Scaramouche Sailing Trust
Job Description: Director (part-time)
21st October 2026

- **Hours:** 3–4 days a week (0.6–0.8 FTE), with potential to discuss / grow
- **Salary:** £65-72,000 FTE, pro rata
  (i.e. £39,000 - £43,200 for 3 days / wk or £52,000 - £57,600 for 4 days / wk)
- **Contract:** fixed-term for an initial two years, with the intention to extend subject to funding
- **Reports to:** Chair of the Board of Trustees
- **Location:** flexible / home-based, with regular travel to London, Cowes and the South coast, and some evening and weekend work at events

This role is a unique opportunity to build on the UK's leading school sailing programme and take the charity that supports it to the next level of operations and impact.

About the Scaramouche Sailing Trust

The Scaramouche Sailing Trust (SST) is a UK registered charity, number 1183400. We were set up in 2019 to support young people from disadvantaged backgrounds to develop their skills and capabilities through sailing. Our first priority has been, and remains raising the funds needed to run the Greig City Academy (GCA) Sailing Programme, the UK's leading school sailing programme. Its alumni have gone on to elite sailing programmes including the British youth squad and Emirates GBR SailGP as well as roles in the marine industry.

SST does not deliver sailing itself. We fund, connect and support others who do, and build on the lessons of GCA's success to widen inclusion across UK sailing. We work with partners including GCA, UKSA, the RYA, the 1851 Trust, Athena Pathway, the Royal Ocean Racing Club and a growing network of clubs, fleets and marine organisations.

As a result of continued growth from a wide range of supporters and donors, we are now in a position to move to the next stage of implementing our strategy, which sets out four priorities:

- Sustain GCA's exceptional sailing programme,
- Amplify GCA's story to inform and inspire others,
- Collaborate with others to scale impact,
- Strengthen our organisation.

Until now SST has been run by a small staff team, working directly with a volunteer Chair and board. Our growth means we are now in a position to appoint a Director to lead the charity, develop new initiatives that build on our proven strengths and take the organisation to the next level.

Purpose of the role

The Director will provide SST's executive leadership, be a visible advocate for the Trust, a champion for inclusion in sailing and an inspiring leader for our team. They will lead delivery of our strategy and mission to create life-changing opportunities for young people from diverse backgrounds through the power of sailing.

The Director will build a capable, well co-ordinated staff team to work with partners across all our strategic objectives.

They will lead the development of new opportunities for young people from diverse backgrounds in the sport of sailing. This will include fundraising and partnerships with other sailing organisations, schools and other stakeholders.

They will hold SST's key strategic partnerships, ensure strong governance, joined up management, safeguarding and financial management and position SST to continue to thrive.

Key responsibilities

1. Strategy implementation

- Develop and recommend an annual plan and budget to the board, ensuring plans match capacity and secured income; report progress and risks to the board.
- Recommend any changes to the strategy as required.
- Develop a long term 3 – 5 year plan and financial forecast.
- Ensure systems are in place to monitor and report on SST's impact, including progress towards strategic objectives.
- Observe the charity's objectives and aims.

2. Fundraising, communications and representation

- Lead on and oversee all fundraising, supporting the Development Manager and others to develop and deliver fundraising plans, including building relationships with major donors.
- Lead development and delivery of SST's communications strategy.
- Strengthen SST's voice and credibility as a thought leader, including by amplifying students' perspectives.
- Represent SST with external stakeholders and at key events.

3. Partnerships and programmes

- Lead SST's strategic relationships with key partners such as GCA, UKSA, the RYA and others.
- Maintain partnership agreements with GCA and other delivery partners, covering key areas of implementation and risk.

- Lead SST's wider inclusion work in areas such as building relationships with sailing organisations, developing support for other schools, sharing the lessons of GCA's experience, and brokering opportunities for young people, with the Programme Director and Development Manager.
- Develop major new initiatives with partners, in pursuit of our strategy.

4. Governance and compliance

- Work with the Chair to support effective governance, including trustee recruitment and induction.
- Support board meetings, including preparing board papers and quarterly reporting.
- Ensure SST meets its statutory and regulatory requirements, including the annual report and accounts, Charity Commission returns, data protection and insurance.
- Ensure organisational policies are kept up to date and proportionate to SST's role, and are properly implemented.
- Ensure effective safeguarding and risk management.

5. Operations

- Build a high performing, committed staff team with clear roles, responsibilities and ways of working together. Ensure the staff structure is appropriate and resilient.
- Line manage staff, set objectives, and oversee performance and development.
- Ensure fair and effective HR processes, supported with external HR advice. Lead recruitment of new posts.
- Manage training, internal communication, contracts, appraisals and disciplinary processes when required.
- Ensure SST has the operational processes and support it needs in areas such as IT and administration.

6. Financial management

- Oversee financial management, including: budgets, book-keeping, management accounts, managing restricted funds and cash reserves, working with the Treasurer and external accountants.
- Advise the board on financial matters, including regular review of management accounts, reserves and restricted funds.
- Deliver regular management reports and accounts for the trustees.
- Deliver the annual report and accounts for audit.
- Manage expenditure, PAYE and VAT accounting.
- Manage bank relationships.
- Ensure financial controls are fully observed.

Person specification

The successful candidate will have a track record demonstrating the following skills & experience:

Essential

- Senior leadership experience in a charity or comparable organisation, including leading a small team.
- Strong fundraising, financial management, HR management and charity governance experience.
- Building partnerships with a wide range of organisations and representing an organisation effectively with senior stakeholders and funders.
- Experience of youth inclusion in sport.
- Great communication skills, in person and on paper.
- Highly motivated, organised and entrepreneurial approach, comfortable in a small, growing organisation.
- Proven commitment to SST's mission of increasing opportunity for young people from diverse backgrounds through sailing.

Desirable:

- Knowledge of UK sailing or sport, with a network of relevant contacts.
- Experience of working with UK state schools.
- Experience of growing an organisation or major new programmes.
- Experience of working with major donors.

Practical arrangements

- The appointment is subject to an enhanced DBS check and satisfactory references.
- Some evening and weekend working, and travel within the UK, will be required.
- Holiday: pro rata based on 25 days / year (i.e. 15 – 20 days / yr).
- Matched pension contribution up to 5% of salary.
- Flexible working arrangements.

Application process

If you are interested in this role, please email Lucy Markby on lucy@scaramouchesailing.org.uk with your CV and a letter of motivation that outlines your fit with the person specification and how you would approach the first year in the role.

The deadline for applications is 30th November 2026. Interviews will be held in London on Friday 8th January.