



beacon

BOARD MEMBER / TRUSTEE

BOARD MEMBER / TRUSTEE INFORMATION PACK

JULY 2026



beacon
arts centre

Dear Candidate

Thank you for your interest in joining the Board of Beacon Arts Centre. The Beacon is a contemporary theatre and arts venue in the heart of Inverclyde, managed by the charity Greenock Arts Guild Ltd and supported by core grants from Inverclyde Council and Creative Scotland. You may already know our venue – perhaps you’ve enjoyed a show here or a coffee in our waterfront café. We strive to offer a **safe and inspiring place** where people can come together, escape into new worlds for a while, and share experiences through performances and creative activities that **inspire, delight, challenge and entertain** – ultimately, we aim to offer *something for everyone*.

The support and guidance of a strong Board of Trustees is **critical** to enabling the Beacon to achieve its vision of being Scotland’s most influential, accessible and entertaining arts venue. To truly serve the communities we work with, it’s vital that our Board brings a **breadth and depth of experience**, and above all is made up of people who care deeply about the arts and our social mission. As Chair, my goal is to build on our Board’s strengths and help the organisation not only recover from recent challenges facing the arts but thrive with renewed vigour and creativity in the years ahead.

We are now looking to welcome several new Trustees (Board members) who can complement our existing Board and help guide us through the next stage of Beacon Arts Centre’s journey. **Please note, you do not need previous board experience to apply** – we value fresh perspectives and will provide support and training. In line with our commitment to diversity, equity and inclusion we seek to create a Board that **reflects our audiences and communities** both locally in Inverclyde and across Scotland. We warmly encourage interest from people of all backgrounds – especially those who bring **diverse life experiences** or are from groups currently under-represented in our sector – and most importantly, from individuals who share our passion for the arts.

Alex Reedijk OBE

ABOUT BEACON ARTS CENTRE

Beacon Arts Centre is a contemporary theatre and arts venue located on Greenock's waterfront. Formerly the Greenock Arts Guild (founded in 1946), the Beacon moved into its purpose-built home in 2013 and is now the largest arts venue in Inverclyde.

We exist to **light up lives** by making the arts accessible to all. Through a year round programme of theatre, music, comedy, dance, exhibitions and festivals — alongside extensive creative engagement work — we support artists, audiences and communities locally and nationally.

Each year, tens of thousands of people attend performances, exhibitions and participatory activities at the Beacon. Over a third of Inverclyde households have visited the venue, underlining our importance as a cultural anchor for the area.

Our mission is to “light up lives” by making the arts accessible to all. We firmly believe that engaging in cultural experiences improves quality of life and wellbeing, and that *everyone* deserves opportunities to participate in and enjoy the arts. We achieve this through a **rich and diverse programme** of theatre, music, dance, comedy, visual art exhibitions, festivals, classes and creative workshops. Throughout the year, the Beacon presents everything from major touring productions (including National Theatre of Scotland, Scottish Opera and other national companies) to community-led performances and youth theatre shows. We curate festivals and family events, support new writing and emerging artists, and deliver an array of creative learning and outreach projects that invite people of all ages and backgrounds to get involved. This creates a year-round buzz of activity and ensures there is *something for everyone* in our programme. Additionally, we produce and stage our own “award winning” Pantomime every festive period regularly attracting 21,000 individuals a year.

As a registered Scottish charity, the Beacon exists for the community: we are here for the people of Greenock, Inverclyde and beyond. We take pride in our role as the cultural heart of Inverclyde – the largest arts venue in west central Scotland outside of Glasgow – and we contribute significantly to local regeneration and civic pride. Each year tens of thousands of people attend performances, exhibitions, and participatory arts activities with us. In fact, over one-third of all households in Inverclyde have visited the Beacon, cementing our status as a pillar of the local arts scene. Through our work we help to raise Inverclyde's profile as a place where world-class art can be experienced, while also offering jobs and training for creative professionals and attracting visitors to the area. We are core-funded by Inverclyde Council and Creative Scotland, alongside other grants and earned income, reflecting the importance of our venue as a public resource and our commitment to delivering public value.

OUR VISION, MISSION AND VALUES

VISION

To be Scotland's most influential, accessible and entertaining arts venue.

MISSION

To light up lives by delivering a rich and varied programme of artistic work, creative learning and community engagement.

OUR VALUES

- **Growth** championing creativity, opportunity and new talent
- **Accessibility** removing barriers and welcoming everyone
- **Enthusiasm** sharing our love of the arts widely
- **Resilience** adapting creatively and planning sustainably
- **Responsiveness** listening, learning and evolving

Equality, diversity and inclusion sit at the heart of everything we do.

OUR PROGRAMME

Throughout the year, we stage a mix of award-winning theatre, music, dance and touring arts programmes, ranging from National Theatre of Scotland and Scottish Opera productions to large-scale community musicals and jazz, folk and classical music concerts.

We present intimate performances for younger children and their families, and we host a range of festivals, exhibitions, classes, workshops and events too, delivering a year-round buzz of captivating, creative activity.

OUR PRESENCE

Beacon Arts Centre has a diverse funding base which is underpinned by core grants from Inverclyde Council and Creative Scotland. We firmly believe that Inverclyde is one of Scotland's most attractive places to live and work and it also has the benefit of well-developed transport links to Glasgow and the rest of Scotland.

We are proud to be part of this vibrant community and to make a key contribution to the local economy as an employer. With a 4-star rating from Visit Scotland, we play a vital role in supporting local tourism too.

OUR VENUE

From our stunning location on the banks of the River Clyde, at the heart of Greenock's waterfront regeneration, our modern, purpose-built venue offers a 500-seat theatre and a 128-seat studio as well as a variety of spaces for exhibitions, meetings, rehearsals and development work. We also have superb facilities for eating, drinking and events.



WHY JOIN THE BEACON BOARD?

Becoming a Trustee is an opportunity to:

- Make a **meaningful contribution** to culture, wellbeing and place based regeneration
- Help shape the **strategic direction** of a major Scottish arts organisation
- Support artists, communities and future creative talent
- Develop experience in charity governance and leadership
- Be part of a committed, collaborative and welcoming Board

Trustees also enjoy attending Beacon performances and events, gaining first hand insight into the impact of our work.

GOVERNANCE AND STRUCTURE

Beacon Arts Centre is a **company limited by guarantee** and a **registered Scottish charity**, managed by Greenock Arts Guild Ltd.

The **Board of Trustees** is responsible for:

- Setting the organisation's strategic direction
- Ensuring good governance, financial stability and legal compliance
- Appointing, supporting and overseeing the Co Directors (joint CEOs)

Day to day management is led by the Co Directors and staff team. Trustees operate in a non **executive capacity**, focusing on strategy and oversight rather than operations.

The Board is supported by committees, including:

- **Finance & General Purposes**
- **Nominations / Board Development**

Trustees are normally appointed for a **three year term**, with the option of one further term.

THE ROLE OF A TRUSTEE

As a Trustee, you will:

- Act in the **best interests of the charity** at all times
- Contribute to strategy, policy and long term planning
- Help safeguard the Beacon's reputation, values and assets
- Ensure the organisation meets its legal and regulatory duties
- Work collaboratively with fellow Trustees and the senior team
- Act as an **ambassador** for the Beacon and its work

Trustees share **collective responsibility** for Board decisions and are expected to prepare for and participate fully in meetings.

TIME COMMITMENT

- Approximately **4 Board meetings per year** (around 90 minutes each)
- Committee membership for some Trustees (additional meetings)
- Occasional strategy sessions or recruitment panels
- Attendance at Beacon events where possible

Meetings are usually held in Greenock, with **online attendance available**.

WHO WE'RE LOOKING FOR

We are looking for people who **share our passion for the arts and our commitment to the community**, and who are excited to contribute their experience to help lead Beacon Arts Centre into the future.

Below we outline the kind of **skills, experience and personal qualities** that would make a great Beacon Trustee. Remember, no one individual will have all of these – and we value **diversity of thought and background** on the Board.

If you feel you meet some of these and can learn the rest, we encourage you to consider applying. We are open to first-time Trustees and will provide support to help you succeed in the role

We are seeking Trustees who:

- Believe in the value of arts and culture
- Bring curiosity, good judgement and strategic thinking
- Are willing to learn and contribute their perspective
- Share our commitment to equality, diversity and inclusion

We welcome applicants from all backgrounds and especially encourage interest from:

- People aged 18–30
- Inverclyde residents
- People of colour / Global Majority communities
- Disabled people
- LGBTQIA+ individuals
- People from working class or under represented backgrounds
- first-time trustees / non-traditional board candidates

Desired skills and experience:

We aim to have a mix of expertise on the Board. You **might** bring experience in one or more of the following areas (this list is not exhaustive):

Business, finance and legal:

- Skills from the business world – such as financial management, accounting, commercial enterprise, or legal expertise – are incredibly useful for a charity board. They help us with everything from scrutinising budgets to navigating employment law to planning income strategies.

Marketing, PR and audience development:

- If you have know-how in marketing, communications, or audience engagement (especially digital marketing or media relations), you could help us grow our profile and reach new audiences.

Fundraising and development:

- If you have experience with fundraising (sponsorship, donations, grant writing or donor networks), that skill is highly welcome as we diversify our income.

Human Resources and people development:

- Expertise in HR, organisational development or change management can assist as we support our staff and build the organisation's capacity.

SUPPORT AND EXPENSES

- Full **induction and training** provided
- Ongoing support from the Chair, Board and staff team
- Reasonable **travel, childcare and carer expenses reimbursed**
- Access arrangements and adjustments supported

HOW TO EXPRESS INTEREST

We hope this Information Pack has given you a clear picture of the Beacon Arts Centre, the role of a Trustee, and what you could gain from and contribute to joining our Board. **If you are excited by what you've read and feel that you could be a good addition to our team of Trustees, we would love to hear from you.**

To apply / express interest: Please send us a brief introduction about yourself and **why you're interested in joining the Beacon Board**. This can be in the form of a **CV and a covering letter** (outlining your relevant experience and what you would bring to the role), or if you prefer, you may submit a **short video or audio recording** covering the same points. We invite you to use whichever format you are most comfortable with – we want the process to be accessible.

Send your expression of interest **by email to** recruitment@beaconartscentre.co.uk, **addressed to Terry Dillon (Chair of the Nominations Committee)**. If you would rather send by post, you can mail it to: **Nominations Committee** – Trustee Application, Beacon Arts Centre, Custom House Quay, Greenock, PA15 1EQ. You can also find this recruitment pack and role details on our website (in the "About – Get Involved" section).

There is no strict "formal" application form – just ensure you provide your contact details and an outline of your background, CV and motivation. The deadline for applications is **3 August 2026**. After the deadline; the Nominations subgroup of the Board will review applications and invite short-listed candidates for an informal chat/interview (either in person at the Beacon or via video call) to mutually discuss the role and gauge fit. This is not an intimidating process – it's as much a chance for you to ask questions and ensure the role is right for you, as it is for us to learn about you. We aim to conclude the selection process and confirm appointments by **17 August 2026** with new Trustees formally coming on board soon after. We will keep you informed of timelines once you apply.

If you have any questions before applying, or if you'd like an **informal confidential discussion** about the role, please feel free to reach out via the same email address and we can arrange a chat, or contact one of the Co-Directors Lesley Davidson or Karen Townsend at the Beacon by phone. We understand that deciding to join a Board is a significant decision and we're happy to talk it through.

Thank you once again for your interest in Beacon Arts Centre. Being a Trustee is a critical and valued role in our organisation – it is thanks to people like you, willing to volunteer skills and time, that the Beacon can continue to grow and serve our community. We hope you will consider applying and joining us on this exciting journey to light up lives through the arts in Inverclyde and beyond.

Wishing you the very best,
The Board of Beacon Arts Centre

Beacon Arts Centre
Custom House Quay, Greenock PA15 1HJ
T. 01475723723 E. info@beaconartscentre.co.uk
www.beaconartscentre.co.uk

