

Recruitment Pack: Board Trustees

Welcome

Collective is a centre for contemporary art located on Calton Hill in Edinburgh. As a charitable organisation we bring people together around art, heritage, and ideas. We support artists to test and develop new work, and we build opportunities for public engagement and participation. From our historic home at the City Observatory, we connect local and international audiences through exhibitions, learning programmes, and unique events.

As a trustee of the charity, you will help to guide the organisation's vision, strengthen our resilience, and ensure we remain ambitious, inclusive, and sustainable.

About Collective

- **Who we are:** Collective is a free contemporary art centre that commissions and presents new work by emerging and established artists.
- **Where we are:** Our galleries, library, retail and catering offer are housed in the restored City Observatory on Calton Hill, an iconic and storied site that combines remarkable architecture, green space, and panoramic views of the city
- **What we do:** We run exhibitions, learning programmes, events, and engagement activities, supporting artists while welcoming a wide and diverse public.
- **Our values:** We believe in the public value of our work and in being bold, inclusive, collaborative and experimental.

More information: www.collective-edinburgh.art

The Role of a Trustee

As a trustee of Collective, you will share responsibility for ensuring the organisation is well managed, achieving its mission and remaining accountable to its funders and stakeholders. Trustees are expected to:

- Contribute to Collective's strategic direction and long-term vision.
- Ensure strong governance and compliance with charity and company law.

- Monitor financial performance, resources, and risk.
- Act as an advocate for Collective and help us build partnerships, profile, and income.
- Support staff and fellow trustees with expertise, insight, and constructive challenge.
- Attend approximately 4–6 Board meetings per year, plus occasional events and/or working groups.

This is a voluntary role. Expenses incurred on Collective business will be reimbursed in line with agreed guidance and protocols.

Who We Are Looking For

We're looking for people who share our commitment to creativity, inclusion, and collaboration, and who can bring fresh perspectives, skills, or lived experience to our organisation. It's important that our Board reflects the diversity of the communities that we serve, and that we value local knowledge and connection. You do not need previous board experience to apply – induction, training and peer support will be provided.

The Board reviews its skills and diversity each year and recruits new members to address identified needs and gaps. Trustees are appointed through an open process, based on their ability to fulfil the role and to contribute to a balanced mix of skills, perspectives, and relationships. We aim for a diversity of experience to broaden our knowledge base, enrich our discussions, support our decision-making and strengthen the governance of our organisation.

We are currently looking to recruit Trustees with expertise in the following areas:

- Financial management and accountancy
- Accessibility, equality, and inclusion
- Trading activity and income generation
- Sustainability and environmental practice

Time Commitment

There is a minimum of four scheduled Board meetings a year. Board members are required to attend at least 80% (either in person or by video link). Board members are also expected to advocate for Collective, support staff and attend other relevant meetings and public events.

Board members can serve a maximum of two terms of four years. Shorter terms of two and three years are possible as may suit individual circumstances.

What You Can Expect

Collective is a collaborative space for sharing art and ideas, supporting the development of artists, and championing creativity and experimentation. Joining our Board offers the chance to be part of an inclusive and welcoming community of staff and Trustees who are committed to Collective's continued success.

As a Trustee, you will be encouraged to:

- develop your leadership, governance, and strategic decision-making skills
- use your experience and perspective to strengthen Collective's impact, profile and future resilience
- play a vital role in ensuring Collective is inclusive, engaging, and welcoming to diverse audiences
- build relationships with artists, and other creative/cultural practitioners working across Scotland and beyond
- help maintain the City Observatory on Calton Hill as a vibrant, accessible space for artists and the public.

Accessibility

We aim to make the recruitment process as inclusive as possible. Please let us know if you require this information in another format, or if you would like to discuss alternative ways to apply.

A small fund is available for individuals who need support in the completion of their application. This fund could be used to support applicants who identify as having disabilities or caring responsibilities. Funds can be used toward costs such as additional support in the form of a scribe, proof-reader or assistant, childcare or support with other care costs. Please get in touch to discuss your needs via boardrecruitment@collective-edinburgh.art or 0131 556 1264.

How to Apply

If you share our commitment to supporting artists and creating opportunities for people to participate in the arts, then we would be delighted to hear from you.

Please send:

- A short CV (maximum 3 pages).
- A covering letter (1 page) outlining:
 - Why you are interested in being a Trustee of Collective.
 - What experience, skills, or perspectives you would bring.

Deadline: 10am, Monday 9 February 2026

Applications should be sent by email to: boardrecruitment@collective-edinburgh.art

If you would like an informal conversation before applying, please don't hesitate to be in touch via the email above and one of our co-Chairs will be in touch.