

# Tread the Board

Board Recruitment Pack 2025

Quick-Read Version



Youth  
Theatre  
Arts  
Scotland



# A Message from the Chair

Thank you for your interest in becoming a Trustee of Youth Theatre Arts Scotland (YTAS).

YTAS plays a unique and vital role in Scotland's cultural life – supporting young people, empowering practitioners, and connecting youth theatre across the country. This is an exciting moment for our organisation with a new Chief Executive, stable funding and a clear strategic plan in place. As we move into our next chapter, we're looking for new board members to build on this momentum and shape the future of YTAS with vision, care and ambition.

This is a 'Quick Read' pack to give you an overview of what the role involves and how to apply. A full recruitment pack is also available.

We very much look forward to hearing from you.

**Liam Farrow**  
Chair, Youth Theatre Arts Scotland



# The YTAS Board

YTAS is governed by a voluntary Board which meets quarterly. It is the responsibility of the Board to agree the strategy of the organisation. It is also the responsibility of the Board to monitor the performance of the organisation, to oversee finances, to provide advice and suggestions as appropriate, and to champion the organisation.

YTAS is committed to inclusion and promoting diversity. We welcome interest from people of all sectors of the community, and particularly encourage applications from underrepresented communities, including people with a disability, those who are d/Deaf, those from minority ethnic communities, those who are part of the LGBTQIA+ community, non-binary people, and all others who would like their voice to be heard.

**We're currently looking for people with experience or skills related to...**

- Organisational leadership e.g. with director-level professional experience and/or managing large teams.
- Corporate governance e.g. as company manager or previous board experience.
- HR e.g. with experience of core HR functions.
- Finance e.g. professional finance skills or demonstrable experience managing large budgets and/or scrutinising financial plans.



# Further Information

## Board meetings

Directors are required to attend four Board Meetings a year. These take place online via Zoom quarterly, normally on a weekday evening between 6-8pm.

In-person attendance is also required at an additional Staff and Board Away Day. This is usually held in May, in either Edinburgh or Glasgow.

## Term

Directors serve a term of three years, with the opportunity to stand for re-election for a second term.

## Expenses

YTAS will reimburse all reasonable out-of-pocket board-related expenses (e.g. travel, subsistence, accommodation and/or childcare).

# How to Apply

If you would like to apply to join our Board of Directors, please send in a CV (no more than two pages) and a cover letter (no more than two pages) setting out how your skills and experience meet the person specifications. Alternatively, you are welcome to submit a short video (max 5 minutes) detailing your relevant experience and skills, and explaining why you are interested in joining the Board.

Please send this by email to our CEO, Jo Walmsley, at [jo@ytas.org.uk](mailto:jo@ytas.org.uk) no later than 9am on **Monday 26 January 2026**.

## What Happens Next

If we decide to take your application forward, you will be invited to an informal meeting with members of the YTAS staff team and Board Directors. This will be followed by the opportunity to observe a Board meeting so that you can meet the other Directors and find out more about what the role involves.

At the end of this process, if all parties agree, we will officially invite you to join the Board where you will be legally subscribed as a Director of Youth Theatre Arts Scotland with Companies House.

## Equal Opportunities

Please consider completing our voluntary and anonymous Equal Opportunities Monitoring Questionnaire at <https://forms.office.com/e/jpifJ4AHhk>. We will use the information we collect to...

- make sure that no applicant receives less favourable treatment because of age, disability, race/ethnicity, religion/belief, marriage and civil partnership, pregnancy and maternity, sex/gender, gender reassignment, or sexual orientation; and
- understand who we are reaching and appealing to. This will help us improve our recruitment practices so that a wider variety of people know about our opportunities, and feel more comfortable applying to join our Board.

## Any questions?

If you have any questions about the application process, the structure of the Board, or the work of Youth Theatre Arts Scotland, please contact our CEO at [jo@ytas.org.uk](mailto:jo@ytas.org.uk) or on **07841829751**.

Jo can also put you in contact with current Board Directors/Trustees if you would like to learn about their experience of the role.



Photography: Andy Catlin

## Youth Theatre Arts Scotland

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