Sonic Bothy Application Pack

Join our Board of Trustees

Help lead the future of inclusive experimental music in Scotland and beyond

Image Credit: Brian Hartley

Accessible Formats

Information is available in a range of accessible formats. You are welcome to request what works best for you. Please email Christine Cooper, General Manager at Sonic Bothy.

Document Outline

About Sonic Bothy....1
The Board of Trustees....2
Why Join the Board?....2
What We Are Looking For....3
Help Deliver Our 2026–2028 Ambitions....4
How to Apply....5
More About Sonic Bothy....6

“We are musicians with Disability, it doesn’t mean we can’t do it”

- Sonic Bothy Ensemble Participant Musician

“Sonic Bothy means a great deal to me, the people involved and the music we do. It gives me more confidence in myself... gives me challenges and gets me out of my comfort zone. It's definitely made me a happier person”

- Sonic Bothy Ensemble Participant Musician

About Sonic Bothy

Sonic Bothy is a Disability-led, award-winning, inclusive arts charity based in Glasgow. We create ground-breaking opportunities for Disabled musicians to develop their artistry, shape experimental music and lead creative practice on their own terms.

We are part of Creative Scotland's 2025–28 Multi-Year Funding portfolio. Alongside Youth Music Initiative funding, a Glasgow Communities Fund award, and several Trust and Foundation grants, we are embarking on an ambitious programme of activities over the coming years.

Our work is free to participants, community-rooted and artistically ambitious. Over the next three years, our 2025–28 Business Plan will see us expand access, deepen impact and further embed Disabled voices into Scotland's cultural fabric.

The Board of Trustees

Sonic Bothy is a Scottish Charitable Incorporated Organisation (SCIO), governed by a voluntary Board of Trustees. The Board meets quarterly to review finances, organisational risks and governance, with additional work on finance, fundraising, and HR as needed. Each year, trustees join senior staff and musicians for a development day to support programme planning and organisational growth. Constituted in 2015, Sonic Bothy is now expanding its Board during an exciting period of development.

Current trustees include Firas Khnaisser (Chair), Clare Hoare (Secretary & Acting Treasurer) and Ben Lunn (Safeguarding Lead & Advocacy Specialist). The Board brings expertise in Disability advocacy, neurodiversity, digital marketing, creative learning, participatory music and fundraising.

Why Join the Board?

We are deeply committed to Inclusion and believe the arts are for everyone regardless of Disability, age, race, gender, class, or background. As a trustee, you'll be part of a passionate, diverse and welcoming team that is reshaping access, artistry and equity in the music sector. Whether you're an experienced leader or exploring your first Board role, you will:

Make a real difference

- Advocate for the rights of Disabled Artists and the community by increasing visibility of their artistic works.
- Support our programme of 80+ inclusive workshops reaching 100+ participants annually.
- Support the professional Ensemble of Disabled and non-Disabled musicians to develop and present new works on national and international stages.
- Support youth projects, new artist residencies, rural projects and archive legacies.
- Ensure the organisation meets its Environmental, Disability Confident, Fair Work and EDI goals.
- Help maintain a firm financial footing and contribute to strategic decisions on fundraising and activity.

Grow personally and professionally

- Learn about charity governance, finance, HR and risk management.
- Gain insight into funding, policy, climate action and EDI practice.
- Build confidence in decision-making, leadership and communication.

- Access tailored training including Safeguarding, Equalities, Climate Action and Disability Inclusion.

Be part of something bigger

- Contribute to systemic change in how Disabled artists are valued.
- Shape advocacy for Disabled rights with Creative Scotland, local and national government, and in local authorities.
- Support the development of artistic programmes for national festivals like Counterflows, sound Festival, and with partners Tŷ Cerdd, CoMA and more.
- Influence national strategies for Disability, Inclusion and Sustainability.

What We Are Looking For

We welcome people with a wide range of lived and professional experience. As a Disability-led organisation, we particularly welcome applications from Disabled people and value lived experience as leadership expertise. You do not need prior Board experience, however, you must bring knowledge of, and a commitment to, Inclusion, the Arts and social change. Trustee roles are voluntary with flexible, remote-first meetings. Accessibility measures, such as BSL and live captions, are available as standard.

We are recruiting for:

- Chair.
- Secretary.
- Treasurer.
- Trustees (general and specialist).

We are particularly interested in people with experience in:

- Disability rights and advocacy, including ASLN and Neurodiversity.
- Accounting, Finance and Fundraising.
- Governance or HR experience in non-profit, charity, third-sector or other organisations.
- Fire, building and event safety.
- Marketing, Audience Development and Digital Inclusion.
- Social Care, Community Learning and Development, Youth Work, Education or Participatory Arts experience.
- Policy development or advocacy experience, particularly in local government or councillor roles.

We actively encourage applications from D/deaf and Disabled people, people from the global majority, LGBTQ+ communities and others underrepresented in cultural leadership.

Access and Inclusion

- Meetings are remote-first, with at least one in-person meeting annually.
- Alternative application formats are welcomed (audio, video).
- Agreed travel and access costs are covered.
- BSL, live captions and other communication support are offered.

Additional Support for New Trustees

We recognise that stepping into a trustee role can feel daunting, especially if you're new to governance, taking on a leadership role for the first time, or navigating changes in access, energy or confidence. That's why we create space for you to learn at your own pace. You'll be supported to:

- Ask questions freely without judgment. We encourage curiosity and openness.
- Build confidence gradually by providing opportunities to shadow or observe before taking on active responsibilities.
- Contribute in ways that suit your strengths, whether that's speaking, writing, listening or sharing informally.
- Shape your role over time, recognising that everyone brings different skills and capacities.

We aim to create a Board culture that is welcoming, reflective and responsive, so trustees can grow in confidence and contribute meaningfully from the outset.

The Commitment:

- Four Board meetings per year (online by default, two hours each in length).
- Eight Board Catch-Ups (online by default, one hour each in length).
- Annual Development Day and at least one Concert per year (in person).
- Occasional support (e.g. interviews, working groups, sub-committees).

Help Deliver Our 2026–2028 Ambitions

By joining now, you'll play a key role in:

- Growing participation to over 120 Disabled musicians annually.
- Shaping the development of the first National Archive Collection for Disabled composers and music artists' works.
- Steering our EDI and Environmental Action Plans.
- Building a strong, resilient future for Disability-led culture in Scotland.
- Help us develop a new Inclusive Music Network.
- Develop new Pathways mentorship opportunities for Disabled participants.

How to Apply

Email your application to Christine Cooper.

Please include:

- Which role(s) you're applying for (Chair, Secretary, Treasurer, Trustee (general or specialist)).
- Why you're interested in becoming a Trustee for Sonic Bothy and what experience or skills you bring (approximately 500 words or equivalent).
- Your thoughts on Disability and Inclusion (approximately 300 words or equivalent).
- A copy of your CV (or a link to your professional website if you have one), together with contact details of two referees.

To ensure accessibility, we offer Reasonable Adjustments at any stage in recruitment. Please notify Christine Cooper of any Access requirements. Access information will never be used in selection or assessment decisions. Accessibility measures, such as BSL and live captions, are available as standard.

The appointment is subject to PVG (Protecting Vulnerable Groups) Disclosure checks. For candidates outside Scotland, a check with equivalent institutions in the respective countries is necessary. If you have any Access requirements for the application or interview, or if you have any questions, email Christine Cooper.

- Application deadline: This is an Open Call, and we will accept applications on a rolling basis.
- Interviews will take place virtually, however, if you prefer to meet in person, please let us know, and we can arrange this.

More About Sonic Bothy

Current Programme
Sonic Bothy offers a comprehensive programme of open, inclusive workshops, development, and professional performance opportunities, providing progression pathways for Disabled people to explore and develop their creative identities. Uniquely positioned beyond traditional music therapy, our programmes centre autonomy, treating each participant as an Artist first. Participant-led sessions foster Equality, especially for those with limited autonomy in other areas of life. We prioritise both accessibility and artistic integrity, finding innovative ways to overcome challenges.

Sonic Bothy Ensemble is an established group of eight Disabled and non-Disabled musicians who collaboratively compose and perform experimental music. Six members are Disabled. Their eclectic influences include improvisation, contemporary classical, dance, electroacoustic, musicals and noise, with accessibility radically shaping the music.

The Ensemble has performed at HippFest (2023), Tectonics (2021), TUSK (2019), GIOfest (2012, 2013, 2018, 2024), sound Festival (2014, 2025), and Counterflows (2013, 2025). They produced a concert event with Noisy Women and Sonic Bothy's Learning Space and Ensemble at the Citizens Theatre (2026). Their debut album, *Fields,* was released in 2019. They won the Musicians' Union Award for New Music Performer at the 2023 Scottish Awards for *Verbaaaaatim*, premiered at Tectonics 2021.

- Learning Space offers weekly training for Disabled musicians of all abilities to develop composition and ensemble skills in a supportive, creative environment.
- Open Sessions are fun, short blocks of participatory workshops for those with little or no musical experience.
- Youth Projects support Disabled young people as they transition to adulthood, addressing gaps in post-school opportunities.
- Pathways is a mentorship programme supporting ASLN participants to define personal and creative goals.
- The Artist Residency enables Disabled Artists to develop original work. Alumni include Gregor Gillespie, Ben Lunn, David Nicholson, and Sorcha Pringle.

Sonic Bothy is a leading advocate for social change and an accessibility advisor to organisations and festivals across Scotland and internationally. We contribute to academic research and policy, including the Scottish Government's SNAP3 (2024–2029). We continue to influence accessibility practice, inspiring inclusive projects like *Bwthyn Sonig (Sonic Bothy in Welsh)* by Tŷ Cerdd in Wales.

Find out more about Sonic Bothy staff here: https://www.sonicbothy.co.uk/people/.

Contact Details:
Email Christine Cooper, General Manager at Sonic Bothy.
Telephone or message: 07356114780.

View Sonic Bothy on the OSCR charity register:
https://www.oscr.org.uk/about-charities/search-the-register/charity-details?number=SC046050.

Sonic Bothy's 2026/27 activities are kindly supported by Creative Scotland Multi-Year Fund and Youth Music Initiative, Glasgow City Council Communities Fund, Garfield Weston Foundation, The Glasgow Wellbeing Fund, The Hugh Fraser Foundation, The William Syson Foundation, the Cruden Foundation, and our partners Glasgow Music at Glasgow Life, CoMA – Contemporary Music for All, the Scottish Music Centre, AC Projects, sound Festival, and Tŷ Cerdd – Music Centre Wales.

Sonic Bothy is a Registered Charity SC046050.