



Be United's Story, Mission and Values

Be United is a registered Scottish Charitable Incorporated Organisation (SCIO) that advocates for, nurtures and champions Black people working across Scotland's performing arts, screen and cultural events sectors. Be United's vision is to contribute to a more inspired, united and enriched world.

Be United was formed in 2014, when the organisation began working with Southern African artists in Edinburgh. We identified the lack of Black artists performing in the Scottish creative sector. As a result, Be United began working to support creative journeys and career pathways. The organisation recognised its unique position to make a meaningful change to the diversity of the creative sector in Scotland.

Be United has these core values:

- **Equity:** To create a more equitable world, society and sectors.
- **Empowerment:** To empower ourselves and others, to be the best that we can be.
- **Excellence:** To go above and beyond in our work. To stand out.

Be United creates pathways into employment, paid opportunities, professional development and industry networks, helping Black creatives build sustainable careers and stronger connections across the sector. We do so through our employability programmes, events, sustained artist development, partnerships and Creative Partnerships Conference, all of which connect emerging and established talent with employers, commissioners, cultural organisations and each other.

Be United's work speaks to its mission of creating a more enriched world. Through these initiatives, Be United focuses on increasing the representation and decision-making power of Scotland's Black community in the creative industry. Ultimately, our work contributes to an enriched Scotland by enunciating its diverse talent.

Be United has produced many high-profile events, including Edinburgh Festival Carnival and Edinburgh Fringe events. In just over a decade, we have grown exponentially, having reached over 27,000 audiences, generated £180,000 in earned income for Scotland's Black community, employed 400+ creatives and presented over 38 events and 19 programmes.

Be United's current position and future priorities

Be United is undergoing significant organisational growth. Since 2020, Be United has focused on strengthening its fundraising infrastructure. Be United has secured £559,829 from Creative Scotland's Multi-Year funding until 2028, as well as 10-year support from the Regenerative Futures Fund. Be United is also supported by the City of Edinburgh Council and Esmée Fairbairn Foundation. The Robertson Trusts specifically supports our Producing the Future programme.



Our 5-year plan is focused on supporting 500 Black people in Scotland to enter into and progress up in the creative industries, enhancing representation and inclusion at all levels. Having secured multiyear funding, Be United is looking to expand its programmes and events. We are keen to expand our programmes both within and beyond the Central Belt.

Be United is looking to develop its programmes and initiatives in some of the following ways:

- Helping artists secure more performance opportunities through our musical mentorship programme, *Rise and Shine*.
- Increasing the number of young people who participate in our event management programme, *Producing the Future*.
- Increase community awareness and develop the networks and careers of participants in *Be United Presents* live music events.
- Increase the audience membership and engagement of our *Creative Partnerships Conference*.
- Develop the skills and career prospects of participants in our employability programme, *Next Level*.
- Grow our membership base, increasing membership benefits and opportunities.

The Board

Be United is searching for committed Trustees that will contribute to its growth and join the Board to effectively challenge, support and strategise the organisation's future.

The Board of Trustees sets the strategic direction, values and long- term vision of the charity. It is responsible for ensuring the charity's legal and regulatory compliance. The Board also oversees financial management, manages risk and reputation and ensures good governance through effective policies, performance review and continuous improvement.

Be United's Board is governed by the following principles of conduct: integrity, accountability, transparency, respect and confidentiality.

All new Trustees are expected to abide by this Conduct. The maximum number of charity trustees for Be United is 12 and the minimum is 3. The Board currently has 5 Trustees.

Legal role of a Trustee

Trustees have a range of legal duties under the [Charities and Trustee Investment \(Scotland\) Act 2005](#):



- **Duty to act in the interests of the charity:** Always put the interests of the charity above personal or other interests.
- **Duty of care:** Act with the care and diligence that is reasonable to expect of a person managing the affairs of another.
- **Duty to comply with the 2005 Act:** Ensure the charity complies with the law, its constitution and decisions of OSCR.
- **Duty to Ensure Charitable Purposes are Met:** Seek in good faith to ensure the charity operates in a manner consistent with its purposes.
- **Duty to account for the charity's activities:** Ensure proper accounting records are maintained, and annual reports are submitted to OSCR.
- **Duty to manage conflicting interests:** You must manage any conflict of interest between the charity and any person or organisations who appoints charities.

Responsibilities of a Trustee in Be United

As a Trustee of Be United's Board of Directors, you are responsible for working within the team to oversee and manage the charity. You will work alongside the Chairperson and other Trustees to support Be United's growth and development.

Each Trustee is expected to:

- Ensure actions align with the charity's constitution and purposes.
- Understand and fulfil the legal duties set out in the 2005 Act.
- Be proactive and prepare thoroughly for meetings in advance.
- Attend and contribute constructively to board meetings and subcommittees.
- Stay informed about the charity's operations and the wider charitable landscape in Scotland.
- Declare and manage any actual or perceived conflicts of interest.
- Maintain confidentiality and uphold collective decisions.
- Represent the charity positively and engage with stakeholders where appropriate.
- Participate in trustee training and self-development activities.

Essential skills and attributes:

- Strategic thinking.
- Good judgement.
- Constructive challenge.
- Collaborative leadership.
- Curiosity and willingness to learn.



- Commitment to equity and fair work.
- Respect for lived experience.
- Ability to distinguish governance from operations.
- Reliability and preparation.
- Willingness to act as an ambassador for Be United.

Previous Trustee experience is welcomed but not required.

Be United is particularly looking for Trustees with expertise in these areas:

Legal & Governance

Someone who can:

- Advise the Board on legal and governance issues and understands both trustees' and Be United's legal duties under charity law.
- Share expert views on contracts, legal risks and employment matters.
- Provide good governance and ensure the organisation's compliance with its charitable aims.

Finance & Commercial Development

Someone who can:

- Advise the Board on its financial responsibilities and oversee Be United's finances, including conducting audits.
- Provide financial strategy expertise, including investment and fundraising strategies.
- Contribute to Be United's commercial development and financial stability as it continues to grow.

Creative & Cultural Industries

Someone who can:

- Advise the Board on mission alignment within the creative and cultural industry, providing innovative ideas for cultural development.
- Contribute expertise in sectors including music, performing arts, screen and events.
- Oversee the organisations' cultural policies.

Operational Strategy & Development

Someone who can:



- Advise on the strategic direction of Be United.
- Contribute to upholding Be United's mission and values and ensuring operational accountability.
- Develop sustainable development practices that lead to organisational growth.

Be United is particularly interested in Scottish-based expertise and leaders who represent Be United's core community.

Eligibility

Potential Trustees must:

1. Be over the age of 16.
2. Not be disqualified from appointment to the Board under the Scottish Charities Act 2005.
3. Not be an employee of the organisation.

Practical information

- **Term of appointment:** The term is 18 months at first instance, with option of reappointment thereafter.
- **Compensation:** The position is voluntary, however you can be reimbursed for reasonable expenses incurred while performing your role.
- **Expected time commitment:** Monthly online meetings, annual strategy meetings and training days, and an in-person AGM.

Application process

Please email your completed application to info@be-united.org.uk by **6th November 2026 at 23:59**.

In your application you should include your CV, cover letter and in no more than 250 words each, the answer to these three questions:

- Why do you want to join Be United?
- What skills and experience would you bring?
- What do you hope to contribute during your term?

All applicants will receive a response with the outcome of their application after the closing date. Successful candidates will then be interviewed by Trustees from our current Board during the **month of November**.



We look forward to receiving your applications. If you have any questions or would like to discuss the role further, **please contact** info@be-united.org.uk