

Welcome

From the Chair of the Board

On behalf of the Board of Trustees, thank you for your interest in the National Youth Orchestras of Scotland (NYOS).

NYOS is an award-winning charity that provides ambitious and transformative musical pathways, from first ensemble experiences to advanced orchestral training. Our vision is of a Scotland where all young people can access world-class youth music-making and share in its cultural and social value. We aim to support the musical, personal, and social development of young musicians from all backgrounds so that they can reap benefits that last a lifetime.

To achieve these aims, the Board will support and collaborate with the NYOS team to deliver on a refreshed strategy and new business plan as we look towards our 50th anniversary in 2029. In doing so, the Board will help to guide NYOS through its next stage of growth, building on recent successes and ensuring we continue to widen access, remove barriers, and deliver outstanding opportunities for young people.

Trustees play a vital role in this work. By bringing your skills, experience, and perspective, you will help shape the future of youth music in Scotland, while also gaining valuable knowledge, networks, and personal fulfilment. We particularly welcome applications from individuals whose voices reflect the diversity of Scotland's communities.

We hope you will consider joining us in supporting the next generation of young musicians to flourish.



Dr Samuel White

NYOS Trustee

Role Description

Join Our Board: Help Shape the Future of Scotland's Young Musicians

The National Youth Orchestras of Scotland (NYOS) is seeking to appoint up to four new Trustees to our Board. We are looking for candidates who share our dedication to ensuring that Scotland's young musicians, from all backgrounds, can access world-class classical music opportunities.

Who are we looking for?

We particularly welcome applications from women and people with disabilities, as we're committed to building a Board that truly reflects and inspires the young musicians we champion from the Highlands & Islands to the Scottish Borders, and from our cities to our most rural communities. You'll be exactly who we need to strengthen our governance and decision-making.

The Role

The NYOS Board meets four times a year, with flexible meeting arrangements to ensure accessibility for all Trustees. Each Trustee may also join a smaller committee or working group which meets up to four times a year. We're committed to making all meetings accessible and can provide support such as accessible venues, documents in alternative formats, or other reasonable adjustments as needed.

NYOS Trustees serve a three-year term, with the option to serve a second term.

Support and Development

No prior governance experience is necessary. We believe that diverse backgrounds and perspectives are more valuable than traditional qualifications. NYOS will provide comprehensive training and development opportunities, as well as 1-to-1 mentorship from an existing board member, to ensure you feel confident and fully supported in your role from day one.

Removing Barriers

This is a voluntary role, but we're committed to ensuring that financial circumstances never prevent anyone from contributing their talents. NYOS covers all reasonable expenses for travel and accommodation, provides remuneration for loss of earnings, and offers flexible arrangements to accommodate caring responsibilities or other commitments.

Our Commitment to Inclusion

NYOS recognises that diverse leadership creates better outcomes for everyone. We're actively working to address the lack of diversity amongst the leadership of youth music organisations and the wider charity sector. We particularly encourage applications from underrepresented groups, including women, people with disabilities, people from ethnic minority backgrounds, LGBTQ+ individuals, and people from all corners of Scotland - whether you're from Glasgow or Galashiels, Edinburgh or Eriskay, Aberdeen or Ayr.

Your voice matters. Your perspective is needed. We look forward to hearing from you!

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.

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. NYOS is committed to providing expert-led musical tuition 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 three 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 and clarified our objectives, and have written a business plan for 2025-2028. The Board will oversee the implementation of this plan and support us to fully realise our 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

What you can bring to NYOS

Becoming a NYOS Trustee will enable you to make a difference for young people in Scotland, using your skills, experience, and perspective to support NYOS to realise its aims and deliver the best for its participants.

It is also an opportunity to develop your own knowledge and skills, to grow professional networks, and to contribute to your own wellbeing while supporting that of our young musicians.

A recent report for the charity commission stated that 96% of trustees said they had learned new skills and 84% said that being a trustee made them happier!

You will share NYOS's values, vision, and commitment to providing outstanding, inclusive opportunities for Scotland's young musicians. You will understand the barriers that young people might face in accessing musical opportunities and share our dedication to widening access to classical youth music-making. You will be willing to participate fully and frankly in constructive Board discussions and to use your knowledge and skills for the benefit of the organization, attending events and concerts where possible and championing the work of NYOS to your own networks.

To complement the experience we currently have within our Board of Trustees, we are particularly interested in candidates with experience of environmental sustainability, arts policy, public affairs advocacy, and young people's wellbeing/mental health. As part of our organisation-wide commitment to increase the diversity of our participants, and of people leading youth music delivery, we particularly welcome applications from members of the following groups:

- Women
- Black and/or Global Majority communities
- LGBTQI+
- Members of the D/deaf community
- People who are disabled and/or have additional support needs
- Care leavers
- Carers
- Applicants residing in an area of social and economic deprivation, as measured by postcode on the Scottish Index of Multiple Deprivations (SIMD) <https://simd.scot/>

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.

Your commitment

The NYOS Board meets four times a year, and each Trustee is likely to be part of a smaller committee or working group which meets up to four times per year. All Trustees are asked to attend at least at one NYOS performance per year, and an Away Day session every one to two years. Additional commitments will include attending training sessions.

NYOS Trustees are asked to serve a three-year term, with the option to serve a second term

How we will support you

NYOS will offer a full induction, 1-2-1 mentorship from a current NYOS Trustee if required, and ongoing opportunities to attend training sessions.

You are entitled to claim expenses for travel and accommodation and remuneration for loss of earnings, where incurred while undertaking your responsibilities as a Trustee. 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 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.*

If you require support at any stage of the process please contact Haley Hartle, Executive Assistant, in the strictest confidence at haleyhartle@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 recruitment@nyos.co.uk. If you feel more comfortable applying in a different format, we are happy to accept an audio or video recording.

We would also request that you complete the equal opportunities monitoring form, which is available on the NYOS website.

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

Please do not hesitate to get in touch if you have any further questions.

The Office of the Scottish Charity Regulator (OSCR) prevents people from serving as 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.