
Welcome

Thank you for your interest in joining the Board of Scottish Mentoring Network (SMN).

We are seeking to appoint **two new Trustees / Directors** who share our commitment to improving lives through high-quality mentoring. This is an exciting opportunity to contribute your expertise to a respected national organisation with a strong reputation for leadership, quality improvement and sector development.

We are particularly interested in applications for:

- **Treasurer Trustee**
- **General Trustee**

If you are motivated by purpose-led governance, strategic leadership and helping organisations maximise social impact, we would be delighted to hear from you.



About Scottish Mentoring Network



Scottish Mentoring Network is the national body supporting and championing mentoring across Scotland.

Established in 1997, SMN works with organisations across multiple sectors to improve the quality of mentoring, strengthen practice, and expand access to effective mentoring relationships.

Our members include organisations working in:

- Education
- Employability
- Health and well-being
- Youth work
- Community development
- Justice
- Business and leadership development

We provide:

- Membership services and peer learning networks
- Training and development programmes
- The nationally recognised SMN Quality Award
- Events, resources and sector insight
- Strategic influence and advocacy for mentoring

Our vision is for high-quality mentoring to be recognised, valued and accessible to all.

Why Join the Board Now?

This is an important time for the Scottish Mentoring Network.

Demand for mentoring continues to grow across Scotland as organisations respond to increasing social, educational and economic challenges. At the same time, expectations around governance, sustainability and measurable impact continue to rise.

Our Board plays a crucial role in ensuring that SMN remains financially resilient, strategically focused and well-positioned to serve members and communities.

Joining the Board now offers the opportunity to help shape the next chapter of our growth and impact.

Responsibilities of All Trustees / Directors

As a Trustee / Director, you will collectively ensure that Scottish Mentoring Network:

- Operates in line with charity and company law
- Delivers its charitable purposes
- Uses resources effectively and responsibly
- Maintains strong governance and risk management
- Sets clear strategic direction
- Safeguards reputation and values
- Supports and oversees the Chief Executive appropriately
- Upholds equality, diversity and inclusion

Trustees are expected to act with integrity, independent judgment, and collective responsibility.

Who We're Looking For

We are seeking people who can demonstrate:

- Commitment to the mission of Scottish Mentoring Network
- Strategic thinking and sound judgement
- Ability to analyse information and ask constructive questions
- Collaborative and respectful leadership style
- Understanding of governance responsibilities (or willingness to learn)
- Commitment to equality, diversity and inclusion

We welcome first-time trustees as well as experienced board members.

Time Commitment

Board members are expected to commit approximately:

- Four Board meetings per year
- One annual strategy session
- Preparation time for meetings
- Occasional committee or working group involvement
- Ad hoc ambassadorial or advisory support

Meetings are a blend of online and in-person sessions.

This is a voluntary, unpaid role. Reasonable expenses may be reimbursed.



About the Roles

1. Treasurer Trustee

We are seeking an experienced finance professional or senior leader with strong financial oversight skills to serve as Treasurer.

The Treasurer provides assurance, scrutiny and strategic guidance on financial matters, helping the Board fulfil its governance responsibilities.

Key Responsibilities

- Support sound financial governance and oversight
- Review management accounts, budgets and annual accounts
- Provide strategic financial insight to the Board
- Support risk management and long-term sustainability planning
- Liaise with external accountants/auditors as appropriate
- Support preparation of statutory reports and returns
- Act as a counter-signatory where required

Ideal Background

We welcome candidates with experience in one or more of:

- Accountancy
- Finance leadership
- Audit
- Charity finance
- Risk management
- Commercial financial planning

Professional qualifications are welcome but not essential where equivalent experience exists.

2. General Trustee

We are also seeking a General Trustee who can contribute broad strategic insight, governance judgement and commitment to our mission.

We welcome applicants from any professional background, particularly those with:

Expertise in

- Fundraising/income generation
- Public policy
- HR/people leadership
- Digital transformation
- Marketing/communications
- Legal / governance
- Third sector leadership
- Lived experience of mentoring programmes

Key Responsibilities

- Contribute to strategic planning and decision-making
 - Scrutinise performance, risk and opportunities
 - Promote good governance and accountability
 - Act as an ambassador for SMN
 - Support organisational sustainability and growth
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Equality, Diversity & Inclusion



Scottish Mentoring Network is committed to building a diverse Board that reflects the communities we serve.

We particularly welcome applications from people currently underrepresented on charity boards, including people from minority ethnic communities, disabled people, younger applicants, LGBTQ+ communities, and people with lived experience relevant to our work.

How to Apply

Please submit:

- A current CV
- A short supporting statement outlining your interest and relevant experience

Applications should be sent to:

Alastair@scottishmentoringnetwork.co.uk

Closing date:

29th May 2026

Informal conversations about the roles are welcome.



Further Information

For an informal discussion, please contact:

Alastair MacGregor, Chair of the Board
Alastair@scottishmentoringnetwork.co.uk

Website:
<https://scottishmentoringnetwork.co.uk/>

If you believe in the power of people supporting people and want to help shape the future of mentoring in Scotland, we would love to hear from you.
