



NYCOS



**NYCOS TRUSTEE**

Job Pack

# WELCOME



NYCOS was founded by Artistic Director Christopher Bell in 1996 to help young people across the country reach their singing potential. We know growing up singing in Choirs matters, whether you want a career in concert halls or just the confidence that comes from performing and making new friends. Our Choirs and courses reach more than 30,000 people across the country each year: from toddlers sounding out their first notes to teens and twenty somethings pursuing great careers. We have a staff network of more than 200 and we're now looking for outstanding candidates to join our board.

## **The Role: Trustee**

Trustees provide strategic leadership and governance for NYCOS, ensuring the organisation achieves its mission, complies with legal and regulatory requirements, and operates in a financially sustainable and ethical manner.

Members of the board are expected to contribute expertise, insight, and experience to guide the development and oversight of NYCOS, support fundraising and advocacy efforts and champion the organisation in their networks.

# APPOINTMENT DETAILS

**Role:**

Trustee

**Location:**

Board meetings held in person in Glasgow and Edinburgh.

**Time Commitment**

Typically, 4 board meetings per year, plus occasional committee or event attendance

**Remuneration:**

Voluntary / Reasonable travel expenses paid.

**Term of Office:**

Board members typically serve for an initial term of three years, with the possibility of renewal.

**Starting Date:**

April 2026

# RESPONSIBILITIES



## ***Key Responsibilities:***

Contribute to the strategic direction and long-term planning of NYCOS.

Monitor and evaluate the organisation's performance against its strategic objectives.

Ensure compliance with statutory and regulatory obligations.

Safeguard the organisation's financial health, reviewing budgets, financial reports, and risk management plans.

Support and participate in fundraising, networking, and advocacy activities.

Attend and actively participate in board meetings, sub-committee meetings (where relevant), and key events.

Act as an ambassador for NYCOS, promoting its work and values in the wider community.

# PERSON SPECIFICATION



***We are seeking individuals who:***

Are passionate about youth music, arts, and education in Scotland.

Bring expertise in areas such as safeguarding, finance, fundraising, legal, governance, education, marketing and/or community engagement.

Have experience of board-level (or similar) decision-making or leadership roles.

Are committed to collaborative, inclusive, and strategic working.

Can dedicate time and energy to support the organisation's governance and advocacy.

Possess strong communication and networking skills.

# HOW TO APPLY

## Applications information

NYCOS is committed to equality of opportunity throughout the organisation and applications from individuals are encouraged regardless of age, disability, sex, gender identity, sexual orientation, pregnancy and maternity, race, religion or belief and marriage or civil partnership. We believe that by improving diversity within our organisation and our leadership, we will improve the quality of our work and governance.

You will be required to complete and submit the following:

- Curriculum Vitae (CV), 2 pages maximum, 11pt minimum font size
- Covering letter, letting us know why you would like to work with us in this role and the skills and experience you would bring to the position, 2 pages maximum, 11pt minimum font size
- Equal Opportunities monitoring form

In order to ensure the shortlisting process is anonymous and fair, please do not include your name or photograph on your CV or covering letter. Instead, please include personal details in the Equal Opportunities monitoring form.

Please send your completed documents to [jobs@nycos.co.uk](mailto:jobs@nycos.co.uk) by **5pm on Monday 9th March**. We will not be able to consider applications received after this deadline.

Interviews will take place in person or via video call week commencing **16th March**. We will provide a BSL interpreter or live captioning if required. Please get in touch if you require any adjustments or assistance to participate, should you be invited to interview.

If you would like further information about this role further or discuss access requirements before you make an application, please contact Kenneth Boyd, Chief Executive Officer via [kenneth.boyd@nycos.co.uk](mailto:kenneth.boyd@nycos.co.uk).



# TERMS & CONDITIONS



The post-holder must be a member, or eligible to become a member of the PVG scheme administered by Disclosure Scotland.

By applying for this vacancy, you consent to the safe storage and handling of any personal data you've provided to us. We will never share your data with a third-party without your consent. You can request the removal of your data at any time, by emailing [info@nycos.co.uk](mailto:info@nycos.co.uk).

[nycos.co.uk](http://nycos.co.uk)

f @nycoscotland



All photographys by Sally Jubb.

National Youth Choir of Scotland (known as NYCOS) is a registered Scottish charity, SC024899.