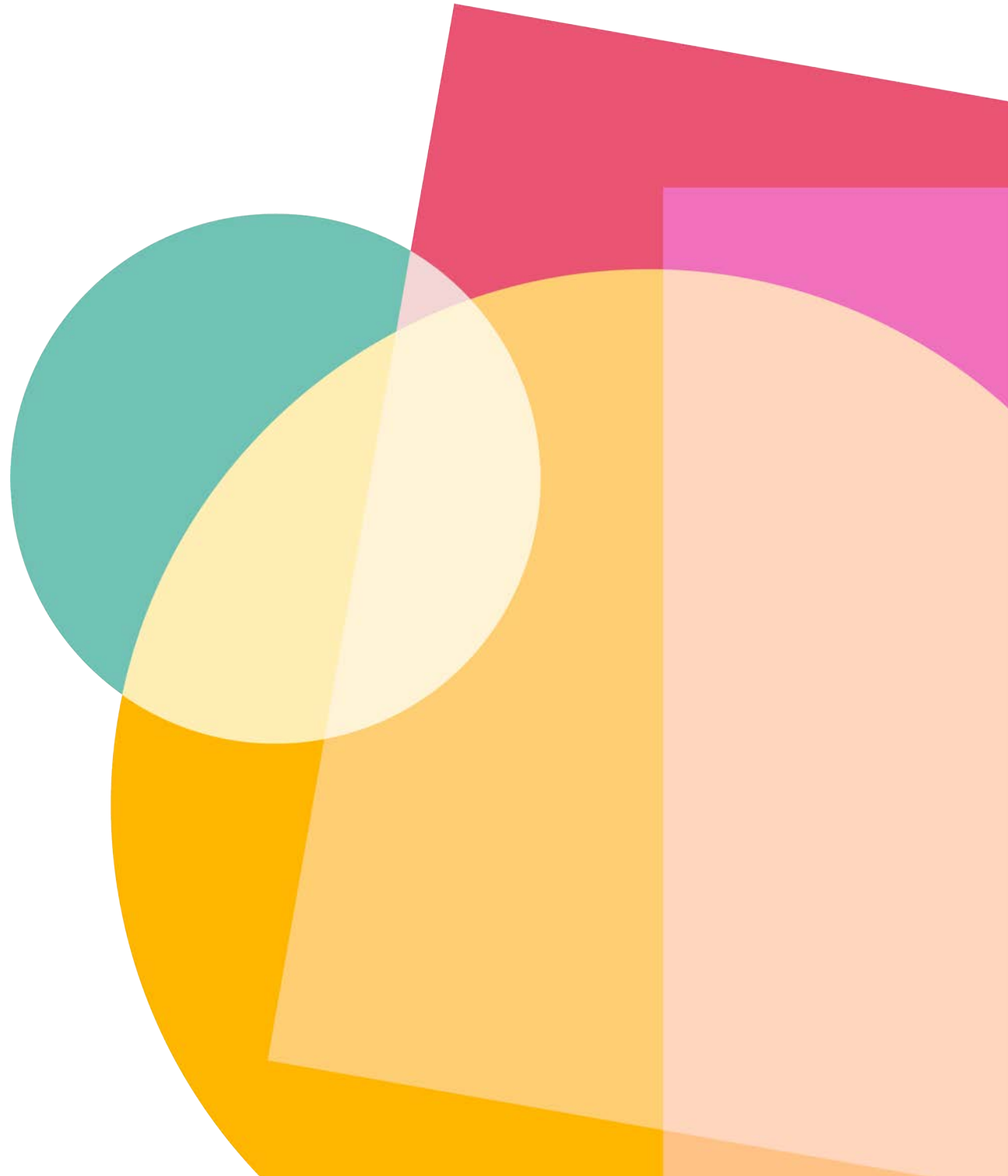


# **Board Recruitment Pack**

**September 2025**





# Welcome

**Thank you for your interest in joining the Board of Culture & Business Scotland (C&BS). 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 staff, 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 that exists to foster a vibrant, mutually supportive relationship between the culture and business sectors.**

## Our Mission

To create a more sustainable future for the culture sector by connecting it with the business community — unlocking skills, sponsorship, innovation, and shared value.

# What we do

**Culture & Business Scotland (C&BS) plays a unique role in Scotland's cultural landscape. We are the only organisation specifically focused on building bridges between the culture and business sectors, helping both to thrive through collaboration, sponsorship, and mutual understanding.**

Our work is rooted in the belief that culture enriches business, and business strengthens culture. We provide practical tools, funding, training, and thought leadership to unlock the value of cross-sector relationships — supporting the long-term sustainability of Scotland's culture sector while enhancing business innovation, social impact and connection.



# The Culture & Business Scotland Fund

**At the heart of our work is the Culture & Business Scotland Fund (CBSF), a unique investment programme designed to incentivise new partnerships between cultural organisations and businesses.**

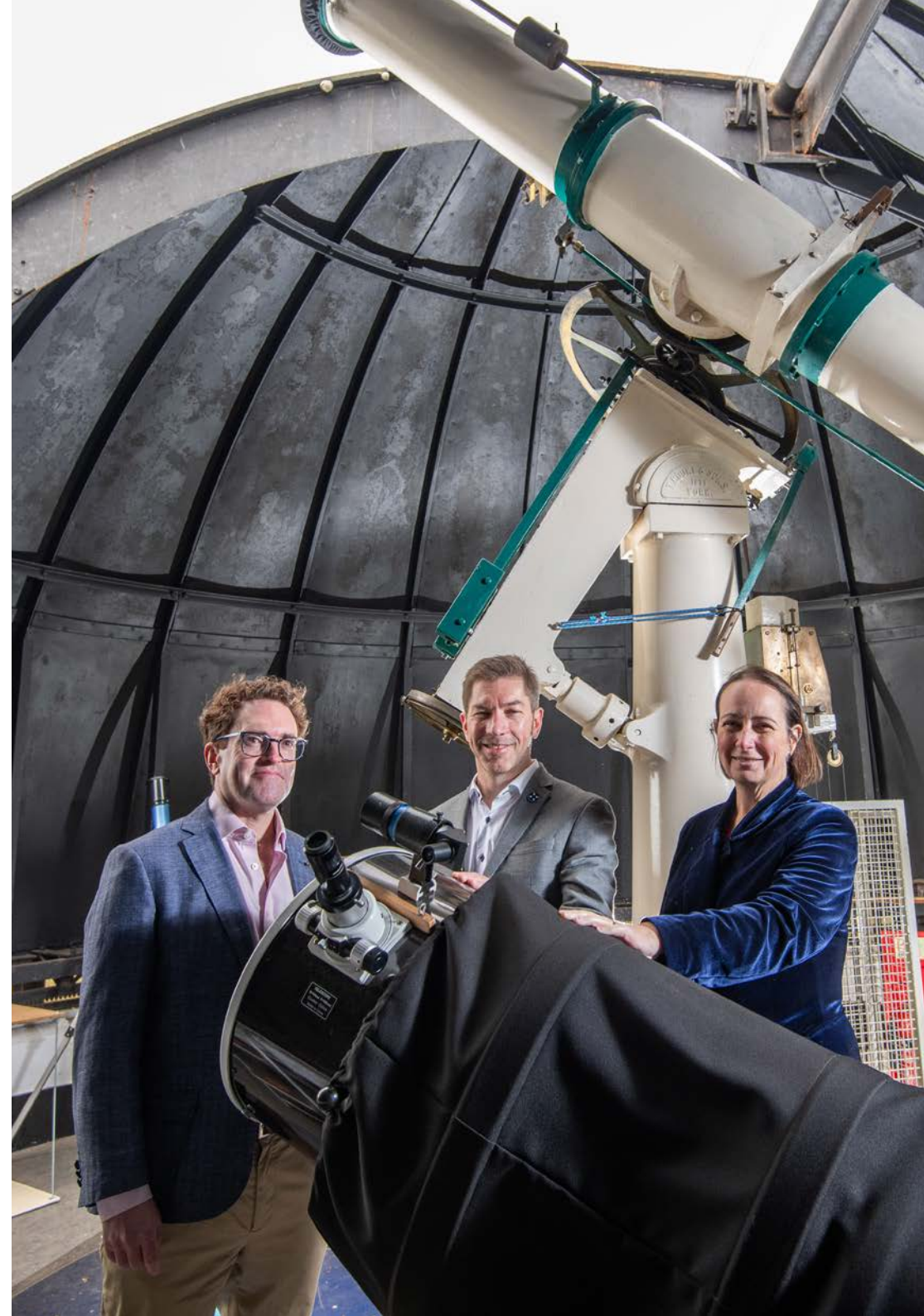
We match sponsorship from businesses up to a defined value, enabling culture organisations to secure vital support while businesses benefit from brand alignment, community engagement, and staff development opportunities.

Since its inception, the C&BS Fund has supported over 200 sponsorships, unlocking £1.9M 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**





## Training, Knowledge & Skills Development

We deliver a robust programme of training workshops, webinars, and sector forums focused on increasing skills and confidence across both sectors.

Our training helps culture organisations become more financially resilient by strengthening skills in our key focus areas of governance, sponsorship and philanthropy.

In 2023–24, we delivered over 40 events and training sessions, reaching culture professionals, trustees, and business leaders across Scotland.



**"The training was tailored and we were able to ask really specific questions about our own organisations and roles."**

*Securing Corporate Partnerships course participant*

## Membership

C&BS is a membership-based organisation, serving culture and business organisations. Members benefit from:

- Access to exclusive training and events
- Advice and guidance on sponsorship and partnerships
- Peer learning and networking opportunities

We currently have a growing membership base of arts organisations, museums, heritage trusts, local authorities, festivals, creative enterprises and a growing business network.

## Advocacy & Thought Leadership

We champion meaningful collaboration between culture and business, recognising the mutual value they bring when they work together to drive creativity, innovation, and impact.

We provide sector insight and advocate to elevate the profile of culture and the need for investment in its sustainability, to help create a better place to live and to work.

We regularly engage with government agencies, funders, and sector leaders to make the case for the value of cultural activity – not just in economic terms, but in its contribution to wellbeing, education and place-making.



# Our strategic priorities

As we look ahead, our strategic priorities include:

- Advocating for culture as an essential part of a thriving, equitable economy.
- Strengthening our financial resilience through new income streams and partnerships.
- Growing the Culture & Business Scotland Fund and positioning it as a flagship public-private investment model.
- Expanding the reach and relevance of our services and membership programmes across Scotland.
- Deepening our engagement with under-represented communities or rural areas.

The Board will play a central role in helping us deliver these ambitions and delivering the Culture & Business Scotland Strategic Plan 2023–2028.

# About the role

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

As a trustee, you will:

- Help set and monitor our strategic direction and business plan.
- Provide support and challenge to the Director and staff team.
- Represent C&BS externally, advocating for our mission and values.
- Uphold good governance and ensure effective risk, finance, and compliance practices.
- Contribute your expertise to Board sub-groups or working groups as needed.
- Attend quarterly Board meetings (online or in person).
- Participate in subcommittees or working groups.
- Be in occasional attendance at events or networking opportunities.
- Contribute approx. 6–10 days of your time per year, depending on your involvement.

## Term and Remuneration

Initial 3-year term, with the possibility of renewal for a second term. This is a voluntary position. Travel expenses will be reimbursed if you live outwith Edinburgh.

# Experience

You don't need previous board experience — we value diverse perspectives and welcome fresh voices. We're looking for individuals who are:

- Committed to the values of culture, collaboration, and inclusion.
- Thoughtful, strategic, and willing to contribute ideas and challenge constructively.
- Curious and open to learning about the intersections of culture and business.

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:

- Financial strategy and risk management
- Communications and marketing
- Legal and governance
- Working with under-represented communities or rural areas.

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.

# Why join our Board?

You'll gain:

- A rewarding opportunity to support sectors that matter to Scotland's identity and future.
- A chance to influence how business and culture collaborate at a national and local level.
- Opportunities for personal and professional development in strategic leadership and governance.
- New networks, insight, and inspiration.

You'll help us:

- Tackle sector challenges with creative solutions.
- Champion the case for culture and its value to business, communities, and the economy.
- Build a sustainable, inclusive organisation with meaningful impact.

**"Joining the C&BS Board has been hugely rewarding. I've gained new networks, insight into key sectors and building successful collaborations."**

**Board Member, C&BS**

# Our Board & Governance

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

Culture & Business Scotland is supported by Creative Scotland and the Scottish Government.

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

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

# How to apply

To express your interest, please send:

- Your CV
- A short covering note (up to 500 words) or video (max. 2 minutes) outlining:
  - Why you are interested in joining the C&BS Board
  - What you feel you would bring to the role

The closing date for applications is Friday 26 September at 5pm.

Please send your application to [recruitment@cultureandbusiness.scot](mailto:recruitment@cultureandbusiness.scot) addressed to Culture & Business Scotland Chair, Jane Morrison-Ross.



# Thank you

Culture & Business Scotland  
Thorn House  
5 Rose St  
Edinburgh  
EH2 2PR

E: [contactus@cultureandbusiness.scot](mailto:contactus@cultureandbusiness.scot)  
T: 0131 243 2757

