



# Chair of Trustees Recruitment pack

[superpoweragency.com](http://superpoweragency.com)



# Why Chair the Super Power Agency

The Super Power Agency exists to help young people write their story and to stay with them while they grow into it.

We are a small organisation with big ideas, grounded in the belief that creative writing is not a 'nice to have', but an essential skill. Writing builds confidence, literacy, empathy and self-expression. When young people are given the space to imagine freely and the structure to shape their ideas, their worlds open up.

This year, that commitment translated into real, measurable impact:

- **1,420 young people worked with**
- **88% of participants felt their writing had improved**
- **26 partner schools, including 13 new schools**
- **286 workshop hours delivered**
- **57 different types of workshops run**
- **4 weeks of free summer schools**
- **240 new volunteers joined our network**
- **1,211 volunteer hours delivered in schools**
- **244 volunteer hours delivered online**
- **6 new community partners**
- **Largest-ever event at the Queen's Hall, showcasing youth writing**
- **14 new books of youth writing published**
- **First full year expanding into Glasgow**

The need for this work remains urgent. Literacy gaps in Scotland continue to widen, particularly in communities affected by poverty. Creative writing offers a powerful way in - one that values voice and imagination alongside technical skill, and gives young people ownership and pride in what they produce.



“ These young people will remember. They'll remember the capes, the freedom, the volunteer who listened and maybe they'll still have their book in 25 years' time. ”

# Risks, Reality and the Moment We're In

Like many small arts charities, we operate in a challenging funding climate. The landscape for cultural and youth organisations is increasingly competitive, and funding sustainability is always at the forefront of our minds.

We have a new Treasurer in post who brings confidence, capability and experience in charity finance, and who is already strengthening our financial oversight and planning.

Our Board is also in a period of transition. We have said goodbye to some long-standing members and welcomed new faces with fresh perspectives, skills and energy. This moment presents both challenge and opportunity - a chance to consolidate strong governance, sharpen strategic focus and ensure the organisation is well supported for its next chapter.

Importantly, the Super Power Agency is underpinned by a strong, capable and deeply committed staff team, alongside an exceptional suite of volunteers in both Edinburgh and Glasgow. Our volunteers are central to our delivery and culture, giving their time, skills and care generously to support young people's writing. This collective strength gives us confidence as we look ahead.

Funding remains one of our key risks and one of our key priorities. We are actively strengthening our fundraising approach, deepening partnerships, and building resilience into how we operate.

The Chair will play a crucial role in this next phase: providing steady leadership, supporting the Board through change, and helping the organisation balance ambition with sustainability.

This is not about fixing something broken. It is about stewarding something valuable and helping it endure. To ensure that more young people, now and in the future, are able to write their story and believe it is worth telling.



# The Role of the Chair

As Chair of the Super Power Agency, you would play a vital role in protecting and championing this mission.

We are looking for someone who believes in the long game. Someone who understands that impact is not only measured in numbers, but in confidence gained, stories remembered, and lives quietly shaped. Someone who can offer strategic guidance, governance oversight and thoughtful challenge all while holding fast to the values that make this organisation special.

The coming years are significant. We are growing our reach, deepening partnerships, expanding into new communities, and working towards a long-held ambition: creating a dedicated writing centre where young people can flourish and write freely.

## About the role

As our Chair of Trustees, you'll provide leadership, support and a bit of magic to help guide our charity's vision and direction.

- Lead the Board in shaping our strategy and keeping our mission at the heart of every decision.
- Work closely with the CEO to champion creativity, confidence and sustainability across everything we do.
- Be an ambassador for the Super Power Agency by helping to build partnerships, open doors and spread our story far and wide.
- Ensure our governance and finances are strong, inclusive and focused on supporting young people.

This role is perfect for someone who wants to make a real difference while bringing their leadership, collaboration and imagination to the table.



# Who are you?

The Board supports the work of the Super Power Agency and provides mission-based leadership and strategic governance. While day-to-day operations are led by the CEO, the Board-CEO relationship is a partnership and the appropriate involvement of the Board is both critical and expected.

We currently have 7 board members who bring a breadth of experience and expertise. We are looking for a Chair to proactively lead and support our organisation, providing strategic direction and insight to ensure we achieve our mission. The ideal candidate will work closely with the CEO and the board to support effective decision-making, providing guidance in leadership and management to build a sustainable organisation for the future. They will also foster a positive, collaborative board culture and balancing perspectives and ideas to support the CEO and team objectives.

We're looking for someone who:

- Believes deeply in the power of creativity and education to positively impact lives.
- Can lead and inspire others, drawing out ideas and voices from a diverse team.
- Brings experience of working at a strategic level in education, the arts, business, community or beyond.
- Can both support and challenge in the right measure.
- Is pragmatic, positive and full of imagination.

This is an extraordinary opportunity for an individual who is passionate about the Super Power Agency's mission. Ideally you will have chair experience but failing that it would be ideal if you had served on a board before.

Please email our CEO Claire: [claire@superpoweragency.com](mailto:claire@superpoweragency.com) outlining why you would like to join the board, and we'll take it from there.

**Closing date – Monday 9th February 2026**

**Interviews w/c – Monday 16th February 2026**

