RSNO Pension Scheme Chair of Trustees

RSNO Overview
The RSNO is Scotland's national symphony orchestra and one of the five National Performing Companies, supported by the Scottish Government. The RSNO is a symbol of Scottish cultural excellence. Established in 1891, it continues to deliver the highest quality musical experience and enjoyment throughout Scotland, which has been shared by generations.

Purpose of the Role
We are seeking a new Chair of Trustees to lead the Trustee Board of the RSNO Pension Scheme. This is an exciting opportunity to play an important role in ensuring the RSNO's Pension Scheme is well governed and run in the best interests of its members. The Chair will lead the Trustee Board and work collaboratively with fellow Trustees, the Royal Scottish National Orchestra and the Scheme's professional advisers to support good decision-making and effective governance.

KEY RESPONSIBILITIES

1. Ensuring that the Scheme operates in line with its rules and legislative requirements.
2. Encouraging Trustees to consider the long-term interests of Scheme members when making decisions.
3. Working with fellow Trustees to reach balanced and well-informed decisions, with the input of external advisers.
4. Acting as the main point of contact between the stakeholders involved in running the Scheme.
5. Helping to identify and manage any conflicts of interest that may arise.
6. Representing the Trustee Board when required, for example signing certain governance documents on behalf of the Trustee Board.

Person Specification
Previous experience as a pension scheme trustee or Chair is not essential. We welcome expressions of interest from individuals with strong leadership, governance or decision-making experience.

We are looking for someone who:

- works collaboratively and listens to different viewpoints
- approaches decisions in a balanced and thoughtful way
- can lead constructive Board discussions and work confidently with professional advisers
- is committed to acting in the best interests of Scheme members

The successful candidate will receive appropriate training and will be supported by fellow Trustees and the Scheme's professional advisers.

Additional Information

Location:	Meetings are held in Glasgow or Edinburgh (but some participants may join remotely).
Remuneration:	This is a voluntary, unremunerated position. Reasonable expenses will be reimbursed.
Time Commitment:	Three trustee meetings each year, together with preparation and occasional additional meetings as required.
Term:	Appointment for an initial term of four years.

Application Process
If you are interested in applying for this position, please send a short expression of interest outlining your relevant experience, together with your CV, to **recruitment@rsno.org.uk**.

CLOSING DATE: Sunday 6 December, 11:59pm.
APPOINTMENT PROCESS: Shortlisted candidates will be invited to an informal discussion with representatives of the RSNO and the Trustee Board in December 2026.