

YOUNG SCOT

Chair Recruitment Pack

young.scot



Welcome from the Chief Executive

Come help shape a Scotland where every young person can thrive.



Dr John Loughton BEM
Chief Executive
Young Scot

Thank you for your interest in becoming Chair of Young Scot.

This is an exciting moment for our organisation. Young Scot has been supporting young people in Scotland for more than 40 years, providing trusted information, opportunities, rewards, participation and digital services that help young people navigate life, realise their rights and influence the decisions that affect them.

In line with our governance requirements our current Chair Elma Murray is stepping down after making a substantial impact over three terms.

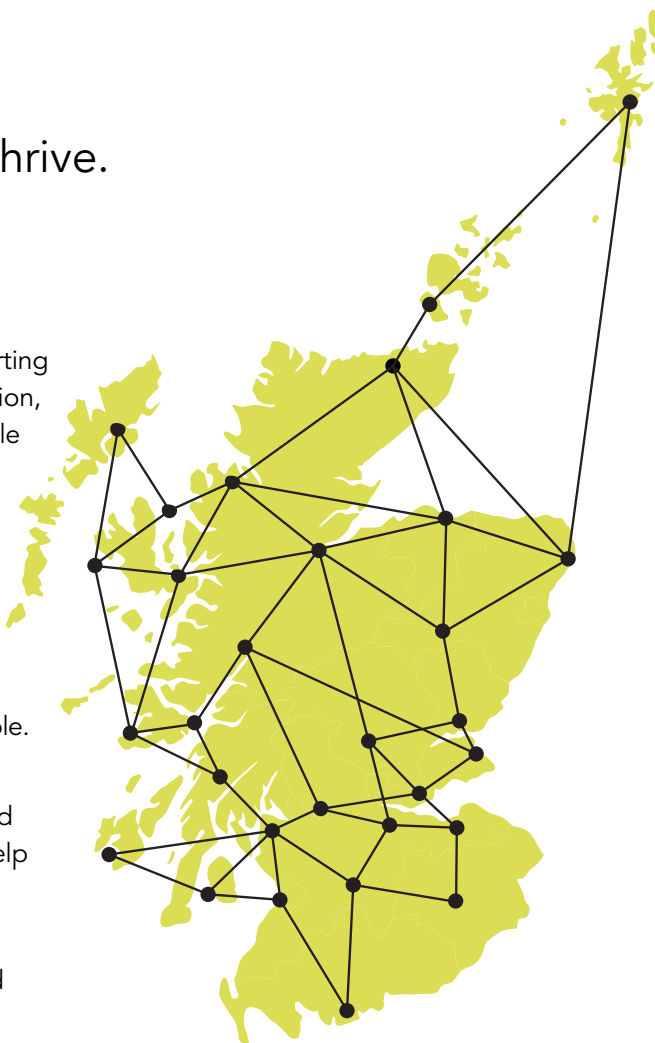
As Chair, you will play a pivotal role in helping Young Scot deliver its mission and maximise its impact for young people aged 11–26. You will provide leadership to the Board, support and challenge the executive team and help ensure the organisation remains ambitious, innovative and financially sustainable.

Young Scot is a national charity with a strong public profile and extensive partnerships across local and national government, the public sector, the third sector and business. The successful candidate will have the opportunity to help shape the organisation's next chapter as we continue to evolve our services, strengthen our influence and amplify young people's voices.

We are looking for a Chair who shares our commitment to young people and who can bring strategic insight, excellent governance, support innovative transformation and a collaborative leadership style.

We hope you will consider joining us.

Warm regards,

A handwritten signature in black ink, appearing to read 'John Loughton'.

About Young Scot

Young Scot is the national youth information and citizenship charity for young people aged 11– 26 in Scotland. We are a constant in the lives of young people. Delivering direct services for over 40 years, we are woven into the very fabric of growing up in Scotland.

Within our strategic vision, our focus is to continue to build an organisation with a growth mindset that is financially sustainable, adaptable to change and has a strong team and infrastructure to deliver consistently excellent work for young people.



Our Vision

All young people in Scotland are connected to information, opportunities and experiences that support them to live happy and fulfilling lives.



Our Mission

We will meaningfully improve the lives of young people by delivering relevant, accessible and inclusive services that are responsive to the evolving environments in which young people live, learn, work and play.

Our Values

The core values that underpin Young Scot's approach to realising this vision are:

Supportive

We act with honesty, integrity, competence and accountability to young people and our partners.

Evidence-driven

Our decisions and innovations are guided by data, insight and real experiences.

Sustainable

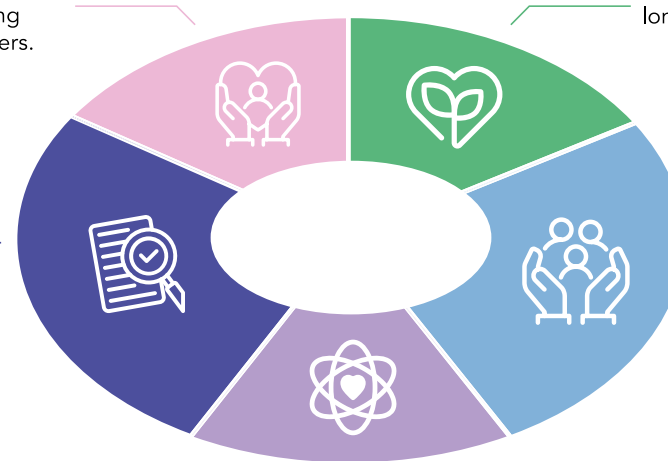
We co-design lasting solutions with young people, prioritising long-term impact over short-term

Inclusive

We are trusted by young people. They are at the heart of everything we do, shaping our actions and priorities. We challenge inequalities and ensure all young people can access our services.

Ambitious

We drive meaningful change where it's needed most, ensuring young people feel happy, hopeful and inspired about their future.



About Young Scot

As the national organisation dedicated to informing, empowering and amplifying the voices of young people, we engage with hundreds of thousands of young people every year through our digital services, local partnerships and national programmes. We have 210,000 young members, and over 900,000 young citizens have our Young Scot Card. Working in partnership with local and national government, the public sector, third sector, business and young people themselves, we provide:

- Trusted information and advice
- Opportunities and rewards
- Youth participation and co-design
- Digital products and innovative services
- Research and insight from young people
- Programmes that support inclusion, wellbeing and active citizenship

Everything we do is informed by young people and designed to help create a fairer Scotland. We are committed to being an explicitly anti-racist organisation, and we work hard to ensure diversity, equity and inclusion is at our core.



“Being a young person - and Vice Chair - on the Board of Young Scot has shown me that our voices don’t just deserve to be heard - they can genuinely influence decisions that affect young people across Scotland. Our Chair plays a vital role in creating a culture where every Trustee feels valued and where young people’s perspectives are at the heart of the organisation. It’s a privilege to be part of a Board that listens, challenges and works together to make a real difference, and I look forward to working with the successful candidate.”

Amy Simmons,
Vice Chair and Young Trustee, Young Scot

Our Impact

Young Scot is proud to be a trusted presence for young people and stakeholders alike. We make significant positive change across Scotland to thousands of young people, please click here to read our latest [IMPACT REPORT](#) and recently published [STRATEGIC PLAN](#).

About Our Board

The Young Scot Board has an extensive range of expertise, experience and energy that helps us deliver outcomes for young people. The Board currently consists of 12 Directors/Trustees and a Company Secretary. This includes our office bearers of a Chair and two Vice Chairs. Importantly, of the 12 Directors, four of them are young people, and this is a minimum representation we are committed to maintaining.

There are three Board sub-committees which we encourage Trustees to participate in: Nominations and Development Committee; Finance and Audit Committee and Remunerations Committee.

Who We Are Looking For

We are seeking an exceptional and dynamic leader, who is forward-looking and shares our commitment to improving outcomes for young people.

We welcome applications from people with a diverse range of backgrounds, industries and experiences.

Essential qualities:

- Clear commitment to Young Scot's vision, mission and values
- Experience of strategic leadership at board or executive level
- Strong understanding of governance and organisational accountability
- Ability to lead inclusive and effective teams and meetings
- Excellent communication and relationship-building skills
- Sound judgement and the ability to navigate complexity
- Commitment to equality, diversity and inclusion
- Experience of supporting positive transformation and novel innovation

We would particularly welcome experience in one or more of the following are:

- Cross-sector leadership delivering social outcomes
- Youth empowerment and civic rights
- Income generation and industry partnerships
- Policy development and influencing
- Financial oversight and risk management
- Organisational scaling and innovative transformation
- Digital innovation and technology

Time Commitment

The Chair role is voluntary and unremunerated.
Expected commitment:

- Three Board meetings; one strategy day and one strategic risk register session per year (in person preferred, but hybrid available)
- Board Sub-Committee meetings as required
- Regular meetings with the Chief Executive
- Additional strategic planning sessions and development events
- Representation at stakeholder meetings and organisational events, e.g. Young Scot Awards, Parliamentary Receptions.

The anticipated time commitment is approximately no more than two days per month.

Reasonable expenses can be reimbursed.

Term of Appointment

The Chair will be appointed for an initial term of three years, with the possibility of re-appointment in line with Young Scot's governing documents.

Diversity, Equity and Inclusion

Young Scot believes that better decisions are made when different experiences, perspectives and voices are represented around the table.

We are committed to continuing to build a diverse Board that reflects the communities and young people we serve.



The Role of the Chair

Key responsibilities include:

Governance and Leadership

- Lead the Board and ensure its effectiveness
- Ensure the charity fulfils its legal and regulatory responsibilities
- Foster a culture of constructive challenge and informed decision-making
- Ensure effective trustee succession and development
- Promote high standards of governance and accountability
- Ensure meaningful intergeneration co-production and youth empowerment

Organisational Purpose and Strategy

- Support the development and delivery of Young Scot's strategic vision
- Ensure the organisation remains focused on its mission and impact
- Help identify emerging opportunities and risks
- Encourage innovation and long-term thinking

Partnerships and Ambassadorship

- Act as a visible ambassador for Young Scot
- Build and maintain relationships with key stakeholders
- Support the organisation's influence with government, funders and partners
- Champion the voice and rights of young people
- Actively pursue new collaborations and opportunities for the organisation

Supporting the Chief Executive

- Develop a strong and effective relationship with the Chief Executive
- Provide support, challenge and guidance
- Lead the Chief Executive's appraisal and performance review process

How to Apply

Please submit:

- A CV (no more than three pages)
- A covering letter (no more than two sides of A4) outlining, why you are interested in the role, how you fit the above desired profile and the contribution you would make

Closing date: 6 September 2026

For an informal conversation about the role with either the CEO or a Young Scot Trustee, please contact: recruitment@young.scot.

Interviews are provisionally envisaged to occur across late September (subject to availability) with a strong preference for in-person engagement at our Edinburgh Office.

Together, we can help create a Scotland where every young person is informed, included and empowered to shape their future.



**YOUNG
SCOT**
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