

# JOIN OUR BOARD



Tinderbox Collective are recruiting for new board members. If you are interested, please see below for information about the charity and the role. Thanks for your time.

[www.tinderboxcollective.org](http://www.tinderboxcollective.org)

## Who are we?

Tinderbox Collective is diverse and multifaceted community of young people and creatives that empowers the next generation through music and the arts.

## Why do we exist?

- For Young People - especially those living in poverty or who are marginalised or face different forms of discrimination.
- For Artists and Audiences – to support and platform emerging artists and create professional productions for public audiences.
- For The Sector – working strategically with creative sector organisations to develop new ways of working, increase impact and advocate for the sector.

## What is the change we want to see?

**Our Vision:** A creative, ambitious and inclusive youth and cultural sector – one that cuts across social and economic divides, brings together diverse influences, and is listened to and valued by society.

**Our Mission:** To ignite a creative spark in people – one which fills them with confidence, imagination and a sense of possibility, and which enables people to achieve things they never thought possible.



## How do we do it?

- **Tinderbox Projects:** These projects build and strengthen Tinderbox's core community of young people, musicians, artists and youth workers.
- **Partnerships:** Collaborative and mutually beneficial work delivered with partners - this work spreads Tinderbox's ethos & approach, while introducing us to new ideas, networks and learning.
- **Productions:** Development and commissioning of artworks, music, shows & events that reach public audiences and create professional work & development opportunities for artists.
- **Networks & Advocacy:** Facilitating and supporting national & international networks, collaborating with researchers and advocating for the sector.

## What is our approach?

All our work at Tinderbox is underpinned by our core values:

- To care for each other & build lasting friendships
- To dream big & forge radical connections
- To take risks & create space to play
- To fight for our creative future

Four cross-cutting themes shape how we work with young people, artists, partners and audiences, ensuring all our activity is ambitious, inclusive, artist-led and rooted in meaningful access and empowerment:

- Youth empowerment
- Artist development
- Professional quality and ambition
- Access and inclusion

Our work over the next four years will be shaped by four strategic goals:

1. Widen our reach and maximise our impact for young people.
2. Increase our cultural output and engage a new generation of artists and audiences.
3. Strengthen and connect Scotland's wider music and arts sector.
4. Develop Tinderbox as a robust and resilient organisation and maximise its long-term sustainability.



## Who are we looking for?

At this crucial time in Tinderbox's development, we are looking for committed individuals to join our dedicated board of trustees. We are looking for people who are, first and foremost, excited and inspired by our work.

## Equity and underrepresented voices

We are actively committed at Tinderbox to building a team and a board that better reflects the rich identities, experiences, and communities of the young people we serve. We recognise that diversity strengthens creativity, broadens perspectives, and deepens understanding. By fostering an inclusive and equitable environment, we aim to ensure that young people see themselves represented, heard, and valued within our organisation at all levels. We would welcome hearing from people who are discriminated against, at a disadvantage, who have particular needs, a disability, BPOC+, those from diverse ethnic communities and all those who feel they are not commonly represented in the arts sector.

## HR expertise

As Tinderbox continues to grow its core and freelance team, we would particularly welcome candidates with Human Resources experience to help guide best practice in supporting, developing, and sustaining a thriving and happy team.

## Music industry expertise

As the scale and diversity of our programmes continue to evolve, insight from individuals with experience in the music industry would be invaluable in helping us strengthen partnerships, broaden opportunities for participants, and navigate this part of the wider sector.

Overall, we also hope you will be passionate about music and the arts, fervent in your desire to give young people access to music regardless of their personal circumstances and convinced of the impact music can have on young people's wider lives



## What does the role involve?

The role of a trustee is to:

- Ensure Tinderbox is carrying out its purposes for the public benefit
- Ensure compliance with governing document and the law
- Act in charity's best interests
- Ensure the organisation is managing resources responsibly (duty of prudence)
- Act with reasonable care and skill

## Additional responsibilities may include:

- Contribute to the **strategic direction** and long-term sustainability of the organisation
- Provide **oversight and accountability** for the charity's activities and impact
- Support and constructively challenge the **senior leadership team**
- Ensure **strong financial oversight**, including reviewing budgets and financial performance
- Champion **safeguarding, equity, diversity and inclusion** across the organisation
- Act as an **ambassador and advocate** for Tinderbox within relevant networks
- Attend and actively participate in **board meetings and strategic discussions**
- Use personal skills, knowledge and networks to **support the organisation's development**

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*“It's an absolute privilege to offer my time and skills to such a fantastic organisation. Being on the Tinderbox board has been fascinating, uplifting and rewarding, and I would urge anyone with an interest in getting involved to get in touch to find out more.”*

— *James Coltham, Tinderbox Trustee*

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## What is the commitment?

**Meetings:** Trustee meetings are held four times a year at the Tinderbox HQ in Leith, Edinburgh. There is always the opportunity to join these online if face-to-face attendance is not possible and all trustee meetings are run on a hybrid basis. Candidates that are not local to Edinburgh are therefore welcome to apply and can be accommodated. Half-day and full-day meetings will be scheduled occasionally as and when needed for the development of strategy or significant plans. We expect this to happen no more than twice a year.

Some additional time outside of meetings will be required for fundraising, networking, making introductions, reviewing policies and plans and meeting with Tinderbox's leadership team. It is hoped that Trustees will also attend key events and performances throughout the year when possible.

## Remuneration

This is a volunteer role and as such will not be salaried.

## How do I apply?

Please send a covering letter (no more than two sides) outlining what you feel you can contribute to the work of Tinderbox and why you would like to join our board, along with an up-to-date CV. The closing date is midday on Friday 10th April, after which point we will be holding informal interviews with prospective shortlisted candidates on a case-by-case basis and subject to availability.

## How do I find out more or register my interest?

Thank you so much for your interest in your role.

Please contact Tinderbox CEO and Artistic Director **Jack Nissan** on [jack@tinderboxcollective.org](mailto:jack@tinderboxcollective.org) or Tinderbox's Chair, Marianna Hay ([marianna@tinderboxproject.co.uk](mailto:marianna@tinderboxproject.co.uk)) for more information about the role and to register your interest. [www.tinderboxcollective.org](http://www.tinderboxcollective.org)