



Board Recruitment 2026

Application Pack & Guidance

**Prepared by Craft Scotland
July 2026**

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Background to Craft Scotland

Craft Scotland is the national development agency for contemporary craft.

We deliver an annual programme of support for the whole craft sector, which includes individual makers, organisations and workshops supporting craft processes, as well as supporting curators and small businesses that drive the craft economy. We create opportunities for people to learn about, appreciate and buy craft and we promote the sector's contribution to Scotland's cultural, economic and social wellbeing.

Craft is one of the most internationally recognised aspects of Scottish culture and encapsulates much of Scotland's modern identity and our programme and profile extends beyond Scotland to reach international audiences.

Mission

Craft Scotland's mission has three pillars that support the creation of a lasting legacy for Scottish contemporary craft:

- **Presenting Craft:** We showcase the best of Scottish contemporary craft locally, nationally and internationally, which supports the sector to increase, diversify and develop audiences for craft
- **Learning and Engagement:** We support makers and the craft sector to develop successful and resilient creative and business practices, to create a strong economy and infrastructure for craft
- **Leadership and Advocacy:** We champion craft as both an artform and a fundamental everyday activity with wide-ranging benefits that everyone should be able to access. We advocate on behalf of the sector, communicating the value of craft to government, funders and audiences

Values

- **Creativity:** We believe in the creativity, talent and skill of makers living and working in Scotland
- **Inclusiveness:** We actively engage with current social issues and work to ensure our programme is responsive to and fully representative of society

- **Integrity:** Our decision-making processes are open, transparent and fair, and we continuously seek feedback from the community
- **Commitment:** We will drive change to ensure better economic opportunities for makers and the wider craft landscape through creating opportunities, partnership working and advocacy
- **Collaboration:** We work respectfully and collaboratively to achieve our shared community goals and expand our collective learning

Craft Scotland was established in 2004. The organisation was registered as a charity in 2008 and is a Company Limited by Guarantee.

We are a Creative Scotland Multi-Year Funded Organisation, with funding in place to March 2028. This core support is vital to our success, complemented by active fundraising and revenue generation. Our finances are well managed, with sufficient levels of unrestricted reserves.

Over the last 17 years, Craft Scotland has demonstrated a strong track record of showcasing the best of contemporary craft from Scotland nationally and internationally. Exhibitions such as [Harvest: Contemporary Craft Fair](#) and our presentations at [Collect Art Fair](#) have raised the profile of craft from Scotland and developed new audiences in Scotland and internationally. We deliver learning and engagement programmes for makers and craft professionals such as [COMPASS](#) which support creative practice and craft businesses. With partners of different scale, we have delivered projects across Scotland to engage with different communities and audiences such as [MAKE with the Knit Shop](#) and [Making History](#). We invest in advocacy, research and communications to promote the wider value of craft and the importance of the Scottish craft sector. Find out more about our [programme](#) on our website.

The latest Annual Accounts, as well as our Memorandum and Articles, are available on request.

The Board

The Craft Scotland [Board](#) is responsible for organisational oversight to ensure robust and compliant operations and has a duty of care to the team. Together with the Director and senior team, Board members regularly review the programme, review risk, explore the wider landscape and with the team jointly develop new strategy.

Board members have duties under company and charity law, including legal, financial and employment matters, policy, planning and effective management. Whilst day-to-day duties are largely delegated to the senior team (following an approved scheme of delegation), the ultimate responsibility for effectiveness lies with the Board.

The current Board includes people with experience in governance, arts management and strategy, financial management, education, data and digital, museums and galleries.

There are currently up to five Board places available. We are keen to welcome people who can bring fresh perspectives, are passionate about craft, creativity or design, and who can help us deliver our ambitions.

Board members can be based in Scotland, the UK, or internationally.

How does the Board work?

The Board consists of up to 12 non-executive directors, including a Chair and Vice Chair.

Board members are appointed for an initial three-year term. This is renewable for a second three-year term with the agreement of the full Board. Posts are voluntary and unremunerated; out-of-pocket expenses are reimbursed.

The Board meets formally four times a year, typically in February/March, May, August and November. The AGM is held as part of the November meeting. Meetings are generally held on a Wednesday from 4.30pm to 6.30pm with occasional additional meetings organised over the course of each year.

On joining the Board, you will be registered with [OSCR](#) as a Trustee. Craft Scotland is also a company limited by guarantee so you will also be registered as a Director of the Company with Companies House.

Our website lists current Board members, who are also credited in Annual Reviews.

Meetings are normally held at our offices in Edinburgh (Studio 6 Castle Mills, 2 Gilmore Park, Edinburgh EH3 9FN) but we can offer hybrid options for those requiring remote access.

A Finance and Remunerations Committee (F&RC) reports to the Board, meeting two weeks before every Board meeting. Membership comprises up to three Board members and the Director.

A Board member is appointed to chair Advisory Group meetings which involves makers, curators and other craft industry professionals. The group does not have a formal governance role but informs our thinking - providing sector perspectives and advising on new initiatives, challenges and opportunities.

Short-term 'task forces' are created where required to enable Board and team members to explore key topics or develop policy.

Members are asked to attend all Board meetings and other meetings as relevant. If a member is unable to attend, pre-meeting input by phone or email to the Chair is encouraged. Meeting attendance is reviewed annually in one to ones with the Chair.

Board members are also strongly encouraged to attend Craft Scotland events and activities. These include talks and panel discussions, showcase events and exhibition private views, in Scotland and beyond.

Who else is involved?

Craft Scotland is run by a small, but highly committed and effective staff team, who draft and deliver strategies and plans for programming, communications, learning and outreach. The [website](#) lists the current staff team. Board members have the opportunity to meet the team over the year.

We are also part of UK and European networks, and our Director and team regularly attend Scotland's various cross-sectoral culture and creative industries forums.

Why join our Board?

Here are a few of the reasons to come on board. You will have the opportunity to:

- Shape strategy and help develop an inspiring creative sector
- Be part of a dynamic, supportive and progressive Board
- Build valuable career experience and profile
- Network with diverse, expert and creative professionals
- Enjoy inspiring events and exhibitions
- Promote excellence, innovation and entrepreneurship
- Support emerging and established talent
- Develop understanding of arts and creative industries sectors

Who are we looking for?

General recruitment priorities for the Board are:

- Ensuring we have good geographical spread, particularly representation from beyond the central belt and from the Highlands and Islands
- Ensuring we have gender balance within the Board
- Ensuring we have representation from individuals with varied lived experience as identified under Board balance

We are particularly looking for people with experience and expertise in one or more of the following:

- Financial management at a senior level

- Experience of income generation and income diversification
- Knowledge of charity governance
- Knowledge of AI, data and digital
- Knowledge of the international craft sector

We would also welcome those with knowledge of:

- Current developments in learning, outreach and engagement
- Fundraising strategy
- International craft and design networks
- Communications and digital strategy, including developing wider audiences

Board balance

We are committed to building equity in our sector and will focus on anti-racism action, tackling ableism, accessibility, and inclusion over the next two years. We therefore encourage applications from candidates with diverse lived experience, and we are keen to learn from other perspectives and are actively seeking greater diversity amongst trustees as part of this embedded commitment across the whole organisation.

What attributes are we looking for?

Candidates are expected to:

- Be committed to the strategic development of Craft Scotland and free to act as advocates for the organisation and our work
- Have the enthusiasm to get to know and champion the work of Craft Scotland
- Be committed to the time and duties required of a Board member
- Have the ability to work in a team, to share insights, listen and support consensus
- Be generous with personal and business skills when called on to help
- Have contacts and influence in their own local, personal or professional circles
- Demonstrate sensitivity and respect for confidentiality

Equal opportunity and access

We believe that everyone should have the opportunity to see, enjoy, learn about and participate in craft. We are committed to advancing equality, diversity and inclusion (EDI) and opposed to all forms of unfair discrimination.

We can find ways to enable participation, including reimbursing appropriate travel expenses, considering caring responsibilities when scheduling, and hybrid meetings to minimise time, cost and carbon emissions.

We will support you to participate as a Board member whether you are based in Scotland, the UK, or internationally. For members outside the UK we will support costs related to attending up to one in-person Board meeting.

If you are concerned about any issues which might prevent your participation (such as accessibility, travel, caring responsibilities, costs or digital facilities) please email irene@craftscotland.org. We are very happy to discuss what support is available.

You may not have worked for a cultural or creative organisation before, or been a Board member previously, but do not let that put you off. Many skills are transferable, and we offer a warm and supportive environment of allies, including a 'Board buddy' scheme and training for new trustees. Contact details are below if you would like an exploratory conversation.

How to apply

If this opportunity interests you, please submit your application by **5pm Monday 31 August 2026** and provide us with the below information:

- I. Either a covering letter (maximum two sides of A4), or a simple five-minute video, which sets out:
 - why you are interested in Craft Scotland
 - what knowledge, skills and experience you would bring to the Board
 - what you would like to gain from your involvement

2. A current CV (maximum two sides of A4) or Linked In profile
3. Complete our [Equal Opportunities Monitoring Survey](#)

Applicants should apply through the Craft Scotland [online application form](#).

Shortlisted candidates will be invited to an interview in person but we can accommodate online interviews if necessary.

The selection panel will consist of our Chair, Katrina Morrison, one to two Board members and Craft Scotland's Director Irene Kernan.

As part of the recruitment process, we offer candidates the opportunity to observe a Board meeting before formally joining. This allows candidates to become familiar with the meeting format and the organisation and to ask questions. Upcoming Board meetings will be held on Wednesday 18 November 4.30-6.30pm and Wednesday 17 February 2027 4.30-6.30pm.

Key dates

- deadline for receipt of applications: Monday 31 August 2026
- Interviews (provisional dates): w/c 28 September 2026

Any questions?

We welcome informal conversations with anyone who would prefer to take a little longer to get to know us. Perhaps you would like to take some time to build your confidence, develop your understanding of Board roles or the organisation/sector?

If you have questions or would like a brief exploratory chat before applying, please contact one of the following members of the panel:

- Katrina Morrison (Chair) chair@craftscotland.org
- Irene Kernan (Director) irene@craftscotland.org

More information on Craft Scotland can be found at <https://www.craftscotland.org> and through our social channels: [Instagram](#), [Facebook](#), [YouTube](#), [LinkedIn](#).

Induction

On joining the Board, an induction pack to include information about Craft Scotland's programme and the role and responsibilities of the Board will be provided and meetings arranged, along with individual support as required. Induction will include the opportunity to observe an initial Board meeting, meet individually with Chair, and a visit to the offices to meet the team.

Other available support may include mentoring from an experienced Board member and the opportunity to attend governance events or funded training (e.g. Culture & Business Scotland 'Introduction to Being a Trustee' workshop).

Please note, this information pack is also available as a simplified word document and large print

About

Supporting Makers, Promoting Craft

Craft Scotland is the national development agency for craft.

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector.

We create opportunities for makers to develop their creative and business practice, and to exhibit and sell work in Scotland and beyond.

We are a registered charity supported by Creative Scotland.

Contact

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