



# Board Recruitment Pack

October 2026

[cultureandbusiness.scot](http://cultureandbusiness.scot)





# Welcome

**Thank you for your interest in joining the Board of Culture & Business Scotland. We're proud to be a small but ambitious organisation, playing a unique role at the intersection of Scotland's culture and business sectors.**

We believe culture is essential to a healthy, creative and economically vibrant Scotland. At a time when public funding is under pressure, and the needs of our society are evolving, partnerships between culture and business have never been more important.

As a Board member, you'll help us navigate this shifting landscape and strengthen our ability to support the organisations we serve. You'll join a committed and collaborative team of trustees and employees, working together to build a resilient and inclusive future for our sectors.

We hope this pack inspires you to bring your perspective, energy and expertise to the table.

**Jane Morrison-Ross**  
**Chair, Culture & Business Scotland**

# About us

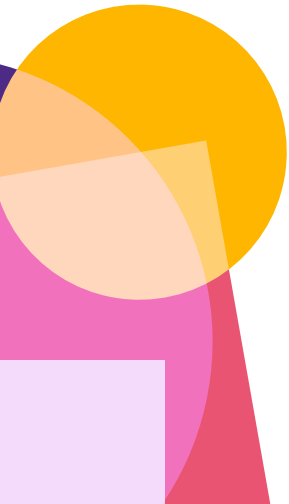
**Culture & Business Scotland is a national charity and membership organisation that exists to foster a vibrant, mutually supportive relationship between the culture and business sectors.**

**Our Mission** is to be a trusted partner that bridges the business and culture sectors in Scotland to create a virtuous circle where both are working together for the greater benefit of society.

## What we do

**Culture & Business Scotland exists to bridge Scotland's business and culture sectors, helping to create shared value that benefits organisations from urban centres to our remotest communities.**

Over our 40-year history, we have established ourselves as the primary connector between these two vital sectors. We bring culture and business together across Scotland to unlock creativity, entrepreneurship and ambition – strengthening organisations, increasing their impact and creating new opportunities.



# Culture & Business Scotland Fund

**At the heart of our work is the Culture & Business Scotland Fund, a unique investment programme designed to incentivise new partnerships between culture organisations and business sponsors.**

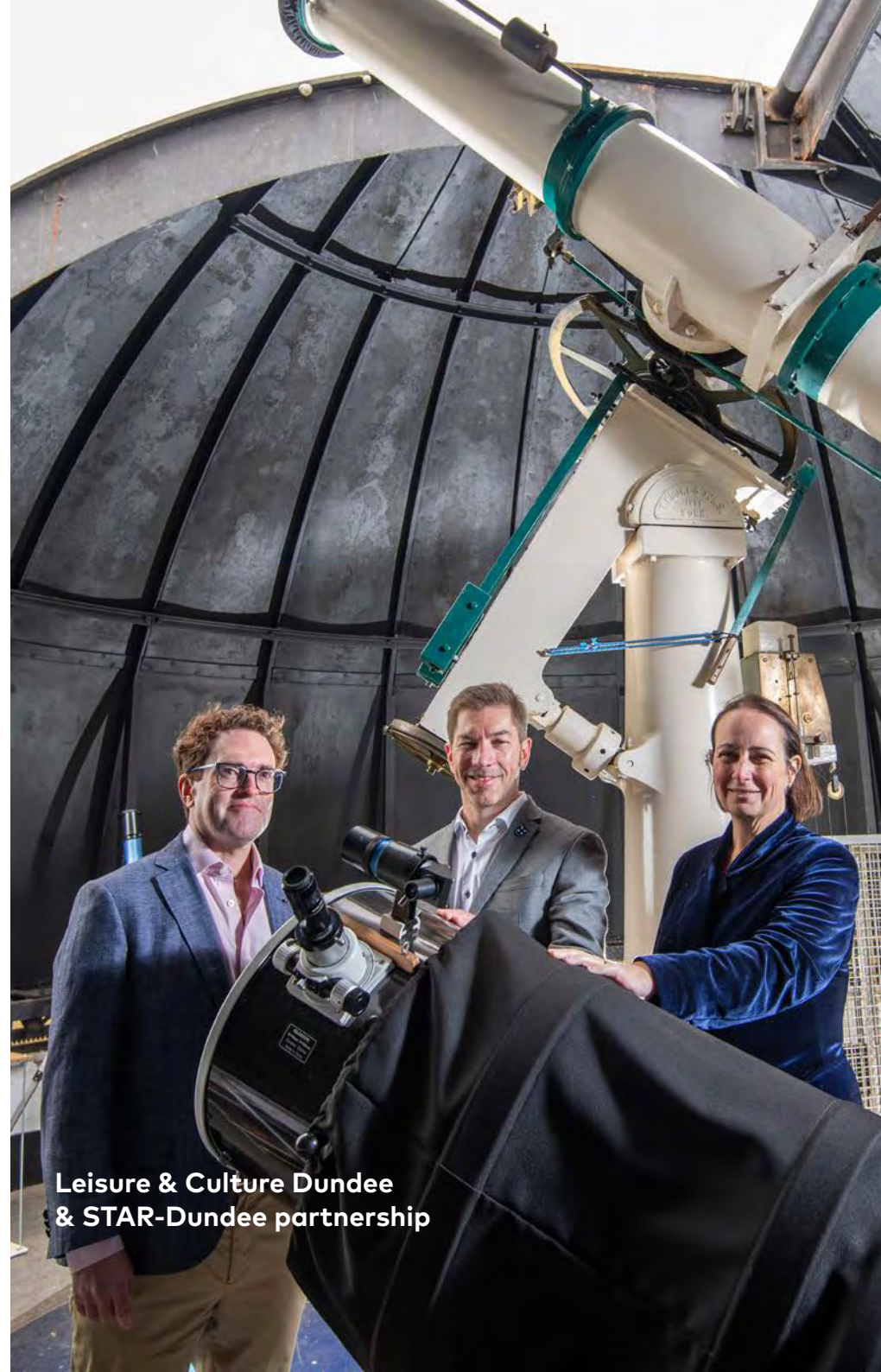
We match sponsorship up to a defined value, enabling culture organisations to secure vital support while businesses benefit from brand alignment, community engagement and employee development opportunities.

Since its inception, the Fund has supported over 200 sponsorships, helping to unlock over £2million in business investment for Scotland's culture sector.

It supports projects of all sizes – from grassroots arts initiatives to national festivals and major heritage programmes.

**"With C&BS support, we can continue inspiring visitors of all ages while celebrating Dundee's role in exploring the stars."**

**Anna Day, Leisure & Culture Dundee**



**Leisure & Culture Dundee  
& STAR-Dundee partnership**



# Events and learning

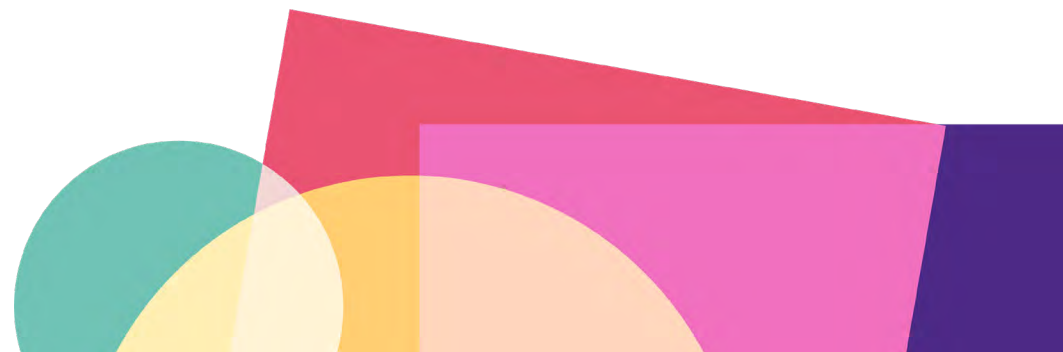
We deliver a year-round programme of workshops, webinars and our flagship events.

Our programme is designed to help organisations strengthen skills in our key focus areas of philanthropy, sponsorship and leadership.

We deliver over 30 events each year, reaching people volunteering and working for organisations across the culture and business sectors in Scotland.

**"I found it heartening, helpful and motivating – great to be in a space to share in the wisdom, insight and experience of some brilliant people."**

**Event participant**



# Membership

We are a membership-based organisation, serving private sector and third sector organisations. Members benefit from:

- Access to exclusive events and learning opportunities
- Curated content and networking opportunities
- Discounts on expert guidance for fundraising, governance and sponsorship

Our growing membership base includes arts organisations, accountancy firms, creative enterprises, heritage trusts, museums, solicitor firms and wealth advisors.

**"So proud to be a Trustee of Culture & Business Scotland, an organisation that lives its values and which brings people from culture, business and across sectors together as \*people\* – with intelligence, ambition, joy, mutuality and respect."**



**Hebridean Celtic Festival  
& Lewis Wind Power partnership**



**Electric Theatre Workshop  
& Wirefox Ormiston partnership**

# Our strategic pillars

As we look ahead, our strategic pillars are:

## 1. Drive partnership growth

- Deepen mutual understanding
- Cultivate engaged networks
- Nurture cross-sector collaboration

## 2. Enhance the member experience

- Strengthen value proposition
- Deliver exceptional services
- Improve member journey

## 3. Build our organisational capability

- Reshape structure and culture
- Modernise systems and technology
- Embed strategic marketing

The Board will play a central role in helping to guide the delivery of these ambitions and our new Strategic Plan.

# Our governance and management

Culture & Business Scotland is a company limited by guarantee and registered in Scotland (SC406905) and a Scottish Charity (SC042631).

Our Board currently includes individuals from the business, culture and public sectors.

We are supported by a small and committed team led by our Executive Director, David Nelson.

We are core funded by Creative Scotland through the Multi-Year Funding Programme.

The Culture & Business Scotland Fund is supported directly by The Scottish Government.



ALBA | CHRUTHACHAIL



# About the role

We are seeking up to three new Board members who can bring energy, insight and oversight to our organisation.

Your key responsibilities would be to:

- Attend quarterly Board meetings (online and in person)
- Contribute approx. 4–8 days of your time per year, depending on your involvement
- Contribute your expertise to Board committees or working groups as needed
- Help set and monitor our strategic direction
- Provide support and challenge to the Executive Director
- Represent the organisation externally, advocating for our mission and values
- Try to attend our flagship events and other networking opportunities where possible
- Uphold good governance and ensure effective compliance, finance and risk practices

## Term and remuneration

Initial three-year term, with the possibility of renewal for a second term. This is a voluntary position. Out of pocket expenses, including travel, may be reimbursed.

# Experience

We value diverse perspectives and welcome fresh voices. No previous board experience is necessary. We're looking for individuals who are:

- Committed to the values of passion, creativity and integrity
- Curious and open to learning about the intersection of culture and business
- Thoughtful, strategic and willing to contribute ideas and challenge constructively

We're particularly keen to hear from individuals from the business, arts or heritage sectors with experience in one or more of the following areas:

- Business development
- Financial strategy
- Philanthropy and/or sponsorship

We encourage applications from people of all backgrounds, ages and stages in their careers. We actively welcome candidates from communities currently underrepresented in governance and candidates located across Scotland

**"Joining the Culture & Business Scotland Board has been hugely rewarding. I've met many of our members, gained fresh insight into both sectors, and seen the positive impact of collaboration between organisations."**

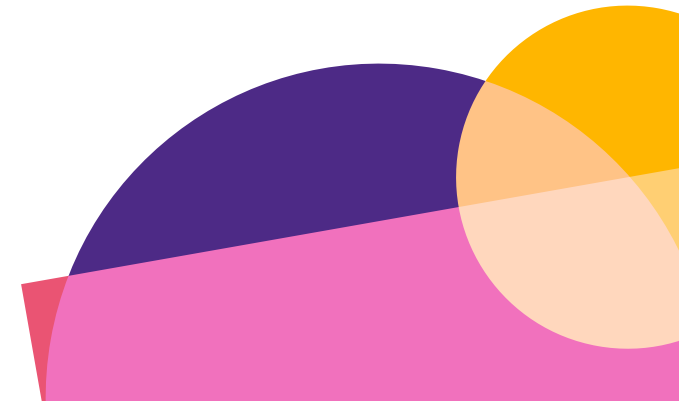
# Why join our Board?

You'll gain:

- A rewarding opportunity to support sectors that matter to Scotland's identity and future
- New networks, insight and inspiration
- Opportunities for personal and professional development in strategic leadership and governance

You'll help us:

- Achieve the greatest impact possible for our beneficiaries
- Build a sustainable, inclusive organisation
- Champion the case for philanthropy and sponsorship



# How to apply

To express your interest, please send us:

Your CV and a short covering note (up to 500 words) or video (maximum 2 minutes) outlining:

- Why you are interested in Culture & Business Scotland
- What knowledge, skills and experience you would bring to the Board
- What you would like to gain from your involvement

Closing date for applications:

**17:00 on Monday 30 November 2026**

Please address your application to Culture & Business Scotland Chair, Jane Morrison-Ross, and email it to:

[recruitment@cultureandbusiness.scot](mailto:recruitment@cultureandbusiness.scot)

Shortlisted candidates will be invited to an online interview on **Monday 14 December 2026**. We welcome informal conversations with anyone who would like to learn a little more before applying.

If you have questions or would like an exploratory chat, [please contact Jane](#).



**Scottish Chamber Orchestra  
& Aviva Investors partnership**





Celebrating 40 Years



# Thank you

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