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YOUR TRUSTED RECRUITMENT PARTNER

Anderson Knight is delighted to be partnering with Historic Churches Scotland to support the appointment of its next Director at a pivotal time in the organisation's journey.

Historic Churches Scotland has begun the search for a new Director to succeed Victoria Collison, who will retire later this year after leading the charity since 1999. During her tenure, the organisation has grown significantly in both scale and impact, delivering major conservation projects and expanding its portfolio to nine historic churches in care. With strong foundations in place and new funding secured, the charity is now entering an exciting new phase of development.

For more than 30 years, Historic Churches Scotland has championed Scotland's ecclesiastical heritage. Established in 1996 as the Scottish Redundant Churches Trust, the organisation plays a unique and vital role in protecting nationally significant places of worship at risk through sale, disuse, or decay.



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About Historic Churches Scotland

Historic Churches Scotland is a charitable, secular Building Preservation Trust serving communities of all denominations and faiths. Working in partnership with local people, the organisation secures the future of nationally significant 'at risk' church buildings and transforms them into valued, sustainable community assets that remain in use and open to visitors.

The charity receives no direct statutory funding and is supported through grants, donations, and legacies. With the rapid reduction of church estates across denominations, the need for its work has never been greater. In addition to caring for its existing buildings, Historic Churches Scotland is developing a pipeline of significant places of worship for the future and supports a growing number of communities taking ownership of churches.

Building on 25 years of leadership and supported by Historic Environment Scotland and other funders, the organisation is looking to expand from a single staff member to a team of five—strengthening building care, volunteer support, advocacy, and its response to the current church closure crisis.

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Position: Director

Historic Churches Scotland is seeking an experienced and inspirational Director to lead the organisation through a period of development, growth and increasing external engagement.

Building on a strong foundation, the Director will provide strategic leadership, act as a visible ambassador for the organisation, and ensure operational, financial and governance excellence.

The Director will:

- Secure Historic Churches Scotland's mission going forward through effective fundraising and partnerships.
- Manage the acquisition, repair, maintenance and opening of the churches in our care, maintaining and enhancing relationships with professional advisors and suppliers.
- Manage and develop the profile of the organisation through participating in national debate, developing a digital and media profile, and acting as an ambassador to audiences across our stakeholder environment.
- Recruit and manage the staff team and volunteers and to ensure effective management of the organisation's finances.

This is a senior executive leadership position with significant responsibility and external visibility.

Key Responsibilities

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Strategic Leadership

- Provide overall leadership and shape the future direction of Historic Churches Scotland.
- Act as a public advocate, raising the charity's profile and influence, and build strong relationships with stakeholders, partners, and communities.
- Lead discussion on the future of redundant church buildings, oversee acquisitions, and ensure their long-term care.
- Develop and deliver a fundraising strategy to secure financial sustainability through 2035 and beyond.

Management & Operations

- Lead and inspire staff, volunteers, and partners, in caring for church buildings and making them open to all.
- Oversee budgets, resources, and key projects, ensuring legal compliance, quality, and value for money.
- Direct fundraising efforts, including strategy development and grant applications.

Governance

- Work closely with the board of trustees to ensure effective governance, robust internal controls, risk management, and compliance with charity regulations, while supporting trustee and committee meetings.
- Assist the chair in recruiting and developing the board.

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Key Skills & Experience

The successful candidate will ideally hold a degree or professional qualification in art history, architectural history, architecture, surveying, conservation of historic buildings, or a related discipline.

Equally important is demonstrable experience in, or significant exposure to, many of the following areas:

- Understanding the historical, cultural, and architectural significance of Scottish religious buildings and awareness of current sector challenges.
- Managing heritage projects, collaborating with building professionals throughout project lifecycles.
- Developing funding proposals and maintaining relationships with funders for both projects and ongoing activities.
- Engaging with local communities, organisations, and stakeholders, including religious bodies, at local, regional, and national levels.
- Supporting trustees, shaping agendas, and servicing meetings effectively.
- Strong financial management, including record-keeping and compliant reporting.
- Recruiting, leading, and developing staff and volunteers.
- Representing the organisation with confidence, acting as an ambassador both in person and across communication channels.

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Recruitment & Selection Process

Application Requirements:

- CV
- Supporting Statement (max 3 pages) outlining motivation and suitability

Recruitment Stages:

- Initial screening with Anderson Knight
- Formal interview process with Historic Churches Scotland
- Final-stage meetings with Board representatives
- References and background checks

To Apply / Enquire:

- Nicole@andersonknight.co.uk
- www.andersonknight.co.uk

Anderson Knight is delighted to be partnering with Historic Churches Scotland in the search for its next Director — a visionary leader who will guide the organisation's future growth, impact, and sustainability.

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