Trustee / Director Recruitment Pack

Thank you so much for your interest in Fèis Rois. This pack contains the following information:

1. Job description
2. Person specification
3. How to apply
4. Information about Fèis Rois and our work

Please note, we particularly encourage applications from individuals who are historically under-represented on boards due to age, disability, ethnicity, faith or belief, sex, gender identity, sexual orientation, education, socio-economic background, or those with caring responsibilities.

Candidates who may not think they fit the typical criteria required for Board membership, but who are inspired to contribute to our work, are warmly encouraged to apply. Training will be provided for all new board members.

If you are thinking about applying to join our Board, but would like to know more, please feel free to request an informal conversation with either our Chief Executive and Artistic Director, Fiona Dalgetty, or our Chair, Anna-Wendy Stevenson by emailing fios@feisrois.org

Fèis Rois is a company limited by guarantee, registered number SC123137, recognised by the Inland Revenue as a Scottish Charity with number SC017647, and with an official address at Robertson House, Greenhill Street, Dingwall, IV15 9JQ. The organisation's status as both a company limited by guarantee and a charity means that Board members are both trustees (of the charity) and directors (of the company). We use these titles interchangeably when referring to our Board members.

Recruitment timeline

- Positions advertised: Thursday 5th November 2026
- Deadline for applications: Friday 27th November, noon
- Follow up conversations to be held week commencing 30th November.
- AGM held in Robertson House, Dingwall at 6pm on Tuesday 8th December 2026.

JOB DESCRIPTION

Role

Member of the Board of Trustees/Directors (part-time, voluntary)

Purpose of the role

The role of Trustees is to ensure that Fèis Rois operates within the law and implements its charitable purposes. Collectively, the Trustees:

1. Oversee and contribute to the good management and effective governance of the company
2. Agree the company's strategic direction
3. Work together to maintain the company's core vision, purpose and aims.

Time Commitment

- Attendance at 4 meetings a year, either online or in Dingwall. Each meeting is usually 2 hours long. Board papers are sent in advance to give members a chance to review.
- Attendance at an annual whole day development day to focus on company development
- Between quarterly meetings, contributing to email conversations that may arise from time to time, e.g. on issues around recruitment, funding, etc, etc.
- Contributing to the work of any time-limited working groups set up to complete a specific task, e.g. updating a particular policy area
- Occasionally, between meetings, phone calls or discussions over coffee with the Chief Executive where specific/specialist advice is needed.
- Attendance at performances and events, where possible.

Salary / fee

This is a voluntary role. However, reasonable expenses will be reimbursed.

Reasonable expenses might include travel, accommodation, subsistence allowance, childcare, and/or access costs. If you are unsure what else might count as a reasonable expense, please ask.

Length of term

Members are elected for an initial term of three years. Members can be re-elected once, e.g. for a second term of three years.

Location

Fèis Rois is based in Dingwall but attendance via online meetings is possible.

Start date

To be mutually agreed but, ideally from 8th December 2026.

Roles and Responsibilities

- To lead, support and encourage the development of Fèis Rois
- To ensure that the company operates in a manner consistent with its purpose and values
- To review and approve key staff appointments, business plans, policies and budgets
- To be an advocate for the work of Fèis Rois
- To act with care, diligence and skill
- To be fair and responsible employers
- To act with honesty and in good faith
- To ensure the company complies with the law and with the requirements of Companies House and OSCR
- To avoid and/or declare conflicts of interest
- To review and manage risk
- To ensure that the company acts within the terms of grants received
- To ensure the production and distribution of audited accounts
- To treat company information as confidential
- To regularly review and evaluate the performance of Fèis Rois

PERSON SPECIFICATION

It is important that our Board is made up of people with a range of experiences, skills and backgrounds to help us to shape, support and realise our purpose and aims.

We are seeking people who:

- Have real enthusiasm for Fèis Rois' purpose and programme of work
- Are passionate about the impact and power of the arts and creativity
- Understand the importance of providing opportunities for people of all ages to engage with Scottish traditional music and the Gaelic language in contemporary contexts
- Can bring sound, independent judgement, and act as a critical friend to the company and to the Chief Executive in particular
- Have an understanding of governance (though training can be provided)
- Enjoy working collaboratively
- Can advocate for Fèis Rois and champion the company's work

We welcome applications from individuals from a variety of experiences and backgrounds.

On this occasion, we are particularly interested in hearing from people who bring experience in:

- **Cyber security, data protection** and/or **web development**
- **Fundraising** and, in particular, **philanthropic giving** and **donor relations**
- **Child Protection** and **safeguarding**, including those with **a professional career background in health, care and/or social work**

ABOUT FÈIS ROIS

Mission
To create transformative opportunities for people of all ages to engage with traditional music and the Gaelic language.

Vision
A Scotland that nurtures, values, and celebrates traditional music and the Gaelic language at home and around the world.

Funding
Fèis Rois is in a strong position with several earned income streams, regular donations and sponsors, as well as multi-year funding secured from:

- Creative Scotland (2025 – 2028)
- Bòrd na Gàidhlig (2025 – 2028)
- SSEN (2025 – 2028)
- Paul Hamlyn Foundation (2025 – 2027)
- Culture Collective (2026 – 2028)
- Communities Mental Health & Wellbeing Fund for Adults (2026 – 2028)

This is an addition to annual core funding from The Highland Council and several other annual project funds and service delivery contracts.

Current Board members include:

1. Anna-Wendy Stevenson, Chair (appointed 2025)
2. Alex Urquhart-Taylor, Vice Chair (appointed 2020 and due to step down 2026)
3. Calum MacAulay, Treasurer (appointed 2022)
4. Grace Stewart-Skinner (appointed 2022)
5. Tom Boyd (appointed 2023)
6. Megan Dale (appointed 2023)
7. Don Esson (appointed 2023)
8. Carrie Forbes (appointed 2023)
9. Jamie MacDonald (appointed 2025)

A biography for each Board member can be found here:
https://feisrois.org/about-feis-rois/our-board/

Staff Team
In January 2022, Fèis Rois implemented a 4-day working week with no loss of earnings for all staff. All PAYE staff listed below are full-time unless otherwise stated.

In November 2026, Fèis Rois has a team of 11 staff on the payroll. In addition, the charity contracts 150+ freelance musicians, artists and creative practitioners each year to work across its expansive education programme in schools and in the community.

Staff Team, November 2026:

1. Fiona Dalgetty, Chief Executive and Artistic Director
2. Lorraine Aburrow, General Manager
3. Rachael Duff, Education Manager
4. Marisa Astill-Brown, Community Engagement Programme Producer
5. Eoin Cumming, Gaelic Officer (0.5FTE)
6. Sophie Stephenson, Gaelic Officer (0.5FTE)

In addition to the 5 FTE PAYE staff working on the core programme at Fèis Rois, the charity also employs 4 full-time staff who are working on a 20-month Culture Collective project in Dingwall & Seaforth. They are:

1. Sheila Wickens, Project Manager
2. Allan Henderson, Musician in Residence
3. Kevin MacNeil, Writer in Residence
4. Lizzie Wood, Environmental Artist in Residence

An additional full-time, fixed-term post of Event Producer for the Dingwall 800 project is currently held by Siobhan MacIntyre.

You can read more about the organisation at www.feisrois.org and follow @feisrois on Facebook, Instagram, YouTube, TikTok and LinkedIn.

HOW TO APPLY

To apply, please send a CV and short covering letter stating why this voluntary opportunity interests you to fios@feisrois.org by noon on Friday 27th November 2026.