

Trustees Recruitment Pack – APRIL 2026



Welcome

Thank you for your interest in becoming a Trustee of Scotland's Gardens Scheme.

For nearly a century, we have opened Scotland's gardens to the public — celebrating horticultural excellence, community spirit and charitable generosity. From iconic landscapes to hidden town gardens, our open days bring people together while raising vital funds for charitable causes.

As we approach our **centenary in 2031**, we are preparing not only to celebrate our heritage, but to secure our future. This is a pivotal moment for the organisation and we are looking for new Trustees to bring fresh perspectives, broaden our networks and help shape a confident and sustainable future.

About Scotland's Gardens Scheme

Founded in 1931, Scotland's Gardens Scheme has grown into a respected national charity powered by volunteers, garden owners and supporters across the country.

Each year:

- Hundreds of gardens open their gates
- Thousands of visitors attend
- Significant funds are raised for charitable beneficiaries
- Communities connect through shared enjoyment of Scotland's green spaces

Our values are rooted in:

- **Generosity** – raising funds for good causes
- **Stewardship** – caring for Scotland's horticultural heritage
- **Community** – bringing people together
- **Integrity** – operating with strong governance and accountability

As we look ahead to 2031, we aim to:

- Widen and diversify our network of garden openers
- Attract and support a new generation of volunteers
- Strengthen our financial resilience
- Expand partnerships and national visibility
- Deliver a meaningful and high-profile centenary year

The Role of a Trustee

As a Trustee, you will play a vital role in shaping the future of Scotland's Gardens Scheme.

Working collectively as part of the Board, you will:

- Ensure the charity is well governed and financially sustainable
- Contribute to strategic direction and decision-making
- Act as a steward of the charity's values, reputation and legacy
- Support the organisation's growth and development

This is an opportunity to contribute your skills and experience to a nationally recognised charity at a pivotal moment in its history.

This is a voluntary role; reasonable expenses may be reimbursed.

Key Responsibilities

Governance & Oversight

- Ensure the charity complies with its governing document, charity law and OSCR requirements
- Act in the best interests of the charity and its beneficiaries
- Contribute to effective Board decision-making
- Maintain oversight of performance, risk and organisational health

Strategy & Development

- Contribute to shaping and delivering the organisation's strategy
- Support planning toward the 2031 centenary and beyond
- Help identify opportunities for growth, innovation and increased impact

Supporting Growth & Networks

- Actively support efforts to widen participation across Scotland
- Help grow networks of garden openers, volunteers and supporters
- Use your connections, where appropriate, to open doors and build partnerships
- Champion inclusive approaches that reflect a modern Scotland

Financial Stewardship

- Ensure responsible use of charitable funds
- Review financial performance and sustainability
- Support income generation and fundraising where appropriate

Ambassadorial Role

- Act as an advocate for Scotland's Gardens Scheme
- Promote the charity's work within your networks
- Support events and engagement opportunities where possible

What We're Looking For

We are keen to hear from people with a range of backgrounds, skills. You do not need prior Trustee experience — support and induction will be provided.

Essential Qualities

- Commitment to the mission and values of Scotland's Gardens Scheme
- Willingness to contribute actively and thoughtfully at Board level
- Ability to think strategically and see the bigger picture
- Sound judgement and decision-making
- Collaborative and respectful approach

Skills & Experience

We are particularly interested in individuals who can bring experience in one or more of the following areas:

- IT, operations & business management
- Fundraising and income generation
- Communications, marketing or digital engagement
- Finance, legal or governance

Personal Attributes

- Enthusiastic and engaged
- Open to new ideas and perspectives
- Inclusive and community-minded
- Respectful of heritage while open to change
- Able to commit time and energy to the role

An interest in gardens, horticulture or Scotland's cultural heritage is welcome but not essential.

Time Commitment

- Attend four Board meetings per year (at least one in person in Edinburgh, others hybrid)
- Participate in the Annual Strategy Day and Members Meeting
- Attend the Annual Conference where possible
- Prepare for meetings and contribute to discussions
- Occasional involvement in events or working groups

Why Join Us Now?

As we approach our centenary, Scotland's Gardens Scheme is looking ahead with ambition. We want to:

- Reach new audiences
- Welcome new garden openers
- Build a broader, more diverse volunteer base
- Strengthen our long-term sustainability

As a Trustee, you will play a direct role in shaping that future — ensuring that the generosity, beauty and community at the heart of Scotland's Gardens Scheme continue to thrive for generations to come.

How to Apply

To apply, please submit:

- A **short covering statement** outlining your interest in the role and relevant experience
- A **current CV**

Applications should be sent by email to liz@scotlandsgardens.org by **Friday 31 May 2026 at 12 noon**. Shortlisted candidates will be invited to an interview.

For an informal discussion, please contact:

Liz Stewart, Chief Executive on 07712651102 or liz@scotlandsgardens.org

Scotland's Gardens Scheme

<https://scotlandsgardens.org>

info@scotlandsgardens.org

Charity no: SC049866