

nyos

# Chair of the Board

Recruitment Pack

National Youth Orchestras of Scotland  
Office 240, The Briggait, 141 Bridgegate, Glasgow, G1 5HZ

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Registered in Scotland No. 66497 | NYOS Charity No. SC015482 | VAT Reg No. 328 6513 49

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# Introduction

The National Youth Orchestras of Scotland (NYOS) is seeking a new Chair of the Board of Trustees with the skills and experience to act as an ambassador for NYOS and lead the board, promoting good governance and providing effective and empowering line management support to our Chief Executive.

This is an exciting opportunity for an individual with the **strategic focus, governance understanding, leadership experience and time to support and develop a committed board**, whose purpose is to ensure that Scotland's young musicians, from all backgrounds, can access world-class classical music opportunities.

Our current Chair, Lindsay Pell, is Senior Producer for Music at BBC Scotland and an alumna of NYOS who has been on the board for 12 years. She is a strong advocate for youth music in Scotland and is committed to providing the incoming chair with a comprehensive handover to ensure a smooth transition.



# What you can bring to NYOS

Becoming NYOS's Chair will enable you to make a difference for young people in Scotland, using your skills, experience, energy, and perspective to support NYOS in realising its aims and delivering the best for its participants.

You will share NYOS's values, vision, and commitment to providing outstanding, inclusive opportunities for Scotland's young musicians. You will have an understanding of the barriers that young people might face in accessing musical opportunities and share our dedication to widening access to classical youth music-making.

NYOS recognises the lack of diversity among the leadership of youth music organisations and the wider charity sector. As part of our organisation-wide commitment to increase the diversity of our participants and those leading youth music delivery, we particularly welcome applications from women, individuals residing in areas of social and economic deprivation, members of Black and/or Global Majority communities, LGBTQI+ individuals, members of the D/deaf community, individuals who are disabled and/or have additional support needs, care leavers, and carers.

## About NYOS

The National Youth Orchestras of Scotland (NYOS) is an award-winning, internationally recognised charity that works with over 600 young musicians each year. Our activity takes place across Scotland and provides foundational group music-making opportunities, inspirational orchestral experiences, and advanced artistic and career skills development. All our programmes are designed to develop musical, personal, and social skills which have lifelong benefits, whatever the young person's chosen career path.



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# Vision, Mission & Values

Our vision is of a Scotland where all communities access world-class ensemble youth music-making and share in its social, personal and cultural benefits.

We want to see young Scottish musicians from a greater diversity of backgrounds equipped with the skills and confidence to progress through our structured pathway of opportunities, perform in Scotland's national youth orchestra, join us as audiences, and thrive through their involvement with NYOS. Throughout Scotland's communities we want to achieve greater awareness of NYOS and an understanding of both the holistic benefits that ensemble music-making offers and the support available to ensure our activities are accessible to all.

## Mission

To nurture, celebrate and widen access to outstanding classical youth music-making, inspiring young people to realise their potential.

## Values

- Ambition** We create inspirational, world-class, adventurous and fun musical experiences.
- Belonging** Our community is forward-thinking, accessible, inclusive, fair and diverse.
- Creativity** We collaborate, learn and innovate to develop as skilled creators and as people.



NYOS is committed to providing expert-led musical experiences at a national level. We recognise the holistic benefits of music-making which develop the wider life skills of our participants, and above all the importance of creating a welcoming, structured and fun environment in which our players can flourish alongside their peers.

Underpinning our work is a strong commitment to removing barriers to participation. We want to ensure that no young person misses the opportunity to participate in a NYOS project due to their personal circumstances. Embedding this ethos further throughout our programme is of paramount importance to us.

NYOS has undergone a period of substantial development over the past two years following the pandemic and the appointment of our Chief Executive & Artistic Director, Dr Kirsteen Davidson Kelly, in January 2022. We have undertaken a strategic review, which refreshed our priorities, clarified our objectives, and resulted in a strategic plan. We have now written a business plan for 2025-2028.

The Board will oversee the implementation of these plans and support NYOS to fully realise its ambitious strategic aims. You can learn more about our role and our programmes on the NYOS website, where you can also view our most recently published accounts:

[www.nyos.co.uk/about/about-nyos/](http://www.nyos.co.uk/about/about-nyos/)

## NYOS Board

Our Board currently consists of nine diverse professionals who are deeply dedicated to advancing our charity's strategic aims. We aim to expand the Board with the recruitment of another 2-4 Trustees in 2024.

## Chair responsibilities

As the Chair of NYOS you will play a pivotal role in fostering good governance within the organisation. You will lead board meetings and the Annual General Meeting (AGM), helping to ensure that all Trustees can participate fully and frankly in constructive Board discussions and use their knowledge and skills for the benefit of the organisation. You will work with the Chief Executive to cultivate positive working relationships and a supportive organisational culture. As Chair of NYOS, you will serve as an ambassador for our organisation, upholding and enhancing NYOS's external reputation, and actively engaging with external stakeholders to cultivate positive relationships.

The Chair plays a leading role in ensuring that NYOS is governed effectively and is supported by a Vice Chair. Responsibility for the day-to-day management and operation of the organisation is delegated to the Chief Executive, who reports to the Board and works closely with the Chair.

## Trustee collective responsibilities

**Governance and Finance:** The Board oversees the implementation of NYOS's strategic direction and the effective management of finances and risks, with the support of a Finance and General Purposes Committee.

**Funding:** As a charitable organisation, NYOS relies on building and maintaining relationships with funders, donors, and external partners. The Board is proactive in developing and sustaining effective relationships, fostering transparency and openness.

**Compliance:** The Board is responsible for ensuring that NYOS adheres to legal requirements, regulations, and the charity regulator's mandates. The Board oversees compliance with relevant legislation, best practices, NYOS's governing documents, and Board policies and procedures.

This list is not exhaustive, and the ideal candidate will demonstrate a flexible and enthusiastic approach to advancing NYOS's strategic objectives.

## Time commitment

Your commitment will include regular 1-2-1 meetings with the Chief Executive. You will chair four NYOS Board meetings plus an AGM, attend two Finance & General-Purpose Committee meetings and one or more Appointments Committee meetings per year. You may also wish be part of a smaller committee or working group which meets 2-4 times per year. Additional commitments may include attending training sessions. We hold an Away Day every 1-2 years.

There are at least six NYOS orchestral performances each year within Scotland, and several public events as part of the NYOS Engage and Futures programmes. All Trustees are encouraged to attend as many performances as possible.

**NYOS Trustees are asked to serve a four-year term, with the option to serve a second term.**



## How we will support you

Our outgoing Chair is committed to providing the incoming Chair with a comprehensive handover to ensure a smooth transition.

NYOS is committed to removing financial barriers for all Trustees. You are entitled to claim expenses for travel and accommodation and remuneration for loss of earnings, where incurred while undertaking your responsibilities as Chair. It may be possible to attend some NYOS Board meetings digitally.

We understand that some people may face additional barriers to accessing professional opportunities in the music and charity sectors. NYOS is committed to supporting any candidate who might require additional assistance or has access requirements.

Please contact Karen Smith, our Head of Finance and Administration, in the strictest confidence if you require support at any stage of the process ([karensmith@nyos.co.uk](mailto:karensmith@nyos.co.uk))

## How to apply

Please send your CV and a covering letter, outlining your experience and reasons for your interest in the role, to [karensmith@nyos.co.uk](mailto:karensmith@nyos.co.uk)

We are currently recruiting for Board Members (Trustees), so do let us know if you would also like to be considered for the role of Trustee should your application for the Chair role be unsuccessful.

Please include a completed copy of the Equal Opportunities Monitoring Form, which is designed to help NYOS achieve its aspiration to become a truly inclusive community and is available on the NYOS website.

> [Equal Opportunities Monitoring Form \(Word\)](#)

Please also tell us if you wish to arrange an informal, confidential conversation with the Chief Executive and/or Board member/s before applying. *This will have no bearing on subsequent shortlisting.*

Shortlisted candidates will be invited to a two-stage interview process in early September involving the Board, Chief Executive and staff representatives.

If you feel more comfortable applying in a different format, we are happy to accept an audio or video recording. Please do not hesitate to get in touch with Karen Smith if you have any further questions.

**The deadline to apply is 5pm on Friday 2 August.** The provisional date for interviews is Wednesday 4 September.

The Office of the Scottish Charity Regulator (OSCR) prevents people from serving as a Trustee if they:

- have an unspent conviction for an offence involving dishonesty or an offence under the Charities and Trustee Investment (Scotland) Act 2005.
- have undischarged bankrupt status or have a Protected Trust Deed.
- have been removed under either Scottish or English Law or the courts from being a charity trustee.
- are disqualified from being a company director.

The National Youth Orchestras of Scotland is committed to a Policy of Equality of Opportunity which respects the identity, rights, and value of each individual and welcomes applications from all sections of the community.

NYOS is positively committed to oppose all direct and indirect discrimination in the organisation, irrespective of race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability, including mental illness, HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

