

Board of Directors Vacancies 2025

Creative Dundee centres creative practitioners and communities as powerful catalysts for collective good. We are a resourceful community, grounded in a deep understanding of the city and the strengths, needs and challenges facing creative freelancers, collectives, businesses, workers and students.

We are excited to be seeking a number of voluntary Board Directors who understand the issues that people working in the creative/cultural sectors and residents of Dundee and the wider region face. We are keen to ensure that young people are represented by joining us and gaining experience of being part of our supportive Board through a Board buddy.

Creative Dundee became a Creative Scotland Multi-Year Funded organisation in January 2025 and, after being a social enterprise for 12+ years, we became a charity in February 2025. Our small, ambitious Operational team includes five staff, who all work part-time. We generate income through a mixed income model by trading activities, reinvesting profits into creative businesses and the local community.

Our Board is critical to meeting our charitable purpose, ensuring our sustainability and relevance, and creating ripple effects to benefit creative communities, our sector and place long term.

We are looking for Board members with skills, experience and enthusiasm to assist the organisation in driving the city as a sustainable, thriving base for creative people and organisations. In return we offer the opportunity to work with an innovative organisation which is generative, caring and forward looking.

Our work is broad ranging, and includes: our **Amps** supporters network; **PechaKucha Night Dundee** events; **Original Features** and online content; the **99 Things to See and Do in Dundee Guide** crowdsourced guide; **Hapworks** which aims to increase creative space; principles of **equity** and **access**, which are core to our work; and **Partnerships** on Social Innovation, Creative Economy Leadership and Placemaking.

More details about Creative Dundee's work, team, projects and story, along with our current Strategic Plan 2025–2028, can be found on our website: [**www.creativedundee.com/about**](http://www.creativedundee.com/about).

Board of Director role

Directors help set the strategic direction of the organisation. As a charity, Creative Dundee has a social responsibility towards the city, its creative communities and its residents. Directors play an active role in providing leadership and direction of the organisation.

Qualities sought in all Directors

Creative Dundee has completed an audit of the skills and lived experiences of our Board, and we would particularly like to recruit new Directors who have skills in the following areas.

We do not expect anyone to meet all the points listed; and if you feel you have skills or experiences to offer that are not listed here, we still encourage you to apply if interested.

- Understanding of Dundee's creative communities.
- Commitment to the purpose and work of Creative Dundee.
- Ability to contribute to the strategic direction of Creative Dundee – ensuring that programmes, governance and finances adhere to the organisation's constitution.
- Practical knowledge of charity income generation and trading.
- Industry experience of Creative Economy, Placemaking or Social Innovation projects.
- Experience of developing work in equity and access / mental health and wellbeing.
- Policy development in the creative and cultural sectors.

Expectation and commitment

Directors are expected to attend Board meetings every quarter, one of which includes our annual AGM (quarterly meetings last approximately two hours), with occasional themed meetings held in between. Directors are encouraged to take part in training opportunities as they arise.

Directors are expected to read Board papers in advance of meetings, to be curious, ask questions and contribute to the meetings. By ensuring our Board is diverse, engaged and enthusiastic, we support the Executive Director and the staff team in delivering the best for the organisation and the city.

Directors will be invited to attend Creative Dundee events and to share the wider activities of the organisation.

Remuneration and duration

The post of Director is voluntary; any approved expenses agreed in advance will be paid. The Board will be reviewed on an annual basis at each AGM, with an expected length of tenure for Directors to be no less than 2 years. For the young people's places on Board we'd ask you to commit to at least 6 months (though we'd be delighted for you to stay longer).

Equal opportunities

Creative Dundee is committed to being an equal opportunities organisation and welcomes all applications for consideration.

We know there are candidates who may not fit every criteria we've outlined here, or who have key skills we haven't listed. If this is you, please do apply if you feel your particular experience or skill set could enhance this role.

We want to ensure that our application process does not present any accessibility barriers to potential applicants. If we can provide any assistance to support you through this process (or if you want to discuss alternative ways to show your skills and relevant experience), please get in touch: gillian@creativedundee.com.

Our vision

Dundee is an inspiring city where creative communities and residents make their ideas and ambitions happen, with collaboration and opportunity shaping the city's future.

Our mission

Creative Dundee centres creative practitioners and communities as powerful catalysts for collective good. We do this by:

- Enabling people to imagine and act together to benefit our communities and place through facilitating collaboration and nurturing collective leadership.
- Equipping creative practitioners with opportunities, connections, space and tools to strengthen creative communities in Dundee, with the ambition of enabling a more confident and optimistic tomorrow.
- Holding space to convene perspectives, striving to improve current conditions and future opportunities for creative practitioners and city residents.

We are expert collaborators, generative investors and vocal advocates for creativity and culture. Collective leadership is key in creating inspiring spaces to visualise tomorrow, harnessing experimentation, and encouraging and cultivating community leadership to ensure equitable and inclusive futures for all.

How to apply

Apply in a format that feels comfortable to you – this could be in writing, an audio recording or a video. If we can provide any assistance to support you through the application process, or if you want to discuss alternative ways to show your skills and relevant experience, please get in touch.

Please apply by detailing your **name, email address and phone number**, and let us know the following:

- What interests you about Creative Dundee?
- What can you bring to our organisation?

In writing this can be up to 300 words per question, or by audio/video up to 3 minutes each.

Send the above, or to ask any questions in advance, to Gillian Easson, Executive Director, board@creativedundee.com by the deadline: **noon, Monday 16 June 2025**.

Meetings: expected to be held on Zoom, **Monday 23 June 2025**. We'll aim to meet with all who are interested but should the volume of responses exceed expectations, we'll create a shortlist that prioritises those who outline the key qualities that we're seeking. Thanks for your understanding.

Start date: we would like new Directors to join our next Board meeting on Tue 26 August 2025, 5-7pm.