

Welcome

Thank you for your interest in joining our Board of Trustees.

The past few years have been transformative for CCA, demanding adaptability and renewed commitment to our vision. As we move forward, we remain dedicated to being a forward-thinking cultural organisation for artists, audiences and communities.

This pack outlines our organisation, ambitions, and the trustee role at this pivotal time. We hope it gives you a clear picture, and welcome any enquiries.

2025 is a significant year for CCA as we implement our recovery and turnaround plan. We are evolving our governance to amplify staff voices and reflect the artists and communities we serve. Trustees play a vital role in shaping our mission and ensuring accountability and sustainability. It is a stimulating, rewarding role, working with a dedicated and creative staff and board in a supportive environment.

CCA needs a well-rounded Board at this critical point in our journey. We welcome individuals who can think strategically, analyse complex information, steer priorities (including financial sustainability), and uphold the principles of charitable governance. Trustees must act in the charity's best interests and comply with OSCR, the Scottish Charity Regulator.

For this round of appointments we are seeking several new trustees with expertise in areas such as: **artists and local representation, EDI, culture and heritage, finance, communications, organisational change, HR, Venue Management, Health and Safety, safeguarding, accessibility, legal, and environmental sustainability**. We particularly welcome applicants from underrepresented backgrounds, reflecting our commitment to equity and inclusion. As a trustee, you will help shape meaningful opportunities for artists, support bold artistic work, and contribute to a history of civic engagement and artistic freedom.

This autumn, our current Chair comes to the end of their term as a trustee. A new Chair and CCA Staff will have direct input into this Trustee recruitment process. A key priority for incoming trustees will be to launch the subsequent recruitment of a new permanent leadership role with a vision for CCA's future. Incoming Trustees will support a review of our values, policies and ethical fundraising, and make commitments going forward.

This is an exciting opportunity to contribute to one of Glasgow's most dynamic and experimental arts venues and to play a key role in shaping its future. As a trustee, you will make a real difference to the future of contemporary practice in Scotland, while deepening your own appreciation of the role art can play in people's lives across diverse communities. You'll join a board and staff team working together towards a more open, inclusive, and resilient CCA.

We would love to read your application.



Organisational Background

The past few years have brought significant challenges for many arts organisations. In response, CCA has focused on building resilience, creativity, and a renewed model for the future. As we emerge from restructuring and recovery, we are committed to ensuring CCA remains a vital and sustainable cultural hub.

Overcoming financial and organisational pressures has strengthened our resolve for lasting change. We are refreshing our processes to ensure leadership reflects our principles and meets CCA's evolving needs.

We have ongoing secure support from Creative Scotland, a critical endorsement of CCA's artistic excellence and social impact. We have benefited from the UK Shared Prosperity Fund (administered by Glasgow City Council), and are awaiting the announcement of further support from the GCC Communities fund, providing investment for our Community Engagement programme strands. The implementation of our business turnaround plan and a focus on building a sustainable model, including income generation, will provide a stable foundation for the years ahead, allowing us to develop opportunities for artists, innovative programming, and the long-term sustainability of CCA.

As Sauchiehall Street is redeveloped into a cultural heritage district, CCA is well-placed at the heart of this regeneration. This is a timely opportunity to shape our next chapter, and board members will play a key role in ensuring CCA remains a vital, innovative, and accessible space for contemporary arts in Glasgow and beyond.

Who are we...

[Centre for Contemporary Arts](#) (CCA), on Glasgow's Sauchiehall Street, is a not-for-profit, multi-purpose arts and culture organisation. Our location has been an arts centre for over 50 years, formerly the Third Eye Centre. We programme thought-provoking, often experimental work, valuing collaboration and partnership throughout. We provide a platform for a broad cultural programme that enriches Glasgow's art scene while holding national and international significance and strive to promote equity through our work and engagement with diverse audiences.

Our [open-source approach](#) to event programming is a pioneering initiative in Scotland, supporting more than 200 programme partners every year to present work to a wide range of audiences. The ultimate aim is to provide the public with a diverse, high-quality, high-volume, and engaging cultural offering. This strand of work co-exists with the cultural programme, often complementing and enhancing it. CCA exhibitions expand understandings of Scottish culture and its global connections. Our Schools and Young People Programme builds meaningful links locally, with a focus on widening access and supporting additional needs.

Our community engagement strand encompasses [Common Ground](#) and the [Glasgow Seed Library](#). Common Ground provides a safe and inclusive space for refugees and individuals in the asylum process, addressing isolation, fostering connectivity, and promoting collaboration among participants and the broader community. The Glasgow Seed Library focuses on environmental sustainability, critical climate issues, and community engagement.

Housed in the Alexander 'Greek' Thomson building, the CCA complex also incorporates the in-house [Third Eye Bar](#), a not-for-profit venture that supports the Centre's aims and building upkeep, whilst we are seeking new operators for our courtyard café. It is also of great value to have so many other cultural organisations in the building, CCA's cultural tenants, whose work complements our programme.



Our Values

The business values that CCA has been using in recent years are:

1. Artistic quality and experimentation

CCA platforms work, which is experimental and often explores new concepts or ideas. Artistic quality is a curatorial value running through the heart of our programme, making space for artists at all stages of their lives and careers through open-ended opportunities for experimentation and reflection.

2. Critical thinking and conversation

Critical thinking and conversation are fundamental values that drive the work of CCA with artists and community groups. We believe in fostering an environment where diverse perspectives are welcomed and where thoughtful, constructive dialogue can flourish. We promote the exploration of ideas, enabling staff, artists, community members and audiences to pursue knowledge, understanding, and positive social transformation. The exhibitions we curate and the partner work we platform contribute to local, national and international conversation - connecting audiences with new ideas and creating space for reflection.

3. Addressing inequalities

CCA is committed to challenging discrimination in all its intersectional forms and ensuring that our spaces, programmes, and governance structures reflect the diversity of the communities we serve. We recognise that inequities persist across race, gender, sexuality, class, disability, migration status, and other lived experiences, and we aim to actively dismantle barriers that prevent full participation in the cultural sector. Our vision is for CCA to be a place where everyone feels welcome, respected, and represented.

4. Collaboration and partnership working

CCA believes that by actively engaging in collaborative efforts, we broaden access, amplify impact, and create a more diverse range of events and opportunities. Through our partnership-based approach, we share the building and resources with artists, organisations, and individuals, fostering a collective environment that encourages the exchange of ideas and cultivates creativity.

5. Sustainable development

CCA is committed to enhancing the quality of life in all aspects of operations, for the benefit of all. We recognise our responsibility in reducing emissions across the organisation and in our venue, and we are committed to exploring what de-growth means for CCA's programmes of work. We are committed to implementing sustainable practices as well as creating space for discussion and reflection on the climate crisis.

As CCA will be reviewing and developing its current organisational values, with input from the incoming board members.



What we are looking for

As part of our succession planning, we seek new trustees with skills to guide CCA's funding ambitions and strengthen governance, including:

- Artists and representatives of the communities we serve
- Capital and Heritage projects
- Communications and external relations
- Community leadership, advocacy and local representation
- Equality, Diversity & Inclusion and social justice work
- Environmental sustainability and climate action
- Financial, accountancy, and business development
- Venue Management and Health & Safety
- Hospitality management
- HR, Fair Work and coaching
- Income Generation and Fundraising
- Legal expertise
- Organisational change and risk management
- Safeguarding and Accessibility

We especially encourage applications from underrepresented groups in the arts, including disabled people, people from the Global Majority, working-class individuals, and those aged 18–30, reflecting our commitment to equity and inclusion.

What we will expect of you

CCA's trustees share a passion for building a sustainable, inclusive, and equitable cultural sector. Trustees collectively guide the organisation through stewardship, advocacy, accountability, and securing resources. The Board has a particular role to create the conditions that champion that through trustees' collective responsibilities in **stewardship, advocacy, accountability** and securing resources and opportunity.

The role of a trustee is to ensure CCA is well-governed, professionally run, and aligned with its charitable aims. Trustees are required to help support and promote CCA's **mission** and **strategy**, which fulfils its purpose, and ensure that it is able to account for its activities to OSCR, our public funders and the public.

The Trustees must ensure **compliance** with company and charity law, all other relevant legislation and regulations (including in relation to employment, health & safety, data protection and so on) and operate within the terms of its current Memorandum and Articles of Association.

Trustees take **collective responsibility** for CCA's **legal** and **charitable responsibilities**, including optimising CCA resources and ensuring that our staff team performs effectively to realise CCA's vision and fulfil its mission. We do this through providing direction and support for the CCA staff team.

In addition to its governing and leadership role, trustees are expected to play an active **advocacy** role for CCA in order to enhance and strengthen the resilience of the organisation. Trustees are expected to act in the best interest of the charity, beneficiaries and future beneficiaries at all times, **promoting** the aims and objectives of CCA and communicating the decisions of the Board when required to staff, external stakeholders, and the public.



Commitment

Board appointments are offered on a three-year term, and can be extended by mutual agreement for a second three-year term.

The board meets four times a year in person at CCA for two-and-a-half to three-hour meetings, usually in the evenings from six pm. We prefer to meet in person, but we can accommodate hybrid meetings. There is also an Annual General Meeting, normally added on to one of the quarterly board meetings.

In addition to the board meetings, CCA has a finance subcommittee and a people subcommittee, which focus on EDI, HR, staff wellbeing, and Fair Work. These subcommittees meet quarterly, in person or online, depending on availability.

Trustees will be welcomed with an introduction to the CCA team and take part in personal development alongside the CCA staff team, including anti-racism and decolonisation training.

There is an annual away-day once a year, generally in the summer.

Reasonable expenses for trustees' participation will be reimbursed, in line with our board expenses policy and OSCR guidelines.

How to apply

Please apply by sending us your CV and a covering letter (no more than 2 pages) telling us about your experience, your interest in CCA and what you would like to offer CCA as a trustee. Please refer to the skills and experience mentioned in this pack under 'What we are looking for'.

We are also happy to accept video applications. These should be no longer than 3 minutes long, and should tell us why you would like to join the board and what skills you have to bring. Please submit a CV along with a video application.

All applications will be reviewed in line with a scoring criteria established with CCA staff input. An easy read and audio file of this recruitment pack will be available from our website's vacancies section.

Please send your application to **recruitment@cca-glasgow.com**

Applications received by **10am Monday, 10 November 2025**.

Shortlisted applicants will be contacted for interviews expected to be held at CCA the **week commencing Monday 17 November 2025**.

New Trustees will be invited to meet staff and be appointed in December.

CCA plans to host further board recruitment within the next year.

If you would like to speak to a member of the CCA team regarding your application, please contact the above recruitment email address, and we will come back to you as soon as possible.

Thank you for your interest in CCA.