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Photo by Bartomiej Masiukiewicz

# Join our Board of Trustees

## Vacancy Information

Please apply by 13:00 on Friday 11 August 2023

## Chair's Introduction

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Thank you for your interest in joining the Board of Wasps.

Wasps has been supporting the arts community in Scotland for 46 years. We have grown to become one of the UK's largest studio providers and home to Scotland's largest cultural community. We currently house 1,000 visual artists, 35 arts charities and 33 creative businesses at 20 locations from the Scottish Borders to the Shetland Islands. Their work in turn touches the lives of thousands of people across Scotland and beyond.

The Board is looking to make a number of appointments over the next few months, as some members reach the end of their term as Trustees. We would welcome applications from those with an interest in supporting the arts and creative industries across Scotland.

This is an incredibly exciting time to join our Board – not only will you be joining a group of likeminded experts across diverse sectors with a passion for supporting the arts, but we are about to launch multiple major projects.

We will shortly be opening a new property in Edinburgh, a cornerstone of the city's Granton Waterfront Masterplan, which will provide much needed creative industry space in the north of the city, in a high quality refurbishment of the former Granton Gas Works Railway Station building ([read more](#)).

A second major capital development to transform two disused market halls has just started on site in Glasgow – this is a multi-phase project to breathe new life into Glasgow's oldest surviving market halls, returning them to their former life as market and events halls, and be a part of the regeneration of the River Clyde as a social asset to the city ([read more](#)).

We want our Board to truly reflect the values of Scotland in all its forms, and we are committed to appointment on merit. We value the benefits of having a gender-balanced Board with different points of view and experiences, and actively encourage applications from people located all across Scotland, as well as disabled people, LGBTQIA+ people, people of all ethnic backgrounds and people under the age of 50.

This is an opportunity to make a valuable contribution to the nation's cultural landscape. The enclosed pack contains more information, but please contact our team if you have any questions about the role.

**Karen Anderson**  
Chair of Wasps

## Required Skills

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We are recruiting for Trustees for appointment in two phases, and are seeking individuals with experience in key industry areas to complement the skillset of our existing Board Members.

### Phase 1 – for appointment from late 2023

We are looking for candidates with skills in one of the areas below:

- Property Development/Construction
- Business/Entrepreneur
- Law (ideally property/construction)
- A current Wasps artist tenant

### Phase 2 – for appointment from June 2024

We are looking for candidates with skills in one of the areas below:

- Finance/risk management
- HR/employment law
- Higher Education in the Arts (practice based)





## About Wasps

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**Our mission** is to provide space and support activities in which creators can prosper

**Our vision** is to be an inspirational home for creative practice. Through activities and advocacy we will continue to deliver affordable spaces in which the broad artistic community can realise and share its talent and skills

Wasps has been supporting the arts community in Scotland for 46 years. We have grown to become one of the UK's largest studio providers. Wasps currently houses 1000 creative people, including 33 arts charities and 47 creative businesses across 20 locations, from the Scottish Borders to the Shetland Islands. Their work, in turn, touches the lives of thousands of people across Scotland and beyond.

Wasps' activities support the regeneration of communities across Scotland. We redevelop redundant, historic buildings and convert them into essential facilities for artists and creative industries, improving the heritage and economy of the communities in which they are based.

Wasps supports its creative community with an arts enterprise programme, including exhibition, workshop and residencies opportunities, along with professional development support, delivered across our eight galleries and two residency spaces.

Wasps has worked hard to become financially self-sufficient for our core operations over the past six years, while continuing to focus on providing affordable studios to artists and makers across Scotland. Our day to day operation is funded from studio rental income. This is used to ensure studio buildings are managed, maintained and compliant with current health, safety and fire regulations, as well as managing utility costs. As a not for profit organisation, we apply for external capital and revenue funding for any new activity, including our capital development programme and arts enterprise activities. To date we have raised c. £32 million to invest in buildings for creative use across Scotland. We now own approximately two thirds of our property portfolio providing additional stability to our development programmes.

[Download our Annual Reviews](#)



## Wasps Group Structure

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The Wasps Group has three entities, which are overseen by a joint Board/Directors:

- **The WASPS Trust** - formed in 1993 to create a portfolio of property assets, owned in trust for the Scottish arts community and operated to the benefit of current and future generations of artists and the wider public.
- **Workshop & Artists Studio Provision Scotland Limited** (*known as Wasps Ltd*) - fully owned by Wasps Trust, and leases the spaces created by Wasps Trust, at affordable rents, to artists, arts charities and creative industries. It also runs an artistic programme which includes open studios, residencies and exhibitions, in partnership with artists, arts organisations and cultural agencies.
- **Wasps Creative Industries CIC** - fully owned by Wasps Ltd., has helped develop commercial workspace within the group with profits reinvested in Wasps Ltd.

A joint Board of Trustees/Directors sets the strategy for the Group. The Group Board consists of a maximum of 15 Trustees/Directors with members drawn from a variety of backgrounds including property, arts, law and finance.

A staff team of 26 manages the group on a day to day basis and are led by a Chief Executive Officer who is also a Trustee and Executive Director.

[Read more about our organisational structure](#)

## Commitment and Responsibilities

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The Wasps Board meets at least four times a year, typically in March, June, September and December. Board members are also expected to serve on one of our three Sub-committees (which also meet at least four times a year), based on their expertise: Projects & Property, Finance & Resources, or Arts & Enterprise (incorporating marketing and communications)

Meetings are normally held in hybrid format both at Wasps Head Office in Glasgow and online via Zoom, although we encourage attendance in person for the meetings of the main Board wherever possible. Meetings are typically held from 5pm to 7pm. Our meeting venue is fully accessible.

Board Members are unremunerated, but reasonable travel expenses to meetings will be reimbursed.

As a Board Member, you will become a Trustee of The WASPS Trust and Wasps Ltd, and registered as a Director of Wasps Ltd with Companies House. These roles carry responsibilities which you are encouraged to understand fully before applying. You can read more about these at the links below:

[OSCR: Guidance and Good Practice for Charity Trustees](#)

[GOV.UK: Being a Company Director](#)

# How to Apply

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## Step 1 – Apply

To apply, please send a copy of your CV and a covering letter outlining why you consider yourself suitable to join the Board, along with the relevant skills and experience you can bring. Applications should be emailed to: [board@waspsstudios.org.uk](mailto:board@waspsstudios.org.uk) with the subject line 'Private and Confidential – Board Member Application'.

Applications should be received **no later than 13:00 on Friday 11 August 2023**, although you are encouraged to apply as soon as possible as we may begin contacting applicants before this date.

## Step 2 – Equality, Diversity and Inclusivity Monitoring

To help us understand the reach of this vacancy, please complete our anonymous Equality, Diversity and Inclusivity Monitoring Form. We record which vacancy your form submission relates to, to help us understand the reach of different roles, but your information is stored separately to your application with no personal identifiers.

[Equality, Diversity and Inclusivity Monitoring Form](#)

**Discussion about the Role:** If you have any questions, or would like to arrange a discussion about the role or any aspect of the application, please email [board@waspsstudios.org.uk](mailto:board@waspsstudios.org.uk).

**Interviews:** We intend to hold interviews in late August/early September 2023.

**Eligibility to be a Trustee and Director:** Some people are not allowed by law to be the Trustee of a charity or the Director of a limited company. Due to the nature of this appointment, we cannot accept applications from:

- Someone with an unspent conviction for an offence involving dishonesty or an offence under The Charities and Trustee Investment (Scotland) Act 2005.
- Someone who is an undischarged bankrupt or has a Protected Trust Deed.
- Someone who has been removed under either Scottish or English Law or the courts from being a charity trustee.
- Someone who is disqualified from being a company director.

As part of our due diligence process, we *may* request that references be provided.

**GDPR:** By submitting your completed application form you are giving your consent to your data being stored and processed for the purposes of the recruitment process, equal opportunities monitoring and your Board Member record if you are a successful candidate. Personal data will be managed in compliance with the General Data Protection Regulation (GDPR).

To request this document in an alternative format, email [board@waspsstudios.org.uk](mailto:board@waspsstudios.org.uk) or phone 0141 553 5890

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141 Bridgegate  
Glasgow  
G1 5HZ

[waspsstudios.org.uk](http://waspsstudios.org.uk)  
[info@waspsstudios.org.uk](mailto:info@waspsstudios.org.uk)

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The Wasps Trust is a charity registered in Scotland (SC022115). Workshop & Artists Studio Provision (Scotland) Limited is a charity registered in Scotland (SC001351). It is also a company limited by guarantee registered in Scotland (SC062117). Wasps Creative Industries C.I.C. is a community interest company registered in Scotland (SC383609). The registered office for the above 3 entities is: The Briggait, 141 Bridgegate, Glasgow, G1 5HZ.

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