



Recruitment Pack

Chief Executive Officer
January / February 2026

Job Description

Job Title: Chief Executive Officer

Salary: £65,000 - £75,000 per annum (dependent on experience)

Pension: 3% employer contribution

Annual Leave: 25 days plus 10 public holidays

Contract: Permanent

Location: Blended working between home, VASLan office and community venues across South Lanarkshire

Reports to: Board of Trustees (via the Chair)

Role Purpose

VASLan is ambitious for South Lanarkshire's local third sector, comprising 1,400 community, voluntary and social enterprise organisations. Our goal is to make South Lanarkshire the best place in Scotland in which to start, run and grow a third sector organisation — an ambition shared with South Lanarkshire Council and our Community Planning Partners.

VASLan has been developing new and exciting partnerships at local, regional and national levels and the new CEO of VASLan will have the opportunity to build upon and progress these evolving strategic and operational agendas.

The Chief Executive Officer is responsible for providing strategic and operational leadership to VASLan, ensuring it fulfils its role as the Third Sector Interface (TSI) for South Lanarkshire. The postholder leads the organisation, supports the Board, and acts as the principal advocate and system leader for the local third sector.

The role is focused on influence, partnership, funding stewardship and sustainability, on behalf of the sector and VASLan as an organisation. VASLan is committed to not competing with the local third sector on the delivery of services and to being genuinely accountable to and representative of it.

Lead.
Influence.
Champion Communities.

Organisational Context

VASLan supports and represents third sector organisations operating across South Lanarkshire, ranging from small grassroots voluntary groups to community anchor organisations, local charities and social enterprises.

VASLan delivers the four nationally defined TSI functions:

- Building capacity within the third sector
- Providing knowledge and intelligence on the sector
- Connecting partners across sectors
- Representing and amplifying the voice of the third sector

VASLan exists to enable the sector, it does not compete for service delivery contracts but instead provides the infrastructure, advocacy, coordination and support that enables local third sector organisations to thrive, with an emphasis on collaborative and partnership facilitation.

VASLan operates in a complex and strategically important funding and partnership environment, including:

- Managing significant funding for the sector on behalf of a range of partners (almost £1.5m in the current year) including assessing and evaluating applications and outcomes.
- Acting as a core facilitator of partnership and collaborative bids, including quality assurance and financial management roles.
- Representing the sector's engagement with strategic partners including being a key partner in the new Third Sector Partnership Agreement defining strategic relationships with South Lanarkshire Council
- Negotiating new and existing funding investment with SLC, through the new grant policy agreement alongside South Lanarkshire Health & Social Care Partnership, NHS Lanarkshire and other Community Planning and Scottish / UK Government Partners

The organisation also has a strategic role in attracting new investment into the sector, including through a Funders' Forum, philanthropic giving and collaborative funding approaches with Community Planning Partners.

Key Responsibilities

Strategic Leadership

- Provide clear, values-led leadership aligned to VASLan's purpose and ambition for the sector
- Lead the development and delivery of VASLan's organisational strategy and locality-based third sector strategies (currently being drafted)
- Position VASLan as an independent, credible and influential system leader
- Anticipate and respond to future challenges and opportunities affecting the local sector and position the TSI to respond

System Leadership and Representation

- Act as the principal advocate for South Lanarkshire's third sector locally, regionally and nationally
- Lead relationships with South Lanarkshire Council, HSCP, NHS Lanarkshire and Community Planning Partners
- Ensure the third sector's voice is embedded early and meaningfully in decision-making
- Protect and strengthen VASLan's role as an independent broker and trusted partner

Partnership Agreements and Funding Frameworks

- Promote the local third sector as a core equal partner in the relevant areas of public policy
- Build on the new Third Sector Partnership Agreement to ensure meaningful implementation and develop new partnerships on behalf of the sector around policy agendas such as Marmot.
- Support delivery of the Third Sector Grant Policy
- Steward major system-level investments, including HSCP and CMHWF funding
- Work with partners to secure matched, blended and additional funding

Organisational Leadership and Management

- Lead and develop the staff team
- Ensure effective structures, skills and capacity
- Promote wellbeing, inclusion and professional development
- Lead organisational change with confidence and compassion

Governance and Assurance

- Support strong Board governance and accountability
- Ensure compliance with legal, regulatory and charitable duties
- Maintain effective risk, performance and reporting systems

Financial Stewardship and Sustainability

- Ensure robust financial management and controls
- Lead sustainable funding and income-generation strategies
- Oversee budgets, forecasting and financial reporting

Sector Capacity and Development

- Strengthen the capacity, resilience and influence of the sector
 - Support locality, thematic and Chief Officers' networks
 - Promote collaboration, fair funding and sustainable practice
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Person Specification

Essential

- Senior leadership experience in the third sector, public sector or similar environment
- Passion and commitment for asset-based community development responses to the issues facing individuals and communities.
- Experience working strategically with senior stakeholders
- Strong understanding of the Scottish third sector and policy environment
- Experience of organisational change and complexity
- Strong financial and governance capability, including oversight of budgets and risk
- Demonstrable experience of securing and managing high-value, multi-year partnerships and funding agreements
- Excellent influencing and communication skills
- Proven experience of managing, motivating and developing staff, including leading teams through change and fostering a positive, values-led organisational culture.

Desirable

- Experience of a Third Sector Interface
 - Community Planning or HSCP system leadership experience
 - Knowledge of Scottish Government funding frameworks
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Equality and Inclusion

VASLan is committed to equality, diversity and inclusion. We welcome applications from all sections of the community and are committed to creating an inclusive environment for staff, volunteers and partners.