



# TRUSTEE RECRUITMENT

2025-26

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**LETS GET STARTED**



# THANK YOU



**Thank you for your interest in becoming a Trustee for London Universities and Colleges Athletics (LUCA).**

LUCA is a not-for-profit federation of university athletics clubs from across London and the South East, dedicated to making student athletics inclusive, inspiring, and fun for everyone. For the past decade, we have brought students together through high-quality competitions, training opportunities, and community-building initiatives.

Each year, LUCA delivers flagship events such as the Cross Country League, Indoor Championships, and Outdoor Championships, alongside campaigns and resources that help clubs grow and thrive. We engage students of all abilities and backgrounds, from beginners to elite performers, fostering a network that reaches thousands of participants annually.

We are now seeking talented, committed, and inclusive Trustees to help guide and support our Executive Committee as we apply for charity status and deliver our Vision 2030 strategy. To reflect the breadth of our work and the diversity of our member clubs, we are building a Board of Trustees with a wide range of skills, experiences, and perspectives.

We particularly welcome applications from people from ethnically diverse communities, women, people with disabilities, those from the LGBTQ+ community, and all other groups with protected characteristics. Our Board will represent the communities we serve, bring a depth of expertise to safeguard LUCA's best interests, and take a creative, ambitious approach to growing student athletics for the future.

-Dr James Findon, LUCA Chairman





# ABOUT US

**FOUNDED IN 2015, LUCA HAS BEEN COMMITTED TO THE ADVANCEMENT OF UNIVERSITY ATHLETICS IN LONDON AND THE SOUTH EAST. OVER 10 YEARS, WE HAVE GROWN FROM A SMALL ORGANISATION TO NOW APPLYING FOR CHARITY STATUS.**



## **DELIVER MAJOR STUDENT ATHLETICS COMPETITIONS**

Including the XC League, Indoor Championships, Outdoor Open and Outdoor Championships, attracting athletes from over 20 universities.



## **SUPPORT CLUB GROWTH AND DEVELOPMENT**

Providing toolkits, training exchanges, and promotional campaigns to help university clubs recruit members and build inclusive communities.



## **RECORD AND CELEBRATE ACHIEVEMENTS**

Maintaining official league tables, varsity results, and records, and recognising outstanding performances and contributions through awards.



## **REPRESENT STUDENT ATHLETICS**

Advocating for the needs of university clubs and athletes at regional and national levels, and building partnerships to expand opportunities.



# OUR IMPACT

Over the past decade, LUCA has grown into the beating heart of student athletics in London and the South East.

## 400 ATHLETES

REGULARLY COMPETE  
ACROSS LUCA  
COMPETITIONS EACH  
YEAR.

## 21 CLUBS

ARE ACTIVE MEMBERS OF  
THE FEDERATION,  
REPRESENTING  
THOUSANDS OF  
STUDENTS.

## THE 2015 CLUB

LUCA'S OFFICIAL  
SUPPORTERS' CLUB,  
CREATING A SUSTAINABLE  
FUNDING STREAM AND A  
COMMUNITY OF ALUMNI  
AND FRIENDS OF  
STUDENT ATHLETICS.

## 8 MAJOR EVENTS ANNUALLY

INCLUDING THE CROSS  
COUNTRY LEAGUE,  
INDOOR CHAMPIONSHIPS,  
AND OUTDOOR  
CHAMPIONSHIPS

## RECORD-BREAKING PARTICIPATION

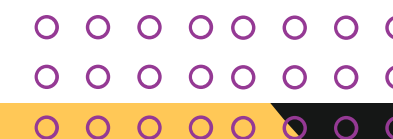
AT THE MOST RECENT  
LUCA INDOOR  
CHAMPIONSHIPS WITH  
428 ATHLETES

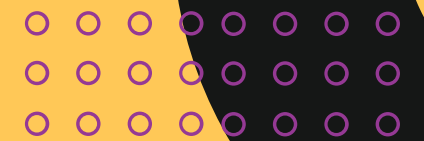
## A THRIVING VARSITY AND RECORDS HUB

CELEBRATING INTER-  
UNIVERSITY RIVALRIES  
AND PRESERVING THE  
HISTORY OF STUDENT  
ATHLETICS.

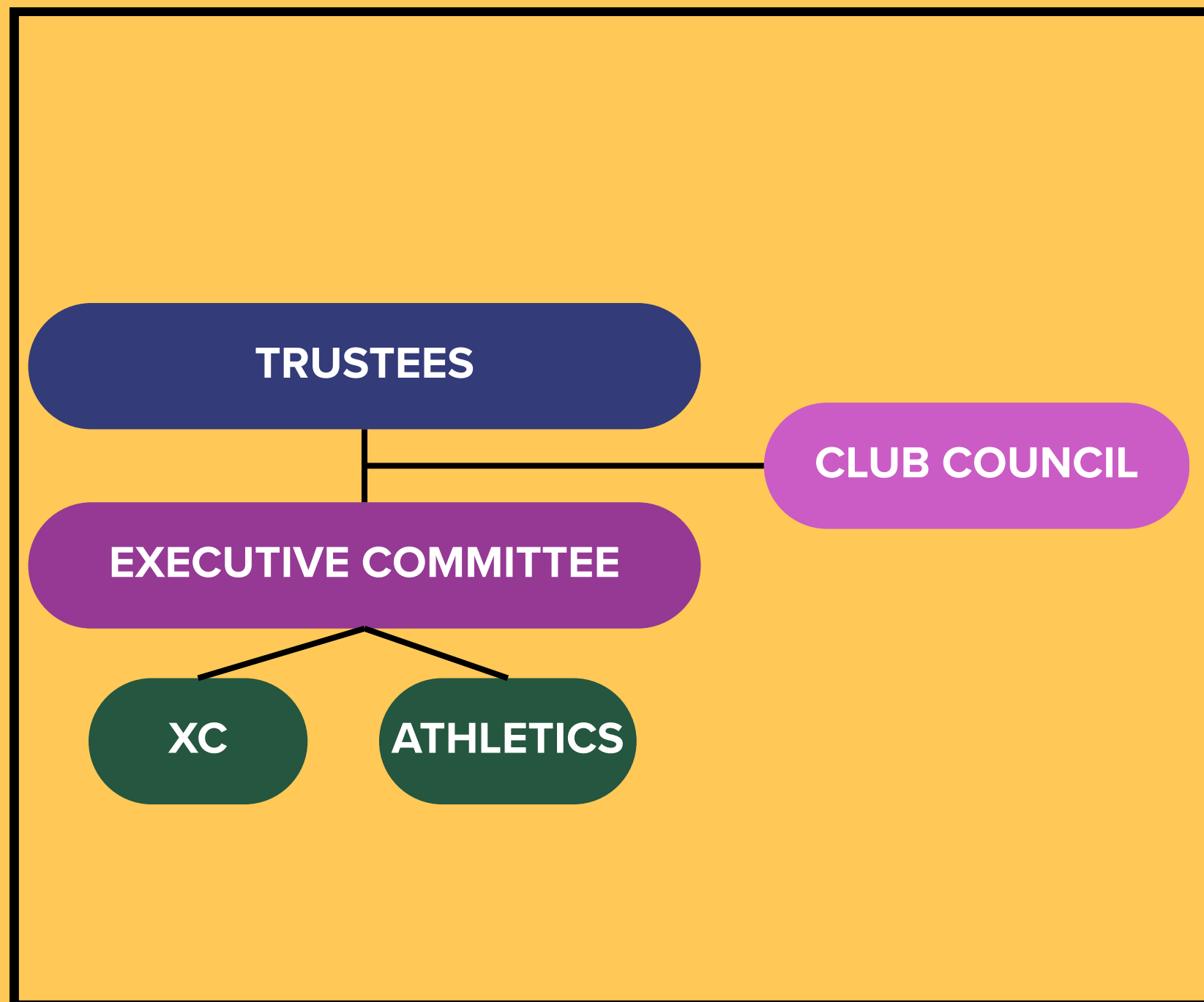


**BY JOINING LUCA AS A TRUSTEE, YOU  
WILL HELP SHAPE THE FUTURE OF A  
THRIVING STUDENT SPORTS NETWORK  
THAT INSPIRES PARTICIPATION, BUILDS  
LIFE SKILLS, AND CONNECTS DIVERSE  
COMMUNITIES.**





# OUR TEAM



## Trustees (new)

Providing governance, oversight, and strategic guidance as LUCA transitions to charity status.

Chair of Trustees - Dr James Findon



## EXECUTIVE COMMITTEE

Elected by member clubs; responsible for day-to-day operations, competitions, and events. Made up of:

*Athletics Chair*  
*XC Chair*  
*Treasurer*

*Officials and Coach Development*  
*Communications*



## CLUB COUNCIL

Brings together representatives from all 21 member clubs to give every university a voice in LUCA's decisions.



## ORGANISING COMMITTEES

LUCA competitions are delivered with the support of event-specific Organising Committees, often hosted by a member club.

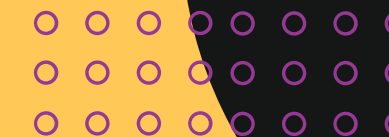


# YOUR ROLE

As a Trustee of LUCA, you will be part of the governing body responsible for ensuring the organisation is well-run, sustainable, and achieving its charitable objectives. You will work alongside fellow Trustees and the LUCA Executive Committee to provide strategic oversight, challenge, and support, while acting as an ambassador for student athletics.



## CORE RESPONSIBILITIES



### SET AND SAFEGUARD LUCA'S STRATEGIC DIRECTION

help shape and approve our long-term strategy, including the Vision 2030 plan

### ENSURE GOOD GOVERNANCE

uphold LUCA's constitution and policies, meet our legal obligations as a registered charity, and ensure transparency and accountability

### PROTECT LUCA'S ASSETS AND REPUTATION

oversee the responsible use of funds, ensure effective risk management, and safeguard LUCA's standing in the student sports community

### SUPPORT AND CHALLENGE THE EXECUTIVE COMMITTEE

provide constructive guidance and hold the operational team to account for delivering agreed objectives

### CHAMPION EQUALITY, DIVERSITY AND INCLUSION

ensure our activities are accessible, fair, and representative of the diverse student population we serve

### BE AN ADVOCATE

represent LUCA externally, build networks, and identify opportunities for partnerships, funding, and influence



**Remuneration:** The role of trustee is not accompanied by any financial remuneration, although reasonable expenses may be claimed.

**Location:** Meetings will be held online. Non mandatory in person events will be held in Central London.

**Time commitment:** Trustees are expected to attend all Board meetings. These are held at least four times a year and last for between one and two hours, papers are distributed ahead of the meetings.

**Reporting to:** Chair of Board of Trustees.

## PERSON SPECIFICATION

We are recruiting LUCA's first Board of Trustees as we transition to charity status. This is a unique opportunity to help shape the governance and long-term strategy of a growing organisation at the heart of student athletics.

## PERSON SPECIFICATION

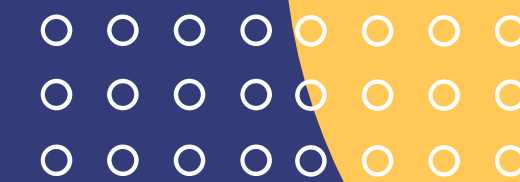
Each trustee must have:

- A commitment to the mission and values of LUCA.
- A willingness to meet the minimum time requirement.
- Integrity, accountability, openness and honesty
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to contribute ideas and perspectives and to listen to those of others.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as a member of a team and to take decisions for the good of LUCA.

## SKILLS AND EXPERIENCE

As this is LUCA's first recruitment drive, we are not expecting every Trustee to have all of the following. We are seeking a diverse mix of skills and experiences across the Board, and welcome applications from those who may be new to trustee roles. We are particularly interested in individuals who bring one or more of the following:

- Higher education and student engagement - understanding of universities, SU's, or grassroots sport.
- Finance and governance - charity finance, accounting, or legal knowledge.
- Fundraising and partnerships - experience with sponsorship, grant funding, or income generation.
- Athletics and sport development - knowledge of track & field, running, or sports administration.
- Marketing and communications - skills in digital strategy, branding, PR, or stakeholder engagement.
- Events and operations - experience of managing large-scale competitions or community events.
- Equality, diversity and inclusion - expertise or lived experience in advancing inclusive practice.



# WHAT NOW?

If you'd like to join our Board and help to shape the future growth of LUCA, visit:

[london-athletics.com/trustees](https://london-athletics.com/trustees)

If you would like to know more about being a trustee, then please contact us at: [hello@london-athletics.com](mailto:hello@london-athletics.com)

**CLOSING DATE: 11.59PM, WEDNESDAY 8TH OCTOBER 2025**

Follow us! Just search: **LUCA\_Athletics**

