

Independent Trustee – The Royal Highland Agricultural Society of Scotland (RHASS)

Location: Edinburgh (Hybrid/Remote attendance possible)

Commitment: Approx. 6–10 days per year

Closing Date: Friday 24th October 2025

About RHASS

Founded in 1784, the Royal Highland Agricultural Society of Scotland (RHASS) has a proud history of championing Scottish agriculture and rural life. Best known for organising the Royal Highland Show, RHASS also operates an extensive property portfolio, a dynamic events business (Highland Centre Ltd), and plays a pivotal role in supporting rural Scotland through its charitable objectives.

Following the approval of a new governance structure at our recent AGM, we are seeking to appoint two new Trustees to join our Council. This is an exciting time to get involved as we shape the future strategy of RHASS and continue to support Scotland's rural industries.

The Role

As a Trustee, you will work alongside a small, dedicated group of fellow Trustees and Directors to provide leadership, oversight, and strategic direction across all areas of RHASS's work. This includes:

- Contributing to the development and delivery of future strategy
- Supporting strong financial management and governance
- Ensuring compliance with legal and regulatory requirements
- Upholding and promoting the Society's charitable aims
- Acting as a champion for rural Scotland, agriculture, and the Society's activities

You will help guide a diverse and multifaceted organisation that not only delivers Scotland's leading agricultural event, but also manages a 280-acre site just outside Edinburgh, home to multiple tenants, car parking services, and a busy events calendar including Truckfest, concerts, and private functions.

Who We're Looking For

We welcome applications from a wide range of backgrounds. While no previous trustee experience is required, we are particularly interested in individuals with skills or experience in one or more of the following areas:

- Strategic leadership and governance
- Financial oversight and risk management
- Charity law or compliance
- Agricultural, rural, or land-based industries
- Events or venue management
- Property, planning, or commercial development

We are committed to building a diverse and inclusive Board and welcome applications from underrepresented groups.

Why Join Us?

Becoming a Trustee of RHASS offers a unique opportunity to contribute to the future of Scottish agriculture and rural life. You will be part of a forward-thinking and enthusiastic team helping to guide an organisation with a rich history and an exciting future.

This is a voluntary role, but travel and other reasonable expenses will be reimbursed.

How to Apply

To apply, please email HR@rhass.org.uk with:

1. A short CV
2. A covering letter outlining your interest in the role and what you could bring to RHASS
3. A completed Skills Matrix (below)

Skills Matrix – Independent Trustee (RHASS)					
Name:		Date of completion:			
Area of expertise/competency 3: Highly experienced 2: Experienced 1: Some experience 0: No experience		Self-Assessment Scores			
		3	2	1	0
Strategy & Governance					
Financial management aligned with Governance					
Legal and Compliance					
People & Organisational Development					
Stakeholder Engagement & Media					
Technology & Infrastructure					
Rural and Agricultural Sector Knowledge					
Environmental & Sustainable Knowledge					
PR & Communications					
Complex Property Development					
Events & Hospitality					
Are there other skills, competencies, experience or attributes you would like to note here that may be of benefit to the charity?					
Are there areas of work of the Society that you have a particular interest in and or would like to become more involved in through membership of the Council committees or other bodies?					
Are you a member of any professional networks which you feel may benefit the charity?					