



**Museums
Galleries
Scotland**

Supporting Scotland's Museums

Trustee

Candidate information pack


A photograph of a modern museum gallery. The space features a high, vaulted wooden ceiling with exposed beams and a large, multi-paned window that looks out onto a lush green landscape. In the center, a statue is displayed in a glass case on a low pedestal. The walls are light-colored and feature decorative stone carvings and glass display cases. The floor is a light, polished material.

Image: The Burrell Collection

Museums Galleries Scotland (MGS) is looking for candidates to support the Board in its responsibilities for setting the strategic direction of the organisation, and our work to foster and support a thriving, connected, and resilient sector.

Closing date: Friday 12 June 2026

Interviews will be held on: Tuesday 7th July and Wednesday 8th July 2026

This is an unpaid voluntary role; however reasonable expenses will be reimbursed. Initial four-year term with option to extend for a further four years.

A note from our Chair



Thank you for your interest in becoming a Trustee.

We are currently recruiting for up to three new members to strengthen the Board by widening skills and adding new perspectives and voices.

Trustees play a vital role at Museums Galleries Scotland, providing governance and expertise to the running of our charity. This is both an exciting and challenging time in which we continue to deliver a programme of funding and support which seeks to accelerate collaboration and innovation and embed organisational sustainability across the museum sector.

As a Trustee, you'll be joining a passionate and committed Board with a shared vision that Scotland's museums and galleries are thriving, connected, and resilient organisations which are agile in embracing change. Trusted and valued by the widest diversity of Scotland's people, our collections, and the shared stories we tell, are accessible and inclusive to all.

Being a Trustee at MGS doesn't require any previous trustee experience, we value both professional and lived experiences contributing to creating a diverse Board that reflects the communities we serve. We offer a supportive and rewarding environment, opportunities for training, and a place where you can contribute your expertise and gain valuable experience in charity governance.

Our vision, and our values of collaboration, courageousness, integrity, and a passion for museums and galleries run through everything we do, and if you share these, we encourage you to apply.

A handwritten signature in black ink, appearing to read 'Duncan Dornan'. The signature is fluid and cursive, written on a white background.

Duncan Dornan
Chair

About Museums Galleries Scotland

MGS is the National Development Body for Scotland's rich and diverse museums and galleries sector. We currently support 455 museums and galleries of all sizes and types through strategic investment, advice, workforce development and advocacy.

We are an independent charity and receive core funding from Scottish Government, which also provides funding to be distributed via grants directly to the museums and galleries sector. Our activity is augmented by project funding, including from the National Lottery Heritage Fund, Peoples' Postcode Lottery and Art Fund.

Our vision is that Scotland's museums and galleries are thriving, connected, and resilient organisations which are agile in embracing change. Trusted and valued by the widest diversity of Scotland's people, our collections, and the shared stories we tell, are accessible and inclusive to all.

In collaboration with the museums and galleries sector, and a wide range of partners, we lead the delivery of the [Strategy for Scotland's Museums and Galleries 2023 – 2030](#), and we have just entered the final year of a three year business plan which sets out the organisation's role in delivering the Strategy. [Our Annual Review for 2024-25 can be found here](#).

In 2025-26, in collaboration with Scottish Government and The National Lottery Heritage Fund we launched [Museum Futures](#), an ambitious programme designed to accelerate collaboration, innovation, and organisational sustainability within the sector.

We strive to be an inclusive, agile and forward-looking organisation that seeks to lead and support positive change in the sector, while helping museums to navigate a challenging operating environment. We have a vital advocacy role as our sector faces serious budget challenges, with rising operational costs and workforce pressures, while making positive strides in adapting to meet the needs of communities.



MGS is a values-driven organisation and our core values of collaboration, integrity, passion for museums, and courageousness underpin all our work. Our 'working with us' page gives a flavour of how we work.

We currently have 48 staff. We believe that our work is stronger with greater diversity. We are a Disability Confident Employer and hold Living Wage and Gold Investors in People accreditation. MGS is striving to be an anti-racist organisation and more information on our ongoing commitment is here. Information on our commitment to climate action can also be found on our website. All staff are currently undergoing anti-ableism training, and we are working towards LGBT Youth Scotland's LGBT Charter Silver Accreditation.

MGS manages the Museum Accreditation Scheme in Scotland, involving 252 museums and galleries.

We also manage Scotland's Recognition Scheme, which celebrates and promotes Nationally Significant Collections that are held in our non-national museums and galleries.

MGS is accredited by UNESCO as an expert adviser on the 2003 Convention for the Safeguarding of the Intangible Cultural Heritage (ICH) and an active participant in the ICH NGO Forum.

We are an accredited SQA centre delivering vocational qualifications in museums and galleries practices.



About the role

We are looking for new Trustees to act as passionate advocates for Scotland's museums and galleries and to support MGS to effectively develop and champion the sector.

The role involves responsibilities in setting the strategic direction of the organisation and ensuring it is financially and operationally robust.

Experience of charity governance would be beneficial but is not essential.

As a Trustee you will have the enriching opportunity to make a difference to the heritage sector in Scotland.

Time commitment and Terms of Service

Trustee roles are for a fixed term of four years and are eligible for re-election for one subsequent fixed term of four years. The time commitment is flexible but is estimated at approximately 8-10 days a year.

The role is a voluntary unpaid position. Reasonable expenses are paid, and a full induction is provided.



Image: Dunfermline Carnegie Library & Galleries

Key responsibilities

- Play an active leadership role in developing and ensuring effective implementation of MGS values, strategy, objectives, and policies.
- Attend Board meetings and effectively contribute to its role in ensuring the highest standards of probity, integrity and governance of the organisation.
- Regularly reviewing major risks and opportunities and information concerning the financial health and management of MGS to ensure it complies with its governing rules and legal obligations as a registered charity and company limited by guarantee.

In order to fulfil the role effectively, Board Members are expected to:

- Complete the trustee induction process.
- Attend 4 Board meetings a year (2 in person and 2 online), including the AGM and the annual Board reflection session.
- Read Board papers in advance of meetings and come prepared to discuss key points arising from those papers.
- Use your knowledge and experience to help the Board reach sound decisions. This will involve providing advice and guidance requested by the Board on issues and initiatives where the you have special expertise.
- Develop a good understanding of MGS, how it operates, the stakeholders it serves, and to commit to our ethos and values.
- Act as an ambassador for MGS to maximise the impact of our work.
- Attend relevant MGS and Board training sessions as part of the Board's professional development.
- Visit museums from time to time to build an awareness of the work they do and develop an understanding of the sector.
- Occasionally attend functions on behalf of MGS, liaise with other Trustees and the Senior Executive Team out with Board meetings, and key stakeholders.

Person specification

We are looking to appoint up to three new Trustees with both professional and lived experiences to broaden the Board's expertise and to reflect the sector and communities we serve.

We are particularly keen to appoint people involved in the museums sector from remote and rural areas, and people with particular knowledge and experience in Government and Public Affairs, and Climate Action.

Applications from people from lower socio-economic backgrounds, from disabled people and people with long-term health conditions, and those under the age of 30 are particularly encouraged.

For new Trustees with limited or no Board experience, MGS will support Board induction training and supplement that with professional development opportunities by agreement with the Chair and Director.

To complement the skills and experience of our existing Board we are looking for new Trustees with the following:

- An appreciation of the importance of museums and galleries as integral to Scotland's cultural sector and in connecting the people of Scotland to their communities, environment and place in the world
- An understanding of the issues facing the museums and galleries sector in Scotland.
- An understanding of the Scottish political environment.
- Organisational development experience including strategic planning, financial management, risk management, change management and performance management
- Ability to analyse complex information to inform effective decision making in a changing environment.
- Ability to work effectively as a member of a team in order to reach timely decisions. This includes being able to speak openly in discussion, whilst listening and respecting the views of others.
- A commitment to supporting MGS to become an anti-oppressive organisation. Experience of building effective working relationships with a diverse range of stakeholders in both the public and private sectors.
- The time and commitment to effectively discharge core responsibilities of the Board.

Equal opportunities

We believe that our work is stronger with greater diversity. We encourage applications from suitably experienced candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, pregnancy or maternity.

MGS wants to ensure that our recruitment is fair and does not discriminate against any group. We would be grateful if you would also **complete and submit an equal opportunities monitoring form**. The information provided in the monitoring form is not used in the selection process, and the selection and interview panels do not see the information contained in these monitoring forms.

We want to ensure that all Trustees are able to contribute to their full potential and are happy to discuss how we can support your access needs to achieve that.



Statutory eligibility

The law places certain restrictions on becoming a charity trustee. For example, you cannot be under the age of 18, previously have been removed from trusteeship by a charity, by a Court or the Charity Commission, disqualified under the Company Director's Disqualification Act 1986, or been convicted of an offence involving deception or dishonesty (unless the conviction is spent).

If you are in any doubt about your eligibility, visit the Charity Commission website at gov.uk/government/organisations/charity-commission.



How to apply

If you would like to find out more about the role before applying and would like an informal conversation with our CEO, Lucy Casot and/or one of our Trustees, please contact Rachael Brewer for this to be arranged: rachaelb@museumgalleriesscotland.org.uk.

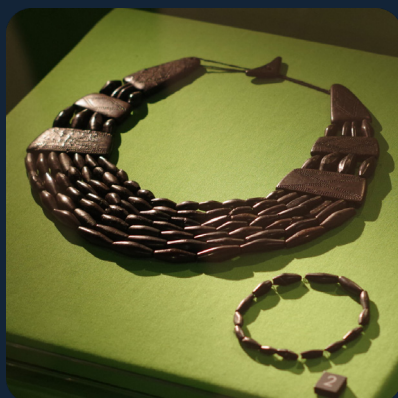
To apply please send your CV and a covering letter outlining your interest in joining the Board, your experience to date, and what you would bring to the role to: rachaelb@museumgalleriesscotland.org.uk.

Please also complete our equal opportunities form.

If you have any access requirements at any stage of the recruitment process, please let us know, including if you would prefer to submit a video, audio or alternative application format in response.

Closing date: Friday 12 June 2026.

Interview: Candidates who are shortlisted will be invited to an online meeting with the interview panel on Tuesday 7th and Wednesday 8th July 2026.



Data protection

Please note that details supplied may be held in electronic and paper files for administration purposes only during the recruitment process. We retain recruitment files for six months following the date of interview, after which they are shredded and disposed of.

[You can view the MGS privacy policy on our website.](#)

MGS is committed to progressive changes across our ways of working and to continuous improvement. We are proud to have achieved or signed up to the following organisational accreditations and commitments.



apt

Proud partner in
reducing the Disability
Employment Gap

INVESTORS IN PEOPLE™
We invest in people Gold



SCOTTISH
**Business
Pledge**



We are a
**Young
Person's
Guarantee
Employer**





Image: Orkney Museum