

CHAIR OF THE BOARD OF TRUSTEES.

RECRUITMENT PACK.

December 2025

SCOTTISH
YOUTH
THEATRE



SCOTTISH YOUTH THEATRE

A national young artists' development organisation.

Collaborate • Create • Reverberate

INVITING EXPRESSIONS OF INTEREST FOR THE ROLE OF CHAIR

Thank you for your interest in the role of Chair with Scottish Youth Theatre (SYT).

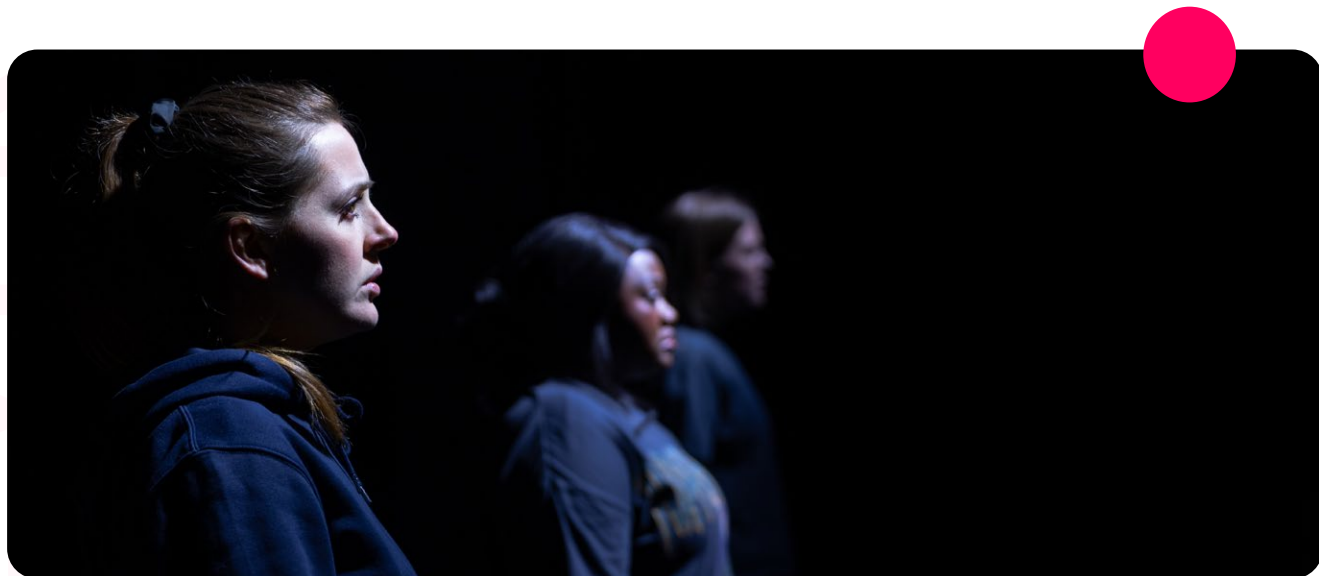
This is an exciting time in the evolution of the organisation. As we prepare for our 50th anniversary in 2027, we are reflecting on our impact – past, present and future – while working towards a more comprehensive creative offer for young theatre-makers across Scotland.

Reaching the end of his tenure on the board, our outgoing Chair has been crucial to the company's navigation of the most challenging times in our sector and the remodelling of the company. The new Chair will come into an organisation with a committed board and small industrious staff team with big ambitions.

Current priorities:

- Grow the artistic programme for the benefit of more young artists with different needs and aspirations across Scotland
- Amplify the company's profile and increase awareness of the work and priorities of SYT now
- Broaden and deepen relationships with partners, allies and funders
- Secure additional resources to realise our ambitions

In 2023 SYT moved to a distributed working model, parting company with a resource heavy large Glasgow venue to facilitate a more agile delivery model to meet the needs of young artists in different parts of Scotland. Our core staff team of five produce projects and deliver activity in different locations, employing a range of highly skilled freelance artists to inspire and collaborate with young artists age 14-28 years. Our focus is squarely on supporting young people intent on a creative career to bridge the gap between education/youth theatre and the professional industry. In 2025, the company secured multi-year support from Creative Scotland, providing increased stability to implement a dynamic programme of activity for young theatre-makers and look towards a period of (re)growth.



WHAT WE'RE LOOKING FOR

- Previous experience in a governance or leadership role in the charitable sector (previous experience as a Chair is not essential but knowledge and familiarity with charity governance requirements is essential)
- An enthusiasm for theatre and supporting young people in their development as artists
- Ability to offer an impartial perspective and take a collaborative approach that draws on the collective wisdom of the Board
- Clear understanding of the distinction between the role of trustees and senior staff
- Alignment to our company values (see below)
- Firm understanding of the financial undertakings of charities and associated legal requirements
- Committed to principles of equity, diversity and inclusion

This is an unpaid role with reasonable expenses reimbursed. We will consider expressions of interest from people based outside Scotland provided they can commit to attend the annual in-person session and can clearly demonstrate the added value of their experience and connections. Expenses will be reimbursed for travel within the UK only.

ABOUT SCOTTISH YOUTH THEATRE

VISION

Diverse, bold young artists shaping theatre across Scotland.

PURPOSE

To collaborate with young theatre artists to create experiences and events that reverberate in their lives, their communities and their country.

VALUES

- Cultivating creative possibility
- Weaving collaboration and connection
- Embedding wellbeing and care
- Grounding integrity in all things

Scottish Youth Theatre (SYT) exists to champion the theatre of now: contemporary, daring work driven by the ideas, questions and lived experiences of young people across Scotland. Established in 1976, we have evolved into a national development organisation for emerging and early-career artists, responding to the changing realities of building a theatre career in the 21st century.

Our work sits between education and the professional industry, providing young artists aged 14–28 with supported pathways into the sector. We offer opportunities to develop and refine artistic practice, gain vital new skills, and connect with both peers and established practitioners. We are deeply committed to extending access beyond the Central Belt of Scotland and supporting those under-represented in the arts.

SYT's objectives are to:

- Invest in young artists as independent theatre-makers, cultural leaders and well-rounded creatives
- Improve pathways into the arts, ensuring access regardless of background or location
- Build a vibrant, supportive community linking participants, practitioners and industry
- Cultivate high-profile platforms for young artists to shine
- Maintain company stability as a trusted resource for Scotland's emerging and early-career theatre-makers

Through making original work, mentorship and professional opportunities, SYT ensures young artists' voices are heard, valued, celebrated and supported to thrive in Scotland's cultural future.

"(The programme) really motivated me and inspired me to love my craft again. I think being a recent graduate and having a quiet period after completing my acting degree, made me question if this career in the creative industry was for me. Through artist workshops and online sessions I really learned a lot about what goes on behind the scenes of the work we see. I feel more confident in applying for opportunities now."

SYT Participant Artist



With no physical base, we build our community through our digital output and by maintaining supportive relationships with young artists beyond their participation in our programmes. Layering young people's role into the organisation is an evolving process that includes representation on the Board, co-design of our programmes, comprehensive evaluation systems and surveys that capture the broader needs of young artists in Scotland.

You can find out more about Scottish Youth Theatre on our [website](#) and our current staff and Board [here](#).

For a flavour of some of our work with young artists, see these short films:

- [Trajectories Programme \(April 2025\)](#)
- [Chiasmic Play \(June 2025\)](#)
- [Shapeshift Aberdeen \(October 2023\)](#)

...and our young artists survey report which gathered responses to the opportunities, provision and aspirations of young creatives across Scotland may also be of interest: [Foot in the Door](#)



"I have never before just been given total agency over my own work, with a proper budget to accommodate it... by realising we and our ideas are being taken seriously and trusted, we take ourselves seriously and trust ourselves, which is probably the most important step an emerging artist can take."

SYT Participant Artist

THE BOARD

ROLE OF THE BOARD

Board members are non-executive directors of the company and trustees of the charity. They have corporate and individual responsibilities under company law and charity law.

The Board is responsible for the overall governance and strategic direction of Scottish Youth Theatre, supporting the staff team to deliver on the company's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

RESPONSIBILITIES OF THE CHAIR

BOARD

- Provide leadership to the board and chair board meetings
- Work with fellow Trustees to ensure compliance with legal, financial and environmental requirements
- Maintain an overview of the board's performance, appraising individual and collective performance
- Maintain an overview of the composition of the board in skills and diversity and to lead on refreshment and succession planning

ADVOCACY & PUBLIC PROFILE

- Act as a representative or spokesperson for the organisation as and when required

SUPPORTING THE CEO

- Appoint the CEO, in conjunction with the board, and monitor their performance
- Line manage and support the CEO and be a point of liaison
- Lead on appraisal of performance of the CEO

TIME COMMITMENT

Board members are required to attend four meetings per year plus the AGM which are usually held online via Zoom. Once a year we bring together the Board and full staff team for an in-person joint planning and review session. Supporting our young artists through attending performances is also appreciated.

There is one permanent sub-group of the Board for finance. Individual Board members may also be asked to bring their expertise to specific pieces of work or policy development and some are the identified leads for areas of policy e.g. safeguarding, fundraising, environment.

The Chair of the Board acts as line manager to the CEO, maintaining regular contact to keep up to date with progress and offer support (on average one meeting per month and email correspondence).

All Directors may serve a maximum of three terms of office, each term being 3 years (9 years maximum).

BOARD SKILLS AND EXPERTISE

Due to a number of Board members reaching their maximum tenure, current / foreseeable gaps in expertise on the Board include:

- HR
- Legal
- Finance
- Environment
- Marketing / PR

Knowledge of any of these areas would be welcome but are not essential as further recruitment of additional trustees will follow confirmation of the new Chair to meet these needs.

EXPRESSIONS OF INTEREST

To register your interest in the role of Chair, please send an introductory email to recruitment@scottishyouththeatre.org with:

- a copy of your CV
- why you are interested in contributing to Scottish Youth Theatre
- what you will bring to the role of Chair

We are happy to accept written, audio or video submissions and offer reasonable adjustments to support people through the full recruitment process.

If you would like an exploratory conversation before submitting an expression of interest, our outgoing Chair or Chief Executive would be happy to arrange a time to do this. Please send a request for this via recruitment@scottishyouththeatre.org.

This is equally a process for you to decide if joining the Scottish Youth Theatre Board is the right fit for you.

TIMEFRAME AND PROCESS

1. Deadline to submit an expression of interest – **09:00 on Tuesday 3 February 2026**
Please send submissions to recruitment@scottishyouththeatre.org titling your email **Chair – Expression of Interest**. Receipt of submissions will be confirmed by automatic reply.
2. Submissions will be reviewed by members of the Board and Chief Executive.
We will be in touch no later than **Tuesday 17 February** to let you know if we'd like to proceed to an informal conversation to learn more about each other and decide if both parties wish to progress things further.
3. The final stage will be a more formal conversation with members of the Board.



EVERYONE STARTS SOMEWHERE



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Scottish Youth Theatre
www.scottishyouththeatre.org

Scottish Youth Theatre Ltd is a company limited by guarantee SC064430 and a registered charity SC014283