

HSD DIRECTOR

Recruitment Information



**HIGH
SCHOOL
OF DUNDEE**



About the High School of Dundee



Our Vision is to nurture and inspire exceptional real world ready pupils. Underpinning all that we do are our Core Values which inform a set of guiding principles. These see us instilling the importance of approaching everything with **Compassion**, embracing **Challenge** as opportunity and focusing on **Collaboration** as the key to successful outcomes.

At HSD, we're all about unlocking the unique spark in each of our pupils, igniting their passion for learning, and celebrating their incredible talents. Our goal is to demonstrate and instil informed

decision-making based on our shared core values, as a guiding light throughout our lives.

From the moment they join us, we dive into getting to know each of our pupils as an individual, making them feel valued, supported, and engaged in every aspect of their learning. This personalised approach allows individual talents and qualities to truly shine. In a fast-paced, increasingly polarised world, we equip our community to tackle pressing global issues head-on. Located in the heart of our city, we offer a real-world learning environment that is aspirational and inspires our whole community to stay grounded and connected. We're proud to nurture confident, yet humble, young people who form lifelong friendships, are ambitious learners and work together to make the world a better place for all. We remember that our pupils learn first from us. The subject content and 'academic' outcomes are important but how we make them feel about themselves, the world and their unique potential and self-worth, will last a lifetime.

Our goal is to enable and empower our young people to thrive and realise their own unique potential by creating an environment that ignites curiosity, embraces bright ideas, fosters creativity and values challenge not as something to fear, but as the ultimate learning opportunity.

Our passionate and caring staff aim to get it right for every child in our care, nurturing, inspiring and supporting them to find what makes them tick and reach their potential. Our pupils, parents, Board, alumni, and supporters share in our goals as they can see the impact that an HSD education can make on each young person that we have the privilege of nurturing.

We are very proud of our heritage and traditions – the school was founded in 1239 – and we use this as a foundation to look up to what is possible and out to our horizons locally, nationally, and globally. We are a community that aspires to have a positive impact, individually and collectively.

About the Board of Directors

The High School of Dundee is a non-profit making, registered charity and the Board comprises a group of Directors who are there to oversee the governance of the school. Together our directors:

- Work to ensure that the needs of our young people and the people who work in the school are put first, and that we remain true to our stated purpose.
- Oversee and support the Senior Leadership Team to ensure its actions align with the school's mission, values, and strategic vision for the future.
- Work to ensure that the school's resources are managed responsibly.
- Exercise overall control of the school's business operations.
- Work to raise the profile of the work we do and support the promotion of fundraising activities

To better enable the Board to deliver on these responsibilities, we recruit individual Directors with a diverse range of skills and experiences, both personal and professional, to their roles. Our current Directors bring extensive experience from fields including education, business, law, human resources, and marketing. You can find more information about our Board Directors - [Board of Directors - High School of Dundee](#). There are also opportunities for our directors to get involved in project groups to progress areas of strategic importance.

Our Board positions are voluntary, unpaid positions.

What are we looking for in this role?

As a Board Member with HR expertise, you will play a key role in supporting the HR governance and initiatives that align with the School's strategic plan.

Skills and Knowledge

- Experience of operating at a senior level/in a leadership role within a complex environment.
- Good independent judgement and ability to think creatively in the context of the organisation and the external environment.
- Ability to think strategically.
- Excellent communicators, confident, expressing their views and opinions.
- Ability to contribute to courageous conversations.
- An analytical approach, with ability to question meaningfully.
- A willingness to challenge the status quo.
- Recognising the value of innovation and creative thinking

Qualities

- Commitment to work to and promote the values and value of the High School of Dundee
- A willingness to devote the necessary time and effort to the role.
- Self-motivated and flexible.

A team player with the ability to develop good working relationships with other Directors, the Senior Leadership Team, Staff and the wider community.

Time Commitment:

Directors are expected to serve on at least 2 committees, one of which will be the HR Committee for this post.

Board and Committee meetings normally last for around 2 hours. Committee meetings are held during the working day with Board meetings currently being held from 4.30-6.30. In addition to this there is one Strategy Away Day and up to three School Tours annually.

With the exception of the Strategy Away Day, all meetings are normally held in the Main Building at Euclid Crescent. Whilst attendance in person is encouraged, a virtual option will also be available. It is acknowledged that membership of the Board represents a significant time commitment and an overall attendance of at least three quarters is expected.

Opportunity will also be given to Directors to attend a variety of School events throughout the year, with a particular focus on sporting and musical activities. These events allow Directors to meet pupils, parents, staff, and supporters which is an important part of the role.

How to Apply

To apply please submit:

- a one-page covering letter addressed to the Clerk to the Board (Mrs Sonya Locherty) outlining your skills, knowledge and experience relevant to the role.
- Your CV (including the names and contact details of at least two referees)
- A completed Application Form

Closing date – Friday 7th November 2025

Interested candidates are welcome to make informal enquiries in advance of the closing date to the Clerk to the Board coo@highschoolofdundee.org.uk

Our Purpose: To produce exceptional real-world-ready pupils

