



Lewis Walker, Bornsick, EAF25. Photo: Genevieve Reeves

**EAF**

Trustee Recruitment Pack

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Community Wellbeing Collective and Temporary Art Platform, What We Make With What We Have, EAF25. Photo: Courtesy of CWC

### **TRUSTEE (4 VACANCIES)**

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EAF (Edinburgh Art Festival) has an exciting opportunity for individuals to join our Board of Trustees.

As a Trustee you will share responsibility for guiding and governing the charity as it moves into its third decade of supporting local and international partners to present an ambitious and meaningful programme of exhibitions, events, and projects across the city.

We are looking to recruit dynamic individuals who are passionate about promoting Edinburgh's vibrant visual arts. Our Trustees offer their time, experience, and networks for the benefit of the charity.

### **ABOUT US**

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EAF (Edinburgh Art Festival) is the UK's largest annual festival of visual art, taking place in August. Founded in 2004, we work with local and international partners to present an ambitious programme of exhibitions, events, and projects across the city.

We recognise EAF's unique position as being a network of many constituent parts and partners, as well as being dynamic and responsive to political change. More about EAF can be found [here](#).

### **WHAT WE DO**

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In our curated festival commissions, we collaborate closely with artists both locally and globally, to support them to explore and realise new projects.

While our August festival programming is the most public moment for this, we are committed to working with artists and grassroots artistic projects during long-term development periods, becoming a support structure for their work during our time together.

Our programme presents visitors with an alternative perspective on the festival city: platforming marginalised histories, social justice-driven work, and experimental artistic voices.

Through our focus on queer, feminist, decolonial, and environmentalist perspectives, we invite visitors to engage with art as a catalyst for reflection and action.

We also act as a central node for a network of galleries, artists, communities, programming partners, collectives, and funders, cultivating connections and expanding our networks.

### OUR PROGRAMME

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EAF is made up of three core strands, which overlap and blend together to create a strong network of multi-dimensional, interconnected programming.

- The **Festival-led** strand makes up the series of EAF-commissioned exhibitions, installations, performances, and events, creating space for challenging artist-driven work during the August festival.
- The **Civic** strand is EAF's work in year-round collaborations with local artists and communities that find alternative ways to resist through art. These projects aim to innovate safer, braver, and more accessible ways to engage with creativity, centring those historically excluded from the art world.
- The **Partner Gallery** strand brings together the diverse, exciting programmes of our 25 Partner Galleries and Museums across Edinburgh, presenting historic and contemporary work, from the emerging to the established, and the local to the global.



### ANALYSIS

Recent years have seen significant expansion in EAF's activities and audiences, and a growth in the organisation's strengths. The festival is going through an continuing shift to become more responsive to the world around us.

- Our work is **respected within the arts sector**, considered critical and noted for its commitment to supporting early-career and Scotland-based talent.
- We have a strong network of **contacts, peers, and partners**, both within the UK and internationally.
- We nurture the gallery, museum, and **visual art partnerships** in the city (25+), as well as our festival partners (10), and social justice and activist partners.
- We **nurture emerging talent** through our development programmes.
- Our work as a festival and the work of our artists and partners contributes to the local and regional **visual arts infrastructure**.
- We have a strong, experienced **staff team** and an effective, respected Board.
- Our **management structure** is designed to protect and nurture EAF's core artistic vision and enrich it through relationships with other partners.

We are at a critical point in our development. We enjoy the support of many **funders**, including multi-year funding from Creative Scotland, and a recent multi-year commitment from Paul Hamlyn Foundation. However, we are also committed to developing a multi-funder model, including the development of **membership funding**.

Our latest Annual Report can be found **[here](#)**.



## WHAT WE ARE LOOKING FOR

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Our Board of Trustees play a key role in the oversight of the charity, ensuring that it delivers against its charitable objectives, is financially sustainable, has strong governance, and safeguards the reputation and values of the organisation. Our Trustees uphold and represent our purpose, vision, and mission in a personal and professional capacity, and come from a range of backgrounds and relevant experience. Our current Board members can be found [here](#).

## SKILLS + EXPERIENCE

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We have a Board skills matrix, which helps to identify the mix of experience and knowledge on our Board, and which also highlights what gaps exist, to be prioritised in future recruitment. We have recently undertaken a Board skills audit and identified skills gaps in our Board.

Previous Trustee experience is not essential, and we are particularly keen to receive applications from Trustees with experience or knowledge of the following areas:

- **Finance (CA qualified or similar)**
- **Legal expertise**
- **Fundraising**
- **Artists and creative practitioners (festival and visual art)**

We are keen to ensure that our Board provides advice and constructive challenges to the executive team, and gives governance oversight of the charity's operations.

## BACKGROUND

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We recognise that the best way to forward EAF's commitment to social justice is to have a diversity of voice and lived experience on our Board. We particularly welcome applications from people who may be underrepresented in the arts in Scotland. This includes, but is not limited to, people from the Global Majority\*, people with disabilities or long-term health conditions, people from working-class backgrounds, and people facing intersecting barriers.

We are committed to addressing equality, diversity, and inclusion across all our work. Our current staff team is predominantly white, cisgender, and non-disabled, and, for future recruitment, we will actively seek applicants from underrepresented communities.

We will be focusing our marketing efforts to engage with networks and organisations representing these communities and will also encourage applications from rural areas of Scotland.

\*In using the term 'Global Majority' we refer to people who identify as Black, Asian, Brown, dual-heritage, indigenous to the global south, and or have been racialised as ethnic minorities

### COMMITMENT TO EAF

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The term of office is 3 years, with the option to serve for a further 3 years. Trustees would be expected to commit to the following:

- Attending **Board meetings** (4 per year, hybrid/in person, at 2hrs/meeting)
- Attending **strategy sessions** and Trustee training (usually no more than once per year) as well as the **festival** in August, including key VIP and supporter events
- Occasional **meetings with Festival staff** to support within an area of your specific expertise

More widely, Trustees are expected to advocate on behalf of the festival using a wide range of networks, and may become involved in representing, attending, and supporting various events throughout the year.

### TRUSTEE RESPONSIBILITIES

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A charity Trustee must act in the interests of the charity and comply with the Charities and Trustee Investment (Scotland) Act 2005. You will:

- Be accountable for the overall **strategic leadership** and direction of EAF
- Champion and **promote our work** through your networks
- Provide charity **oversight** through efficient, effective, accountable governance
- Ensure the organisation is **professionally run**, manages risk, operates strict financial controls, and acts in accordance with its aims and objectives
- Uphold our **core values**

As a responsible charity, we take best guidance in upholding our duties and responsibilities as Trustees. The following links provide a full overview of the current best governance practice we follow: [\*\*OSCR Guidelines\*\*](#) and [\*\*Governance in the Arts and Creative Industries\*\*](#)



### **WHAT YOU CAN EXPECT FROM US**

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We will undertake the recruitment and selection of Trustees in an open, fair, and inclusive manner. We will offer unsuccessful applicants feedback on their application.

For successful applicants, recommended to and approved by the Board, we will ensure that you have a full induction to EAF. This will include governance documents (Memorandum and Articles of Association), schedule of 2026 Board and committee meetings, contact details for all Board Trustees and Executive Staff, current Business Plan, and financial management accounts.

In advance of your first Board meeting, our Chair will meet with you to discuss the Board Agenda and any relevant decision papers.

A formal review will be undertaken each year involving you and our Chair: ensuring that priorities are established, and that the charity fully leverages your skills, experience, and interests.



Mele Broomes, through warm temperatures, EAF24. Photo: Charlotte Cullen

### RECRUITMENT PROCESS

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This is a **voluntary** position, meaning that the role is unpaid. Reasonable expenses would be reimbursed in line with the charity's expense policy.

If you would like to be considered for a Trustee position with us, please provide the following information:

- A **written statement (2 pages max)** based on what you feel you can bring to the charity. Please explain your ability and experience in relation to supporting the charity to achieve its overall aims.
- A **CV** outlining your employment history and a summary of main duties and responsibilities. If you are retired, please let us know about your last period of employment.
- A completed (optional and anonymised) **Equal Opportunities** form.

Please send your CV, statement and EO Form to **alice@edinburghartfestival.com**

If you are shortlisted, **interviews** will take place with the Chair and one other member of our Board on w/c **16 March 2026**. At this stage, you will be asked to provide contact details for two references (both of whom must know you in a professional capacity).

### RECRUITMENT INFORMATION

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All prospective Trustees must be aged 18 years or over.

The Charities Act disqualifies people convicted of offences involving dishonesty or deception (unless the conviction is legally regarded as spent), undischarged bankruptcies, and those disqualified from company directorships from acting as a charity Trustee.

If you require any adaptations to be made for any part of the recruitment process, please contact **alice@edinburghartfestival.com** in advance of the closing date.

**Closing date for applications is 6 March 2026, 12noon**

