



CRER

coalition for racial
equality and rights



Executive Director

Appointment Brief • August 2025

Jenny Hills • Director, Harris Hill Ltd

020 7820 7321 • jenny.hills@harrishill.co.uk • www.harrishill.co.uk



chief executive & director
recruitment practice

HarrisHill
charity recruitment specialists

About us



The Coalition for Racial Equality and Rights (CRER) is Scotland's leading strategic anti-racist organisation.

The opportunity to lead CRER as our new Executive Director is now open to exceptional candidates with the vision to take forward its mission and objectives.

This recruitment pack provides the information needed to apply for this influential and rewarding post.

CRER's Purpose

The Coalition for Racial Equality and Rights works to eliminate racial discrimination and harassment and to promote racial justice across Scotland.

CRER's Mission

To protect, enhance and promote the rights of Black and minority ethnic (BME) communities across all areas of life in Scotland and to strengthen the social, economic and political capital of BME communities, especially those at greatest risk of disadvantage.

How CRER Works

The Coalition for Racial Equality and Rights (CRER) is a Scottish strategic racial equality charity based in Glasgow. It tackles structural racism in Scotland using evidence-based and rights-based approaches.

Founded two decades ago, CRER undertakes research, policy development, lobbying, campaigning and network building across all areas where racial injustices persist. Working with the Scottish Government, academia, non-governmental organisations and public agencies, CRER has significant national influence.

CRER's 4 Key Objectives

1. **Engaging with public sector organisations** Helping to ensure that public bodies in Scotland effectively mainstream race equality in policy development, strategic planning, employment and service provision.
2. **Advocating for anti-racism, race equality and human rights** Engaging with and influencing local, national and wider agendas that impact BME people through evidence-based policy, research and sharing of good practice.
3. **Working with BME communities** Securing rights across all areas of life by promoting voices and aspirations throughout Scotland.
4. **Promoting race and rights education** Undertaking activities and generating public support for anti-racism and community cohesion.



Our organisation



CRER’s Board

CRER’s Board comprises experienced professionals from across the public and private sectors. The Trustees set strategic direction, prioritise policy, and oversee finance and resources.

- Chair: Ms Parveen Khan
- Vice Chair: Ms Sandra Deslandes-Clark

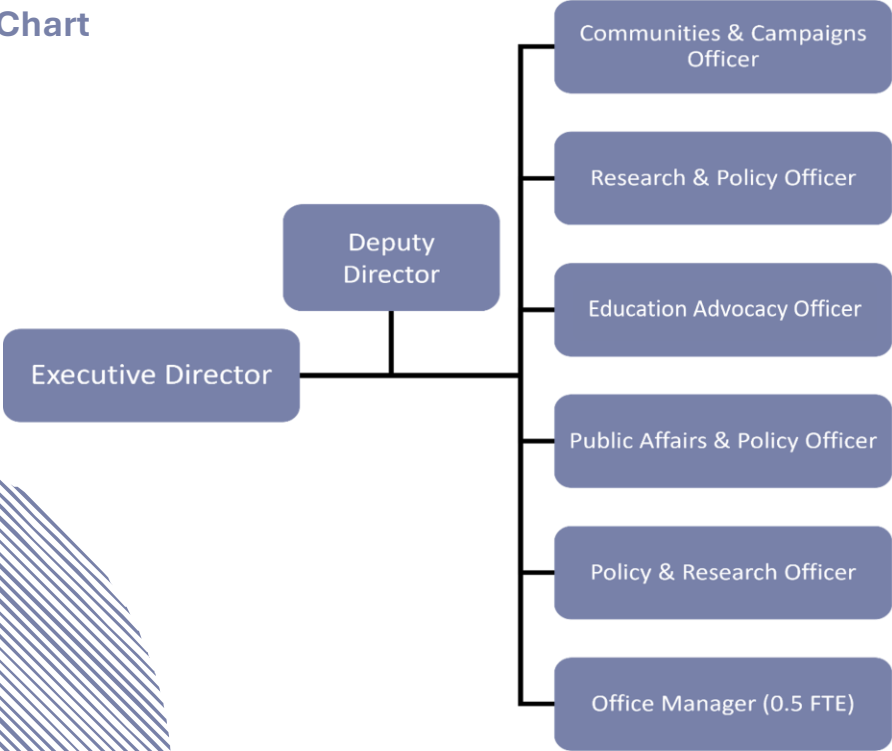
Other trustees include professionals with expertise in the fields of academia, employment and human rights law, and equality policy and practice.

The Board meets quarterly, focusing on strategic matters; the Executive Director oversees all operational management.

Our Team

We have a small team of 6-8 people. It’s a committed, hardworking team with a relaxed but professional culture, including strong peer support.

Organisation Chart



Our current focus of work



CRER's core policy and research work on racial equality and anti-racism in Scotland is extensive. Outputs can be seen at www.crer.org.uk.

We collaborate with the Scottish Government, notably on co-producing Scotland's Race Equality Framework 2016–2030, and continue to lobby for its meaningful implementation. We respond to government consultations and make written and oral representation to the Scottish Parliament, especially to its Equalities, Human Rights and Civil Justice Committee.

CRER has led public sector equality duty developments, advocating for stronger duties and producing contracted work for the Equality and Human Rights Commission, including case studies, research and standards for evaluating anti-prejudice initiatives.

As Core Participants in the current Sheku Bayoh Public Inquiry, CRER ensures that the Inquiry has access to the information and perspectives it needs to assess if race was a factor in the death of Mr Bayoh while in police custody.

CRER has coordinated the Scotland Shadow (Alternate) Reports for the UK hearings to the United Nations Committee for the Elimination of Racism Discrimination and has presented oral and written evidence to the UN in Geneva. At the last UK hearings, we were successful in convincing the UN to make specific concluding recommendations for a range of devolved issues in Scotland.

CRER supports Glasgow City Council / Community Planning Partnership on race and wider equality activities and obligations. We have also delivered capacity building interventions for GCC Education Services.

For the past 21 years, CRER has coordinated the programme of activities for Black History Month in Scotland. For more information, see www.blackhistorymonthscotland.org

The Black Lives Matter movement and the inequalities faced by BME people during the Covid-19 pandemic have heightened the need for anti-racism to be mainstreamed, leading to increased advisory requests.

Following an open procurement process by the Scottish Government that concluded in April 2025, the contract to host the Anti-Racism Observatory for Scotland (AROS) was awarded to Strathclyde University, in collaboration with CRER.

Over the next two years, Strathclyde and CRER will establish AROS as a national body. Initial steps include appointing a CEO and core team, and developing regional community hubs to ensure representation and access across Scotland.

While funded by the Scottish Government, AROS remains separate from existing racial equality initiatives, focusing on independent scrutiny, reporting, and collaboration with communities, government and public bodies. Further information can be seen at www.arosonline.org

Other areas of work include: supporting the establishment of the Scottish Museum of Empire, Slavery, Colonialism and Migration; promoting CRER's Manifesto for an Anti-Racist Scotland for the 2026 Scottish Parliament elections; ensuring that current anti-poverty measures better meet the needs of BME families in Scotland; and lobbying for more effective measures to build community cohesion throughout Scotland.

CRER's Finances

Our core funders are the Scottish Government, Glasgow City Council, and Joseph Rowntree Charitable Trust, providing over £325,000 in grants per annum.

The grants are all awarded on a three-year cycle, and as we believe the quality of our work speaks for itself, we are confident that these sources of grant funding will continue on a longer-term basis.

In addition, we raise income from public sector contract work. These include £200,000 for a Public Health Scotland project and the development of the Government's anti-racist capacity building resources for the health and social care sector.

Although significant demand exists, we no longer generate income from one-off training inputs. There is little evidence for the effectiveness of this approach, which can encourage a 'tick-box' culture, and so the focus now is on wider anti-racist organisational development (which may include a training element).

CRER holds over six months' operational costs as free reserves, so the financial health of the organisation is comparatively secure. A key role for the incoming Executive Director will be to maintain this financial strength while ensuring all funding pursued aligns strictly with our core mission.

Our charity number: SC029007

Our company number: 196218



The Executive Director Role

This vacancy at CRER arises from the early retirement of Jatin Haria, Executive Director for over 20 years. The Board seeks an experienced strategic leader to advance CRER's achievements and further Scotland's anti-racism agenda.

Candidate Requirements

- Passionate about racial equality and human rights, with knowledge of current policy environment
- Lived experience of racialisation
- Leadership and management experience
- Strategic and analytical acumen
- Expertise in securing statutory and grant funding
- Budget management experience
- Excellent communication and stakeholder engagement skills
- Gravitas and credibility to lead nationally
- Capacity to understand complex social policy and devise impactful approaches
- Demonstrable commitment to CRER's mission, aims and values

Challenges and Opportunities Facing CRER

Opportunities

Shaping National Discourse

CRER is positioned well to guide/influence discussions around any review of Scotland's Race Equality Framework should there be a shift in the national conversation on anti-racism.

AROS Leadership

Early engagement with the leadership team of the new Observatory offers a rare opportunity to help shape Scotland's long-term infrastructure for anti-racist work and ensure CRER's distinctive policy voice adds value to anti-racist developments in Scotland.

Deepening Strategic Partnerships

Stronger collaborations with academia, NGOs and public bodies can enhance CRER's evidence base, extend its impact and help drive systemic change through joint interventions and knowledge-sharing.

Strengthening Impact Measurement

With robust evaluation tools now in place, CRER can better evidence its outcomes to funders, policymakers and communities, demonstrating its effectiveness and influence at national level.

Challenges

Evolving Political Landscape

New political administrations could have a lower desire to prioritise the funding of work relating to race equality and racial justice.

Maintaining Mission Integrity

As interest in race-related work grows, CRER must remain focused on its strategic anti-racism mission.

Leadership Transition

Replacing a founding Executive Director who led for over 20 years will require strong, sensitive leadership to maintain CRER's identity, preserve its positive working culture, and complement the strengths of the Deputy Director and other members of the team.

Strategic Focus

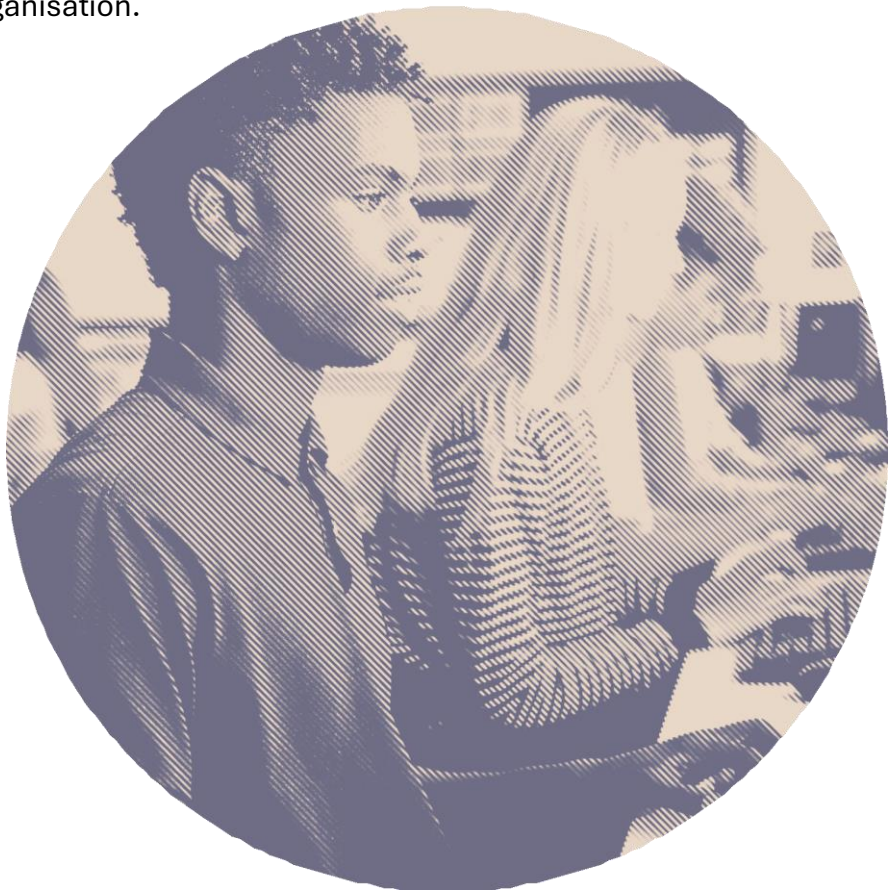
Balancing funding opportunities with preserving healthy reserves and resisting short-term or one-off contracts that do not align with our core work requires a disciplined, values-led approach to fundraising and strategic planning.



What Success Will Look Like for Our Next Executive Director

By the end of the first 12 months, our new Executive Director will have:

- **Secured Stakeholder Confidence**
Built trust and a strong working relationship quickly with the Board, the Deputy Director (Carol Young), and the wider team.
- **Elevated CRER's Profile**
Communicated effectively with a wide range of audiences, from funders, policymakers and parliamentarians to the public and media, ensuring CRER continues to be seen as the go-to authority on anti-racism policy and practice in Scotland.
- **Supporting the Anti-Racism Observatory**
Played a key role in co-designing the new Observatory's governance and operational model, securing CRER's long-term influence, while preserving its identity as the lead organisation on research, scrutiny and campaigning work in tackling structural racism in Scotland.
- **Maintained Financial Health**
Successfully renewed core Scottish Government funding for the 2026–29 cycle, preserved the organisation's reserves, and steered a principled, mission-aligned approach to future income generation.
- **Optimised Operations and Delivery**
Delivered on all annual workplans and targets, introduced clear and streamlined internal processes, and embedded robust impact-measurement tools that demonstrate CRER's effectiveness to external stakeholders.
- **Navigated the Leadership Transition Smoothly**
Managed the transition from the long-standing leadership of Jatin Haria with integrity, continuity and care, supporting the team, sustaining morale, and strengthening CRER's identity as a strategic policy organisation.





Living and working in Scotland

We welcome candidates from across the UK for this role, and we are committed to supporting the successful candidate with their relocation costs if they need to move to take up this position.

If you're not already familiar, here are just some of the reasons why Scotland – and Glasgow in particular – is a great place to live and work.

Vibrant city life

Scotland's largest city, Glasgow, is renowned for its buzzing music scene, award-winning restaurants and lively nightlife. From indie gigs to Michelin-starred dining, you'll never be short of things to do.

World-class cultural offerings

While Edinburgh's festivals draw global crowds each summer, Glasgow holds its own with the Celtic Connections winter music festival, the Glasgow Film Festival and the city's many free museums and galleries - Kelvingrove Art Gallery and The Burrell Collection among them.

Outstanding higher education

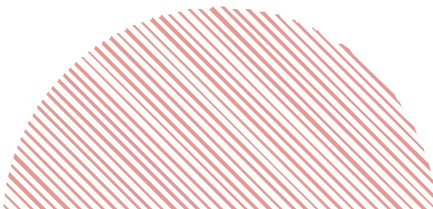
Glasgow boasts two top-100 universities, offering a broad range of courses, strong research facilities and extensive support networks. Elsewhere in Scotland, institutions like St Andrews and Edinburgh also rank highly, ensuring world-class study options wherever you settle. Home students who have been resident for three years pay no tuition fees.

Affordable housing costs (especially if you are coming from London)

Property and rental prices in Glasgow tend to be lower than in London or the Home Counties, making it easier to get onto the housing ladder or find a spacious flat. Scotland-wide, average house prices remain substantially below England's, helping your money go further.

Exceptional public transport

Glasgow's comprehensive subway, rail and bus services make commuting across the city and surrounding areas straightforward. Nationwide, ScotRail and an integrated bus network link major cities and rural communities alike, while free bus travel for under-22s benefits students and young professionals.



Rich green spaces

Glasgow is often dubbed “Dear Green Place” for its abundance of parks - from the sprawling Glasgow Green on the Clyde to the woodland pathways of Pollok Country Park. Across Scotland, you’re never far from hiking trails, lochs and nature reserves, and up to 17 hours of daylight in midsummer in which to explore them.

Dynamic food & drink scene

Glasgow’s craft breweries, artisan cafés and diverse eateries reflect the city’s multicultural community. Beyond the city, Scotland’s whisky distilleries, farm-to-table producers and seafood on the coasts offer equally compelling culinary adventures.

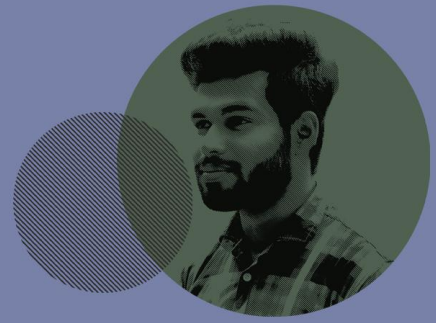
Strong community & support networks

Glasgow’s neighbourhoods each boast their own community centres, clubs and volunteer groups, ensuring newcomers find their niche quickly. Scotland overall has a wealth of local and national organisations to assist with mentoring, networking and social integration.

Progressive policies & quality of life

With devolved powers, Scotland offers policies such as free prescription medicines, affordable housing and living wage standards.





Job description

Job title: Executive Director

Salary: £67,000 per annum

Reporting to: The Chair of the Board

Hours: 35 hours per week (full time, permanent)

Role: Senior officer responsible for strategic leadership, policy development, office and staff management, financial control, stakeholder relationships, and Company Secretary duties. Ensure delivery of annual work plans, contractual compliance and organisational sustainability.

Key Responsibilities

Strategy, Research and Policy Development

- Provide strong strategic direction, delivering CRER's vision, aims and objectives
- Lead on the development and execution of strategy with staff and Board, setting policy, research and advocacy priorities

Governance and Operational Management

- Act as Company Secretary; oversee Office of the Scottish Charity Regulator (OSCR) compliance
- Support the Board's duties through guidance and information
- Prepare annual budgets; ensure sound financial management; oversee management accounts and annual reports
- Maintain infrastructure (IT, premises); ensure legal, regulatory and health and safety compliance; implement risk management
- Develop funding applications and tender responses and ensure all resulting objectives are fulfilled effectively

Staff Leadership and Development

- Lead and line-manage a motivated team
- Maintain and apply CRER Policies and Procedures Handbook consistently

Stakeholder Relations and Public Relations

- Manage external relationships with the Scottish Government, funders, parliamentarians, partner agencies, academia and other stakeholders
- Represent CRER in strategic discussions, public events and all media platforms

Other duties: Any additional tasks required for effective organisational functioning



Person specification

Qualifications

- Degree level qualification, or equivalent level of skills

Knowledge and skills

- Excellent knowledge of equality issues, particularly regarding race and racism from a strategic anti-racist perspective
- Excellent oral and written communication skills, including an ability to engage with a range of audiences
- Ability to understand complex social policy matters and to devise approaches that improve the lives of Black / minority ethnic people in Scotland
- Up to date knowledge of current developments in the race equality arena

Experience/abilities

- Lived experience of racialisation, and the ability to use that experience to devise approaches that improve the lives of Black / minority ethnic people in Scotland
- Previous experience in a senior leadership role, and a demonstrable ability to devise and implement strategic and business plans
- Experience of building and managing a high-performing positive team culture
- Ability to secure funding from a variety of sources and ensuring the delivery of funded outcomes
- Ability to manage charity finances and to undertake all other aspects of charity governance
- Demonstrable ability to draft reports, undertake research, deliver presentations, win friends and influence policy

Competencies

- Demonstrable commitment to the mission, aims and values of CRER
- Strong interpersonal skills, including an ability to engage, interest and to build and maintain excellent working relationships at all levels
- Strategic and analytical thinker
- Ability to work under pressure, prioritise, monitor and evaluate own work and to exercise initiative and judgement
- Willingness to work flexibly, and to contribute to a team effort

General

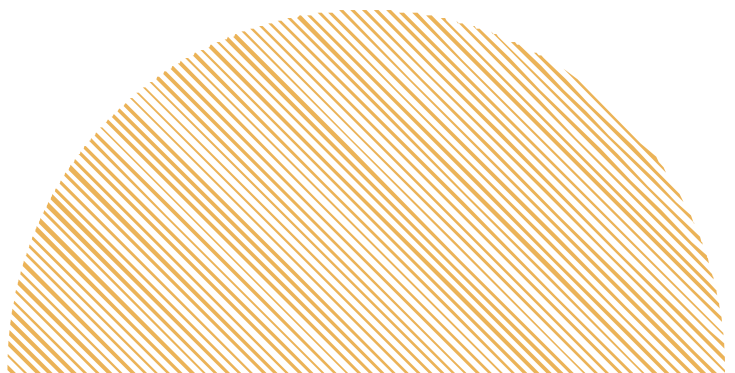
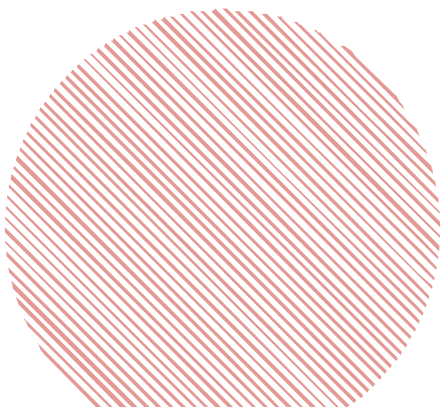
- Highly motivated self-starter, with a desire and ability to use your skills, knowledge, experience and competencies to make a real improvement to racial equality issues in Scotland



Terms of appointment

Job title:	Executive Director
Salary:	£67,000 per annum
Reporting to:	The Chair of the Board
Contract	Permanent
Hours:	35 hours per week (full-time, minimum three days per week in the Glasgow office - Executive Director sets core days)
Holiday entitlement:	40 days (25 days annual leave; 15 days public holidays, including five days between Christmas and New Year)
Pension:	Membership of the Strathclyde (Local Government) Pension Fund (defined benefit scheme)
Working arrangements:	Hybrid home / office, with flexibility outside of core hours. Office is in John Street, Glasgow City Centre – a few minutes' walk from all major transport links Support with required relocation costs available

Final terms and conditions can be agreed at the point of job offer.





How to apply

If you would like to apply for this position, please send the following:

- An up-to-date CV outlining your employment history, academic and professional qualifications, and contact details
- A completed Registration Form
- A Supporting Statement (no more than two A4 pages)
 - Outlining why you are interested in becoming the Executive Director of CRER
 - Demonstrating how you meet the criteria outlined in the Person Specification
- We also ask if you could complete and return our equal opportunities monitoring form. This is separated from your application upon receipt and not reviewed as part of the application process.

If you need any reasonable adjustments to make the application process more accessible, please do not hesitate to contact us at executive@harrishill.co.uk

Please submit your completed application to executive@harrishill.co.uk to arrive by **9am on Monday 22nd September 2025**.

Next steps

Closing date	9am, Monday 22 nd September 2025
Shortlisting meeting	Monday 29 th September 2025
First stage interviews (remote)	Friday 3 rd October 2025
Final interviews (in-person, Glasgow)	Friday 10 th October 2025

Please state in the email accompanying your application if you have any commitments during the interview period that may coincide with the dates above. For an informal and confidential conversation about this position, please contact Jenny Hills at the above email address with your contact details, and suitable times to chat.

Equality, Diversity and Inclusion

As leading charity recruitment specialists and a certified B Corp™, Harris Hill is committed to high and ever-improving standards of equitable and inclusive recruitment. We actively welcome applications from all sections of the community, and will endeavour to promote equality for all candidates, in line with the protected characteristics and requirements of the Equality Act 2010.

Advertisement



Coalition for Racial Equality and Rights (CRER) is seeking our next Executive Director. This is an opportunity to lead Scotland's foremost strategic anti-racist organisation, taking forward its mission and objectives at a pivotal moment.

About Us

The Coalition for Racial Equality and Rights (CRER) is Scotland's leading strategic anti-racist organisation. Based in Glasgow, we work to eliminate racial discrimination and harassment and to promote racial justice across Scotland through research, policy development, lobbying, campaigning and network-building.

Our mission is to protect, enhance and promote the rights of Black and minority ethnic (BME) communities across all areas of life in Scotland, strengthening their social, economic and political capital, particularly for those most at risk of disadvantage.

The Role

As Executive Director, you will be the senior officer responsible for the strategic leadership, policy development, office and staff management, financial control, stakeholder relationships and Company Secretary duties. You will ensure delivery of annual work plans, contractual compliance and organisational sustainability.

Key Responsibilities

Strategy, Research and Policy Development: Provide strategic direction, delivering CRER's vision, aims and objectives; lead development and execution of strategy with staff and Board, setting policy, research and advocacy priorities.

- **Governance and Operational Management:** Act as Company Secretary; oversee OSCR compliance; support the Board's duties through guidance and information; prepare annual budgets; ensure sound financial management; oversee management accounts and annual reports; maintain infrastructure and regulatory compliance; implement risk management; develop funding applications and tender responses.
- **Staff Leadership and Development:** Lead and line-manage a motivated team; maintain and apply the CRER Policies and Procedures Handbook consistently.
- **Stakeholder Relations and Public Relations:** Manage external relationships with BME organisations, third sector, government, funders, academia, and parliamentarians; represent CRER in strategic discussions, public events, media, and on social media platforms.
- **Other Duties:** Any additional tasks required for effective organisational functioning.

Key Details

- **Job Title:** Executive Director
- **Salary:** £67,000 per annum
- **Contract:** Permanent, full-time (35 hours per week)
- **Location:** Hybrid home/office (minimum three days per week in our Glasgow City Centre office, with occasional travel across Scotland). Support with required relocation costs available.

Person specification:

- Degree level qualification or equivalent
- Expertise in strategic, anti-racist approaches to race equality
- Strong oral and written communication with diverse audiences
- Ability to interpret complex social policy and devise effective interventions for Black minority ethnic communities in Scotland
- Current awareness of developments in the race equality arena
- Lived experience of racialisation, applied to policy and practice
- Senior leadership with strategic planning and business implementation
- Proven track record in securing varied funding and managing charity finances and governance
- Skilled in report writing, research, presentations and policy influence
- Commitment to CRER's mission, aims and values
- Relationship-building and interpersonal skills at all levels
- Strategic, analytical thinker who works well under pressure and exercises sound judgement
- Flexible team player with initiative
- Highly motivated self-starter driven to advance racial equality in Scotland

While prior experience in the above areas gained in a Scottish context would be desirable, CRER is keen to appoint the best person for the role wherever they may currently be, so long as they have the right to work in the UK.

If you would like to receive an Information Pack for this role with details on how to apply, please send an expression of interest and (optional but appreciated) a CV or professional profile **in confidence to our consultant, Jenny Hills at executive@harrishill.co.uk**. For an informal and confidential conversation about this position, please contact Jenny at the above address with suitable times to speak.

Closing date for applications: 9am, Monday 22nd September 2025.

As leading charity recruitment specialists and a certified B Corp™, Harris Hill is committed to high and ever-improving standards of equitable and inclusive recruitment. We actively welcome applications from all sections of the community, and will endeavour to promote equality for all candidates, in line with the protected characteristics and requirements of the Equality Act 2010.

29 years' expertise in
charity recruitment

1,000+ placements
per year

8 years average
staff tenure

600+ charity clients
per year

20 specialist
consultants

4.8 stars from 200+
Google reviews

SPECIALISMS

chief executives & directors • data management • fundraising • finance
human resources • marketing, pr & digital • operations, admin & support
policy, advocacy & campaigns • projects & programmes • temporary & interim



020 7820 7300



info@harrishill.co.uk



www.harrishill.co.uk

bringing *remarkable* people together