

creative
glasgow

INFORMATION PACK

Board Recruitment Pack

Trustee opportunity · Voluntary · **June 2026**

Company No. SC483427 · Charity No. SC053016

Civic House, 26 Civic Street, Glasgow G4 9RH · www.creativeglasgow.co.uk



ALBA | CHRUTHACHAIL

About Us

Creative Glasgow is a limited company with charitable status, based in Glasgow. Constituted in 2024 and publicly launched in early 2025, it built on over a decade of activity as Glasgow Connected Arts Network CIC (GCAN) — a membership organisation supporting community arts practitioners and socially engaged arts practice, with a focus on youth and participatory arts training.

The transition into Creative Glasgow opened up the organisation, and its support and development offer, to the breadth of creative industries practitioners working in the city region — helping to foster a culture of mutual aid, knowledge exchange, resource sharing and collaboration, breaking down silos and reducing inequity of support and representation.

The organisation works, in line with its charitable objectives, to build the community wealth of Glasgow with and through its creative and cultural sectors, and those who work in them.

We're dedicated to ensuring that every practitioner — regardless of discipline, background or career stage — has a welcoming platform to flourish, expand networks, collaborate on transformative projects and influence the city's creative direction.

As a growing community of around 500 creative practitioners, we connect, champion and celebrate practitioners of all disciplines in Greater Glasgow.

PURPOSE

Our Mission & Vision

OUR MISSION

To build the cultural, social and community wealth of Glasgow with and through its creative and cultural sectors.

OUR VISION

A more connected, fairer and equitable creative and cultural sector — well represented, appreciated and valued by the city and its people. A sector enabled to contribute socially and culturally to improving the lives of residents and visitors alike.

Our Principles & Priorities

A set of guiding principles underpins our operations, programmes and membership offer:

01 Collaboration

We work in partnership with our membership community and Greater Glasgow's creative businesses, cultural and educational organisations and civic institutions to deliver our work.

02 Fair Work

We create an inclusive environment where voices are empowered, all programme contributors are fairly remunerated, and members can develop their skills, voice and careers.

03 Social Justice

Our work is rooted in social justice — striving to build a more equal, inclusive and representative creative and cultural sector in Greater Glasgow.

04 Environmental Sustainability

We integrate sustainability into every aspect of our work, contributing to a greener creative and cultural sector and city.

Our Activities at a Glance

We deliver against our mission by connecting, championing, celebrating, nurturing, investing in and collaborating with Greater Glasgow's artists, practitioners, cultural workers, businesses, organisations and institutions. In our first 18 months we have delivered over **30 events** and contributed to a range of collaborative programmes, including:

Monthly LAST THURSDAY meet-ups

Visiting 20+ creative venues across the city, hearing from spotlight presenters and connecting members.

A Spaces & Places Symposium

Producing a co-produced Action Plan, with a follow-up on the city's Spatial Ecology for Culture, co-hosted by Collective Architecture.

CULTURE MATTERS policy talks

With University of Glasgow, bringing academic, sector and practitioner voices together on critical issues.

Microgranting (SOUP & Pitch Pot)

Distributing over £1,800 to members for early-stage R&D via participatory budgeting.

RCS Split Screen

Partnering on a project exploring immersive technologies and generative AI in the performance sector.

Agile City collaboration

A design and sustainability project raising the profile of design in the city's commercial sectors.

Training for skills gaps

Including Finances for Creatives (Sum Studio) and Innovation training with City of Glasgow College.

Artists-in-residence recruitment

For the University of Glasgow's Sustainable Designs for Living and Learning, with SCILT and Strathclyde.

1-2-1 support sessions

Bespoke advice and mentoring at key moments in members' creative development.

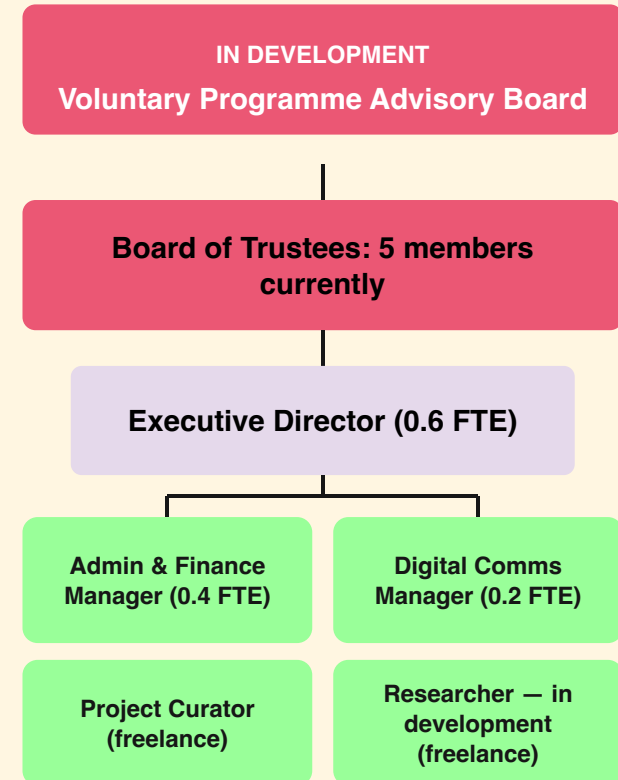
Organisational Structure

Creative Glasgow is governed by 5 voluntary charity trustees who undertake formal governance duties. A voluntary programme advisory board of 8–10 individuals is in development for Autumn 2026, to advise the board and ensure programme decisions reflect a broader range of sector perspectives.

Strategy, fundraising, income generation and programme development is led by an Executive Director (0.6 FTE).

Bookkeeping, administration and company management is led by an Admin and Finance Manager, also the organisation's sustainability lead. Website, communications and social media are led by a Digital Comms Specialist (freelance, 0.2 FTE)

The organisation currently engages freelance curatorial studio WoodcockEllis on the Agile City CIC project on a freelance basis. A freelance research role is currently being recruited.



THE OPPORTUNITY

The Opportunity

Creative Glasgow is entering an exciting stage of development. Having grown our membership, expanded our programme and strengthened our position as a trusted voice in the city's creative ecology, we are now seeking new trustees to help guide our next phase of strategic growth and sustainability.

THIS IS AN OPPORTUNITY TO

- Shape the future direction of a growing cultural charity.
- Help Glasgow's creative sectors become more connected, equitable and resilient.
- Contribute professional expertise to an organisation delivering real social, cultural and economic impact.
- Work alongside a committed group of trustees, staff and sector partners.
- Develop your own governance and leadership experience in a supportive environment.

SKILLS WE'RE SEEKING

- Finance and accounting
- Legal and governance
- Fundraising and income generation
- HR and organisational development
- Digital and communications
- Community engagement and participation
- Climate and sustainability
- Arts, culture and creative industries policy

No previous trustee experience required — we especially welcome underrepresented voices. Training and support provided.

HOW TO APPLY

Application Process

We aim to make recruitment transparent, welcoming and inclusive. Reasonable adjustments are offered wherever required.

HOW TO APPLY

- Send** A current CV (max 2 pages A4) and a covering letter or statement (max 2 pages A4). Applications in alternative formats — e.g. video or audio — are welcome, provided they can be downloaded without additional software.
- Tell us** Why you want to be a trustee, the skills, knowledge or lived experience you'd bring, and how you connect with our mission, vision and values.
- Apply to** admin@creativeglasgow.co.uk

RECRUITMENT TIMELINE

- Application deadline — Monday 17 August 2026, 12 noon
- Shortlisting & informal conversations — September 2026
- Recommendations to Board — October 2026
- Formal appointment — AGM, October 2026

DEADLINE

Monday 17 August
2026, 12 noon

CONTACT US

We'd be delighted to discuss this role with prospective candidates.

Rosemary James-Beith
Executive Director
director@creativeglasgow.co.uk

Training & Support

Excellent trustees come from a wide range of backgrounds. Whether you're an experienced board member or considering your first trustee role, we'll make sure you feel supported and confident in your contribution.

INDUCTION

All newly appointed trustees receive:

- A comprehensive induction programme
- Key organisational documents and policies
- An introduction to staff, trustees and key partners
- Guidance on charity governance, trustee responsibilities and priorities

ONGOING SUPPORT

A six-month settling-in period, with:

- A trustee buddy or mentor from the existing Board
- Regular check-ins with the Chair and Executive Director
- Access to governance training and development
- Invitations to organisational events and activities
- Reasonable expenses, such as travel may be reimbursed in line with policy

Governance Context

Creative Glasgow is governed by a voluntary Board of Trustees responsible for ensuring the organisation fulfils its charitable purposes, complies with its legal obligations and remains financially sustainable.

The Board recently reviewed its governance needs and future ambitions, considering the skills, experience and perspectives required for the next stage of development. This recruitment forms part of that planned governance strengthening.

SINCE LAUNCHING, WE HAVE

- Built a membership of 500+ creative practitioners.
- Delivered 30+ events, workshops and discussions.
- Distributed micro-grants through community-led funding.
- Developed projects with universities, cultural bodies and civic partners.
- Expanded our profile as an advocate and connector for the sector.

Role of the Trustee

Trustees are custodians of Creative Glasgow's mission, values and charitable purpose, working collectively to ensure the organisation is well governed, financially sustainable and delivering public benefit.

KEY RESPONSIBILITIES

- Develop and oversee organisational strategy.
- Ensure legal, regulatory and governance compliance.
- Monitor financial performance and safeguard assets.
- Support risk management and sound decision-making.
- Act in the charity's best interests at all times.
- Champion CG's mission and values, and support advocacy.

TIME COMMITMENT

- Board meetings (typically 4–6 per year).
- The Annual General Meeting.
- Occasional sub-groups, strategy sessions or recruitment panels.
- Acting as an ambassador at key events when possible.

Trustees serve voluntarily and are unpaid; reasonable expenses may be reimbursed in line with policy.

WHAT WE EXPECT

- Commitment to the creative and cultural sectors.
- Curiosity, integrity and sound judgement.
- Constructive, collaborative engagement.
- Respect for different perspectives and experiences.
- Strategic thinking rooted in our charitable purpose.
- A commitment to good, collective governance.

GET IN TOUCH

Contact Us

For any questions about this opportunity or the application process, please get in touch:

Rosemary James-Beith

Executive Director, Creative Glasgow

director@creativeglasgow.co.uk

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