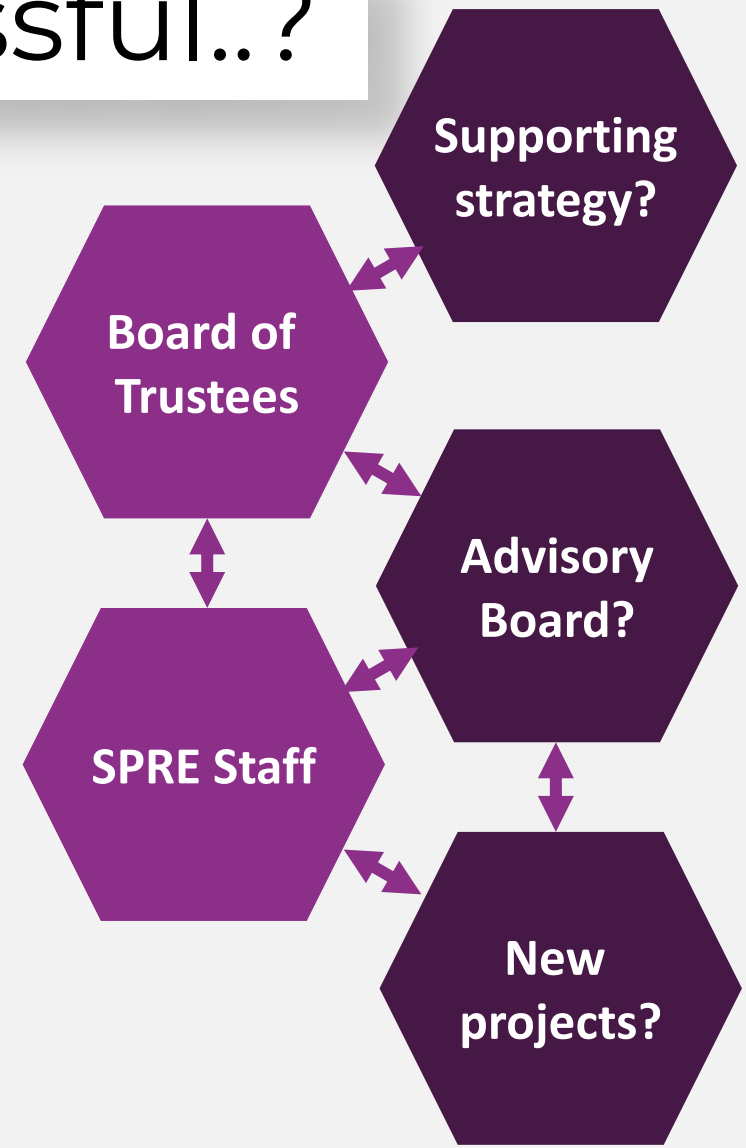
***~24<sup>th</sup> Nov***

To apply, ask for further information, or need this pack in another format, please email [contact@spre.scot](mailto:contact@spre.scot)



# What if you're not successful..?

- We're exploring ways that you could stay engaged with us – and open to suggestions.
- Beyond simply [joining our Brokerage network](#), options include:
  - Helping to form an advisory board
  - Being involved in our strategy development
  - Proposing joint projects



We are interested in establishing new ways of engaging with diverse expertise...

