

GLENCRAFT

SINCE 1843

Board Recruitment Information Pack 2025



Join Glencraft as a Non-Executive Director

Glencraft is a unique social enterprise with a proud heritage of craftsmanship and social impact. Founded in Aberdeen in 1843, we have been creating luxury handcrafted mattresses in Scotland for over 180 years. Our commitment to quality has earned us a Royal Warrant, supplying four generations of the British Royal Family, and recognition in prestigious hotels such as Browns, The Balmoral and The Fife Arms.

At Glencraft, our Vision is of a society where everyone has the opportunity to develop through purposeful work. As a not-for-profit organisation, we provide meaningful employment and skills development for visually impaired and disadvantaged individuals, helping them achieve financial independence. This dedication to social mobility was recognised when Glencraft won the Queen's Award for Enterprise in 2021.

Our handcrafted mattresses, made from the finest natural materials, are trusted by high-end hospitality clients and specialist customers such as offshore accommodation. Beyond luxury, we have secured major contracts, including supplying over 1,000 mattresses for the Caledonian Sleeper train service.

As we enter an exciting new phase, we are seeking Non-Executive Directors to help guide our future.

This is an opportunity to contribute to a business that blends luxury with purpose, sustaining a historic enterprise that transforms lives through meaningful employment. If you are passionate about business, social impact and sustainability, we invite you to help shape the next chapter of Glencraft's legacy.



Board Members – Role

We are looking for three people to join our Board, replacing existing Trustee Directors who are stepping down. The Board's role is to ensure that Glencraft has the right strategy, resources and governance in pursuit of our purpose, maintaining Glencraft's position as a leader in luxury social enterprise:

- Guide Glencraft's long-term vision, clarify priorities and define expectations, ensuring excellence in craftsmanship and social impact.
- Ensure financial and operational sustainability, together with strategic investment in quality and workforce development.
- Identify risks and opportunities to future-proof the business.
- Build strategic partnerships with stakeholders, charities, and industry leaders, elevating the Glencraft's brand.
- Foster a culture of excellence, inclusion, and empowerment, aligned with Glencraft's purpose.

Board Members – Criteria

We seek candidates who are inspired by both Glencraft's purpose—providing meaningful employment for visually impaired and disadvantaged people—and its business of crafting and selling luxury mattresses and beds of exceptional quality.

Successful candidates will:

- Share a deep commitment to Glencraft's purpose, believing in the power of meaningful employment to transform lives and communities.
- Demonstrate clear interest in Glencraft's business model, including high-end manufacturing, premium product positioning and the luxury bedding and hospitality markets.
- Demonstrate professional will and personal humility, contributing empathy, sound judgement and strategic thinking to decisions that enhance both social value and commercial performance.
- Be willing to act as positive ambassadors, representing Glencraft's brand and values, helping to build its reputation among partners, clients, and supporters.
- Commit to the time and duties required by the role (detail below).

In addition, it is desirable though not essential that candidates have lived experience of visual impairment or other forms of disadvantage.

Candidates should have demonstrable skills in at least one of the following areas:

1. The Hospitality sector, especially independent or boutique businesses aligned with premium experiences. Candidates with equivalent Retail sector skill would also be considered.
2. Finance management, e.g. as CA or Management Accountant.
3. Marketing or business growth, particularly in premium consumer markets, brand positioning, or sales strategy.

We also encourage applications from individuals with prior board experience, who can bring strong governance skills to help lead Glencraft through its next chapter of impact and innovation.

Board Members – Time Commitment, Duties, and Induction

Board members commit to

- Attend Board meetings, every three months for half a day in Aberdeen.
- Attend an annual strategy day.
- Provide ad-hoc assistance to the Chief Executive, Executive Team, and Chair.
- Spend time on induction for new Board members.

All Glencraft Board members fulfil the duties of company directors and charity trustees. You can find further details on the duties of Directors [here](#) and the duties of Trustees [here](#).

We provide comprehensive induction for new Board members to ensure a smooth transition and understanding of Glencraft's purpose, people, operations and products.

Board positions are voluntary and not paid.

How to Apply

We would love to hear from individuals inspired by both our mission and business. Please send your CV and covering letter to: Recruitment@glencraft.co.uk before 5pm on 28th April 2025.

In your application, please describe what Glencraft's purpose means to you and what motivates you to apply.

For an informal conversation about the role, contact Jonathan Smith, Chair, at jonathan.smith@glencraft.co.uk