



Chief Executive

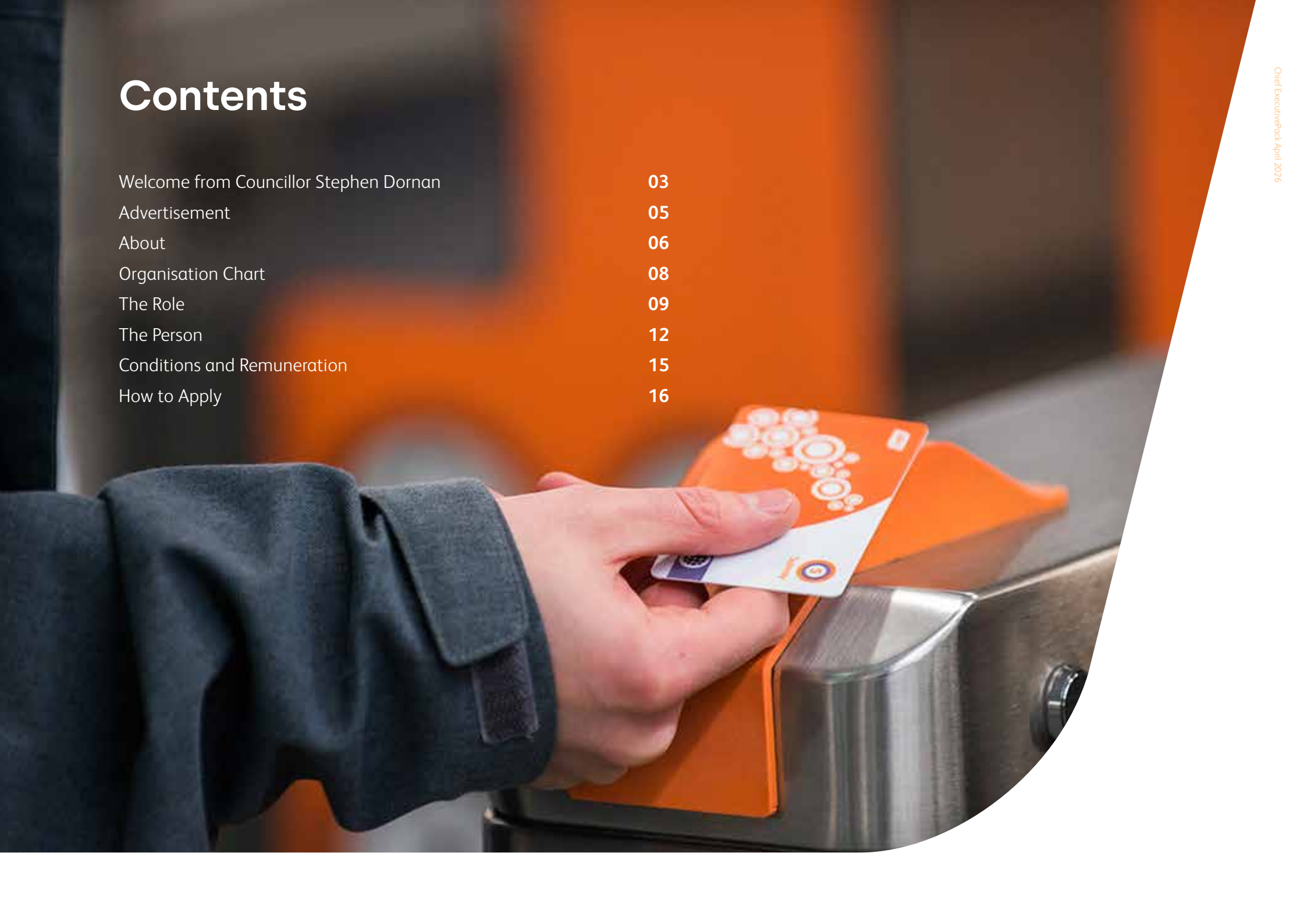
Candidate Information Pack April 2026



LHH

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Welcome from Councillor Stephen Dornan Chair, Strathclyde Partnership for Transport

Political awareness, strategic clarity and the ability to navigate complexity with confidence and integrity.

Thank you for your interest in the role of Chief Executive of Strathclyde Partnership for Transport (SPT).

Firstly, I would like to thank our retiring Chief Executive, Valerie Davidson, for the huge contribution she has made to SPT in various roles over the past 26 years.

This is one of the most significant public leadership opportunities in Scotland today. SPT sits at the heart of the west of Scotland's economic future. Our responsibilities extend far beyond operating a transport network. We are a strategic authority, a delivery body, and a key partner in shaping how a region of more than two million people connects, grows and transitions to a more sustainable future.

Transport is no longer simply a service. It is a fundamental driver of economic development, social inclusion and environmental progress. The next Chief Executive will lead SPT at a time when that reality is becoming ever more pronounced.

Major programmes such as Clyde Metro will transform connectivity across the region. At the same time, we must respond to changing patterns of demand, accelerate progress towards Net Zero, and ensure that our services remain accessible, reliable and inclusive for all communities. All within a challenging fiscal environment.

This is not a conventional Chief Executive role. It requires a leader who can operate at system level - someone who can bring together national and local government, partners, operators and stakeholders to deliver outcomes that no single organisation can achieve alone. It demands political awareness, strategic clarity and the ability to navigate complexity with confidence and integrity.

Alongside this external leadership, there is an equally important internal agenda. SPT must continue to evolve by strengthening its capability, embedding a high-performance culture and ensuring it is fully equipped to deliver at increasing scale and ambition. You will inherit an organisation with a proud history, a strong sense of public service, and a committed and capable workforce.

My colleagues on the Partnership, the SPT Vice Chairs and I are seeking an exceptional individual: a leader with the credibility, judgement and ambition to match the scale of this role. Someone who can lead with purpose, inspire confidence and deliver lasting impact.

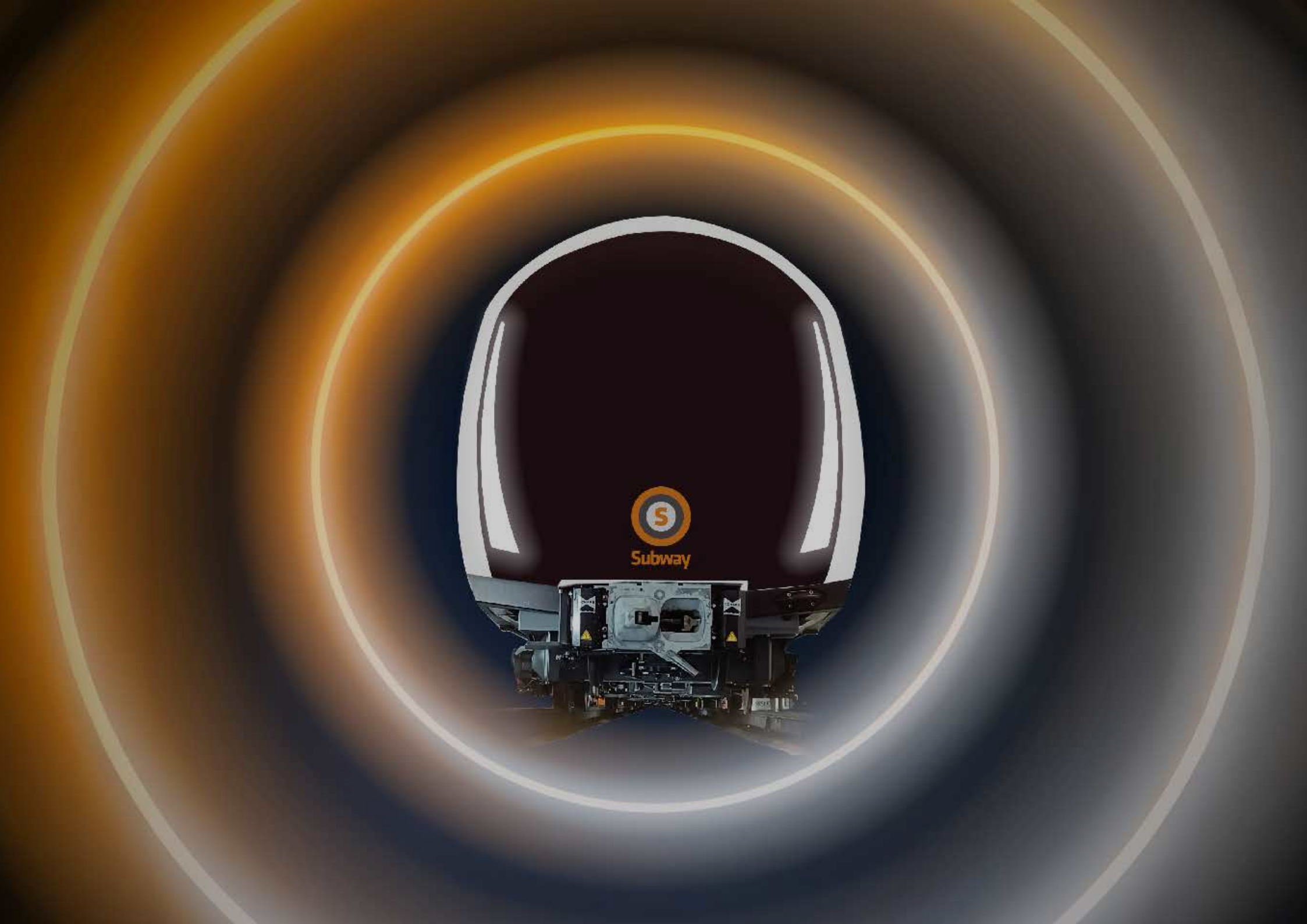
If you are motivated by the opportunity to shape a region, influence a system and deliver meaningful change at scale, I very much encourage you to consider this opportunity.

Yours sincerely,

Councillor Stephen Dornan

Chair, Strathclyde Partnership for Transport





Advertisement

Chief Executive, Strathclyde Partnership for Transport.

Location – Glasgow

Salary – Circa £185k



Strathclyde Partnership for Transport (SPT) is seeking an exceptional leader to take on the role of Chief Executive at a pivotal moment for transport, infrastructure and regional economic development in the west of Scotland.

Serving a population of more than 2.2 million people, SPT is the largest Regional Transport Partnership in Scotland and plays a central role in shaping how the region connects, grows and transitions to a more sustainable future. We are an engaging partner with Glasgow City Region but our focus goes beyond that into Ayrshire and Argyll & Bute.

But this is not a conventional Chief Executive role. This is a role that operates at system level. As Chief Executive, you will lead an organisation with responsibilities spanning:

- Strategic transport planning and policy.
- Major infrastructure and capital programme delivery.
- Operation of the Glasgow Subway, bus stations and supported services.
- Partnership working across government at all levels, industry and communities.

Delivering transformation at scale

You will lead SPT through a period of significant transformation.

This includes:

- Delivering major infrastructure programmes and investment.

- Supporting the development and delivery of initiatives such as Clyde Metro and Strathclyde Regional Bus Reform.
- Accelerating progress towards Net Zero and sustainable transport solutions.
- Responding to changing patterns of demand and customer expectation.

You will be expected to balance long-term strategic ambition with operational excellence, ensuring that critical services are delivered safely, reliably and effectively every day. The passenger is our key focus.

Leading in a complex and high-profile environment

This role sits at the intersection of policy, delivery and public accountability.

You will work closely with:

- Elected members across 12 local authorities.
- Scottish Government Ministers and senior officials.
- Transport operators, delivery partners and regulators.
- A wide range of public and private stakeholders.

You will bring the credibility, judgement and resilience required to operate confidently in a highly political and scrutinised environment.

It is likely that you will come from transport, infrastructure, economic development, regulated sectors or other complex public or private environments where leadership at scale is essential.

This is your opportunity to shape the future of transport across the west of Scotland and play a central role in delivering long-term economic, social and environmental outcomes.

We are a diverse organisation, and welcome candidates from any background – if you have the right skills for the job we want to hear from you. To apply, please submit a tailored CV and a covering letter (no longer than two pages), outlining your relevant skills and experience for the role, to ScotlandExecutive@LHH.com by **Sunday 03 May 2026**.

For a confidential, informal discussion about the role please contact Fizza Islam, LHH at **+44 (0)141 220 6460** or email ScotlandExecutive@LHH.com



About

A New Era for Transport in the west of Scotland.

Strathclyde Partnership for Transport (SPT) is the largest and most influential Regional Transport Partnership in Scotland, serving a region of more than 2.2 million people across 12 local authority areas.

But scale alone does not define SPT.

SPT sits at the centre of one of the UK's most important regional economies – an area with global industrial heritage, growing international connectivity and significant opportunity for future economic and social transformation. Transport is fundamental to unlocking that potential.

Today, SPT operates at three distinct but interconnected levels:

- **As a Transport Authority** – Shaping regional transport strategy, influencing investment decisions and aligning transport with economic development, housing and place-making.
- **As a Delivery Organisation** – Leading major capital programmes and infrastructure investment, including some of the most ambitious transport projects in Scotland.
- **As an Operator** – Running critical services, including the Glasgow Subway, bus stations and supported bus services that thousands of people rely on every day.

This combination of strategic influence, delivery responsibility and operational accountability makes SPT unique within the UK transport landscape.

From Operator to System Leader

Transport across the west of Scotland is entering a period of profound change. Shifting travel patterns, climate commitments, technological advancement and increasing expectations from communities are reshaping how transport systems must operate.

At the same time, there is a growing recognition that transport is central to delivering wider outcomes, from inclusive economic growth to tackling inequality and achieving Net Zero. SPT is at the heart of this transition.

The organisation is increasingly positioned not simply as a provider of services, but as a system leader, bringing together partners across local government, national government, operators and the private sector to deliver a more integrated, sustainable and effective transport network.

About

Build consensus across political and organisational boundaries.

Delivering Transformation at Scale

SPT is already delivering major programmes that demonstrate both its ambition and capability.

The ongoing modernisation of the Glasgow Subway - one of the oldest underground systems in the world - is transforming a vital part of the region's transport infrastructure, improving accessibility, reliability and customer experience for future generations.

Looking ahead, the scale of ambition increases significantly. Programmes such as Clyde Metro have the potential to redefine connectivity across the region - supporting economic growth, enabling regeneration and providing a step-change in how people move across the west of Scotland.

These programmes are not simply infrastructure projects. They are long-term, multi-partner, politically complex investments that require strong leadership, clear vision and disciplined delivery.

Partnership at the Core

SPT works in partnership with 12 local authorities, the Scottish Government, transport operators and a wide range of stakeholders.

Success depends on the ability to:

- Align competing priorities.
- Influence investment decisions.
- Build consensus across political and organisational boundaries.
- Maintain confidence in delivery.

This is a highly visible role, operating within a complex governance environment and under significant public and political scrutiny.

An Organisation with Purpose

SPT employs around 500 people and has a strong culture of public service, professionalism and commitment to the communities it serves.

The organisation is united by a clear purpose - to deliver a world-class, sustainable transport system that improves quality of life for all.

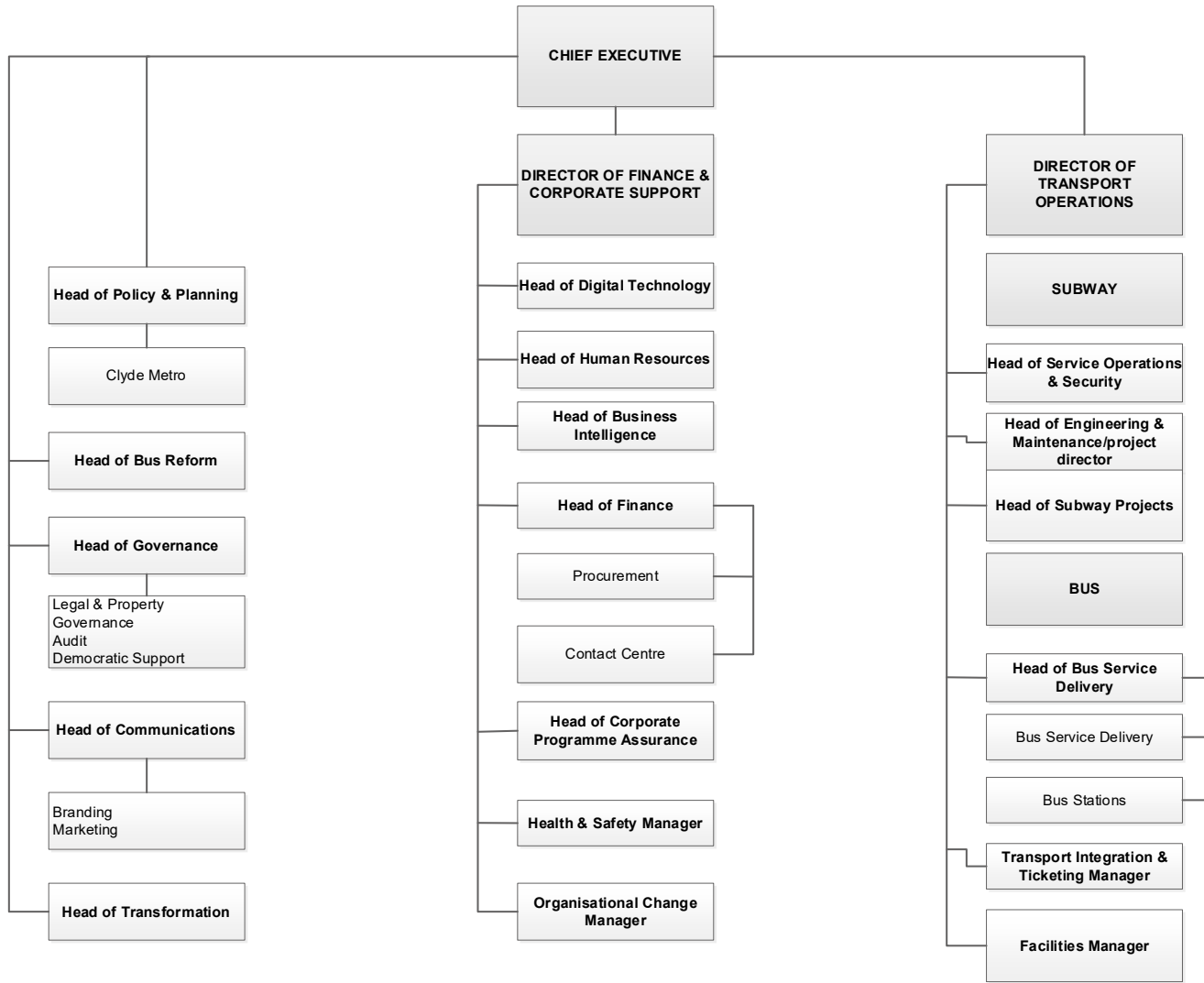
As SPT evolves to meet future challenges, there is a clear focus on:

- Strengthening organisational capability.
- Embedding a high-performance, accountable culture.
- Ensuring the organisation is equipped to deliver at increasing scale and complexity.

[Learn more about what we are doing here.](#)



Organisation Chart



The Role:

Leading a system, not just an organisation.



Leading a system, not just an organisation

As Chief Executive of Strathclyde Partnership for Transport, you will lead one of the most complex and influential public bodies in Scotland, operating at the intersection of transport, economic development and public service delivery.

This is a role defined as much by influence and system leadership as it is by organisational accountability.

Working closely with the Partnership Board, the Chair and two Vice Chairs, you will be responsible for setting the strategic direction of SPT and ensuring the effective delivery of its services, programmes and investment.

Crucially, you will also play a leading role in influencing and shaping the wider transport system across the west of Scotland - working across organisational and political boundaries to deliver shared outcomes.

Strategic leadership and regional impact

You will lead the development and delivery of a clear, evidence-based vision for transport across the region, ensuring alignment with economic growth, housing, regeneration and environmental priorities.

This will include:

- Positioning transport as a key enabler of regional economic development and inclusive growth.
- Shaping and influencing major investment decisions and funding priorities.
- Ensuring the successful delivery of the Regional Transport Strategy.
- Supporting the transition to a low-carbon, sustainable transport system.
- Leading the transformation of an organisation to deliver for the future.

You will be expected to operate credibly at national level, influencing policy and contributing to wider debates on the future of transport in Scotland and beyond, including the drive to wider regional devolution.

Delivering major programmes and infrastructure

You will provide strategic oversight and leadership of significant capital programmes and infrastructure investment.

This includes:

- Ensuring the successful delivery of major projects, including those that will transform connectivity across the region.
- Maintaining confidence among funding bodies, partners and stakeholders.
- Balancing long-term ambition with deliverability, affordability and risk management.
- Embedding strong programme governance and delivery discipline.

You will bring the judgement and experience required to lead complex, high-value programmes in a politically and publicly accountable environment.

The Role:

Lead and develop a high-performing Executive and Senior Leadership Team.



Operational leadership and performance

Alongside strategic leadership, you will retain ultimate accountability for the safe, reliable and effective operation of SPT's services.

You will:

- Oversee the operation of the Glasgow Subway, bus stations and supported services.
- Ensure the highest standards of safety, security and customer experience.
- Drive continuous improvement in operational performance and efficiency.
- Ensure services remain accessible and responsive to the needs of communities.

This balance between strategy and operational grip is critical to success in the role.

Partnership, influence and governance

You will operate within a complex governance environment, working closely with the Chair, Vice Chairs and elected members and a wide range of stakeholders.

You will:

- Build strong, trusted relationships with local authorities, government and partners.
- Influence and align stakeholders with differing priorities and perspectives.
- Act as principal policy adviser to the Partnership.
- Ensure the highest standards of governance, transparency and accountability.

This is a highly visible role, requiring political awareness, resilience and sound judgement.

Organisational leadership and transformation

You will lead SPT as an organisation, ensuring it is equipped to meet future challenges and opportunities.

You will:

- Lead and further develop a high-performing Executive and Senior Leadership Team.
- Strengthen organisational capability, capacity and alignment.
- Embed a culture of accountability, performance and continuous improvement.
- Ensure effective financial management and long-term sustainability.

This is not a steady-state role. It requires a leader who can evolve the organisation as well as lead it.

A unique leadership opportunity

This role combines:

- The scale and complexity of a major public body.
- The impact of a region-shaping leadership position.
- The opportunity to influence transport, infrastructure and economic outcomes at a system level.

It is a rare opportunity to lead an organisation - and a region - through a period of significant change and ambition.



The Person

An exceptional leader for a complex, high-impact role.

We are seeking an outstanding and credible leader who can operate at the intersection of strategy, delivery and political environment.

This is not about ticking boxes. It is about identifying an individual with the judgement, presence and capability to lead at scale, influence at system level and deliver meaningful, lasting impact.

System leadership and strategic perspective

You will bring the ability to think and operate beyond organisational boundaries.

You will:

- Understand how transport connects to economic development, place and public policy.
- Demonstrate the ability to shape strategy within complex, multi-agency environments.
- Think long-term while making clear, practical decisions in the present.
- Operate comfortably at regional and national level, while recognising and delivering at a local level.

You will see the bigger picture - and know how to turn it into reality.

Political awareness and influencing capability

This role requires exceptional judgement in a highly political and scrutinised environment.

You will:

- Have an understanding of the political environment and experience of working effectively with elected members, government and senior stakeholders.
- Demonstrate the ability to influence, negotiate and build consensus.
- Navigate complexity with confidence, discretion and integrity.
- Maintain credibility and trust across a wide range of stakeholders.

Credibility of delivery at scale

You will have a strong track record of delivering outcomes in complex environments.

You will:

- Have led significant programmes, services or organisations with measurable impact.
- Demonstrate the ability to balance strategic ambition with operational delivery.
- Understand financial frameworks, risk and governance at a senior level.
- Ensure that plans translate into tangible, high-quality outcomes.

You will be recognised as someone who delivers – not just defines – success.

The Person:

Intellectual curiosity and openness to new ideas and perspectives.

Leadership and organisational impact

You will be an authentic and visible leader who builds strong, capable organisations.

You will:

- Lead and inspire high-performing teams.
- Create clarity, accountability and alignment across the organisation.
- Build a positive, inclusive and performance-focused culture.
- Develop leadership capability and succession for the future.

You will set the tone - and others will follow it.

Personal qualities

You will bring the personal credibility and resilience required for a role of this scale.

You will demonstrate:

- Sound judgement and integrity in complex and high-pressure situations.
- Confidence and presence, with the ability to engage and influence at the highest levels.
- Intellectual curiosity and openness to new ideas and perspectives.

- A strong sense of public service and commitment to delivering for communities.

Above all, you will be motivated by the opportunity to make a meaningful difference.

Broad and diverse backgrounds welcomed

We recognise that the strongest candidates may come from a range of sectors and experiences.

This may include:

- Transport and infrastructure.
- Major capital programmes and delivery organisations.
- Regulated sectors such as energy, utilities or water.
- Economic development, city-region or place-based leadership roles.
- Complex public or private sector organisations operating at scale.

What matters most is your ability to operate at the level this role demands.



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Outer

5

Inner

- Buchanan Street 1.0 km
- St. Enoch 2.0 km
- Bridge Street 4.0 km
- West Street 5.0 km
- Shields Road 5.0 km
- Kinning Park 5.0 km
- Govan 5.0 km

- Buchanan Street 1.0 km
- Cowcaddens 2.0 km
- St. George's Cross 4.0 km
- Kelvinbridge 4.0 km
- Hillhead 5.0 km
- Kelvinhall 5.0 km
- Partick 5.0 km
- Govan 5.0 km

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Conditions & Remuneration

Location

Glasgow

Salary

Circa £185k

Benefits

- 31 Days Annual and Public Holiday Entitlement
- Membership of the Local Government Pension Scheme
- Group Life Assurance Cover
- SPT actively encourages learning and development and are committed to ongoing learning and development to support career progression
- Employee Travel Pass Scheme – a Subway Smartcard to travel on the Glasgow Subway for free plus an additional card for a member of your household
- Salary Sacrifice Bus or Rail Season Ticket Scheme – subsidised at a maximum of £645 towards the cost
- Cycle to Work Scheme, Employee Assistance Programme, Long Service Awards, Credit Union

Timescales

Closing date for applications:

Sunday 03 May 2026

Interviews:

Thursday 28 May 2026



How to Apply

To apply for the post, please send a tailored CV and covering letter to ScotlandExecutive@LHH.com by midnight on **Sunday 03 May 2026**.

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact Fizza Islam, LHH on **+44 (0)141 220 6460** or email the above address.

SPT is an Equal Opportunities company welcoming applications from a diverse background. If you've got the right skills for the job we want to hear from you.

SPT encourages applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race. We also participate in the **Disability Confident Scheme** – find out more disabilityconfident.campaign.gov.uk

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

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We connect Scotland's top businesses with exceptional candidates –
and we do it really well.**

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