

BOARD OF TRUSTEES.

RECRUITMENT PACK.

June 2026

SCOTTISH
YOUTH
THEATRE

SCOTTISH YOUTH THEATRE

A national young artists' development organisation.

Collaborate • Create • Reverberate

Scottish Youth Theatre is inviting expressions of interest to join our Board as we approach the significant milestone of the company's 50th anniversary.

Thank you for your interest in joining the Board of 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, and working towards a more comprehensive creative offer for young theatre-makers across Scotland.

These are unpaid roles with reasonable expenses reimbursed.

WHAT WE'RE LOOKING FOR

We are seeking up to four new Board members who meet the following requirements:

- Sound knowledge and experience in one of the identified priority areas – **Finance, HR, Legal, Marketing and/or PR**
- Willingness to act as an advocate for SYT to support company development and financial standing
- Able to work in a collaborative manner, supporting the Chair, fellow Board Members and staff team
- Sufficient capacity to engage with relevant papers and respond to email correspondence from the Chair and staff team
- Alignment to our company values (see page 2)
- Commitment to principles of equity, diversity and inclusion
- An enthusiasm for theatre and supporting young people in their development as artists



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 1977, 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.

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. 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.

Our core staff team of six produce projects and deliver activity in different locations, employing a range of highly skilled freelance artists to inspire and collaborate with young artists aged 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.

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

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, explore our [YouTube channel](#).

...and '[Foot in the Door](#)', our young artists survey report from 2024, may also be of interest.

"(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



"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.

The board acts collectively and corporately with care, diligence and skills, in the best interests of SYT.

MAIN RESPONSIBILITIES

1. Ensuring that SYT and its representatives act in accordance with the legal and regulatory framework of the sector and SYT's governing document, continually striving for best practice in governance;
2. Upholding the legal duty invested in the position of trustee, undertaking its duties in a way that adds to public confidence and trust in SYT;
3. Taking appropriate professional advice in all matters where there may be material risk to SYT or where the directors/trustees may be in breach of their duties;
4. Determining the overall direction and development of SYT through good governance and clear strategic planning;
5. Avoiding any personal conflict of interest.

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 the Board and full staff team come together for training, planning and review. 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. Time limited working groups are established as and when required to focus on specific pieces of work.

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

BOARD SKILLS AND EXPERTISE

Following a skills audit of existing Board members, we are seeking new Board members with particular knowledge and expertise in areas of:

- HR
- Legal
- Finance*
- Marketing / PR

We are not currently recruiting for people with skills and knowledge in other areas.

*There is a direct relationship between Scottish Youth Theatre Ltd and separate entity, the Scottish Youth Theatre Trust. The Trust holds and invests funds to a minimum level that serves as reserves designated to support the dissolution of Scottish Youth Theatre Ltd should the Board of Scottish Youth Theatre Ltd have no other recourse but to close the company. It is customary for at least one person to sit on the Board of both organisations and, through this recruitment process, we would like to invite any finance specialists to consider this. Time commitments for the Trust are minimal, generally one or two online meetings per year.

EXPRESSIONS OF INTEREST

To register your interest in joining the Board of Scottish Youth Theatre, please send an introductory email containing the following:

- a copy of your CV
- why you are interested in contributing to Scottish Youth Theatre
- what you can bring to the organisation

Please title your email 'Expression of Interest for the Board of SYT' and send it to Jacky Hardacre on jacky@scottishyouththeatre.org.

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

This is equally a process for you to decide if joining the Scottish Youth Theatre Board is the right fit for you. If you would like an exploratory conversation before submitting an expression of interest, our Chair or Chief Executive would be happy to arrange a time to do this. Please send a request for this to jacky@scottishyouththeatre.org.

TIMEFRAME AND PROCESS

1. Deadline to submit an expression of interest – **09:00 on Friday 18 September 2026**
2. Submissions will be reviewed by members of the Board and Chief Executive. We will be in touch no later than **18:00 on Monday 28 September** 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. Conversations will take place by mutual agreement in the month of **October 2026**.
3. The final stage will be a further conversation with the full Board and an opportunity to observe a Board meeting on **7 December**.



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