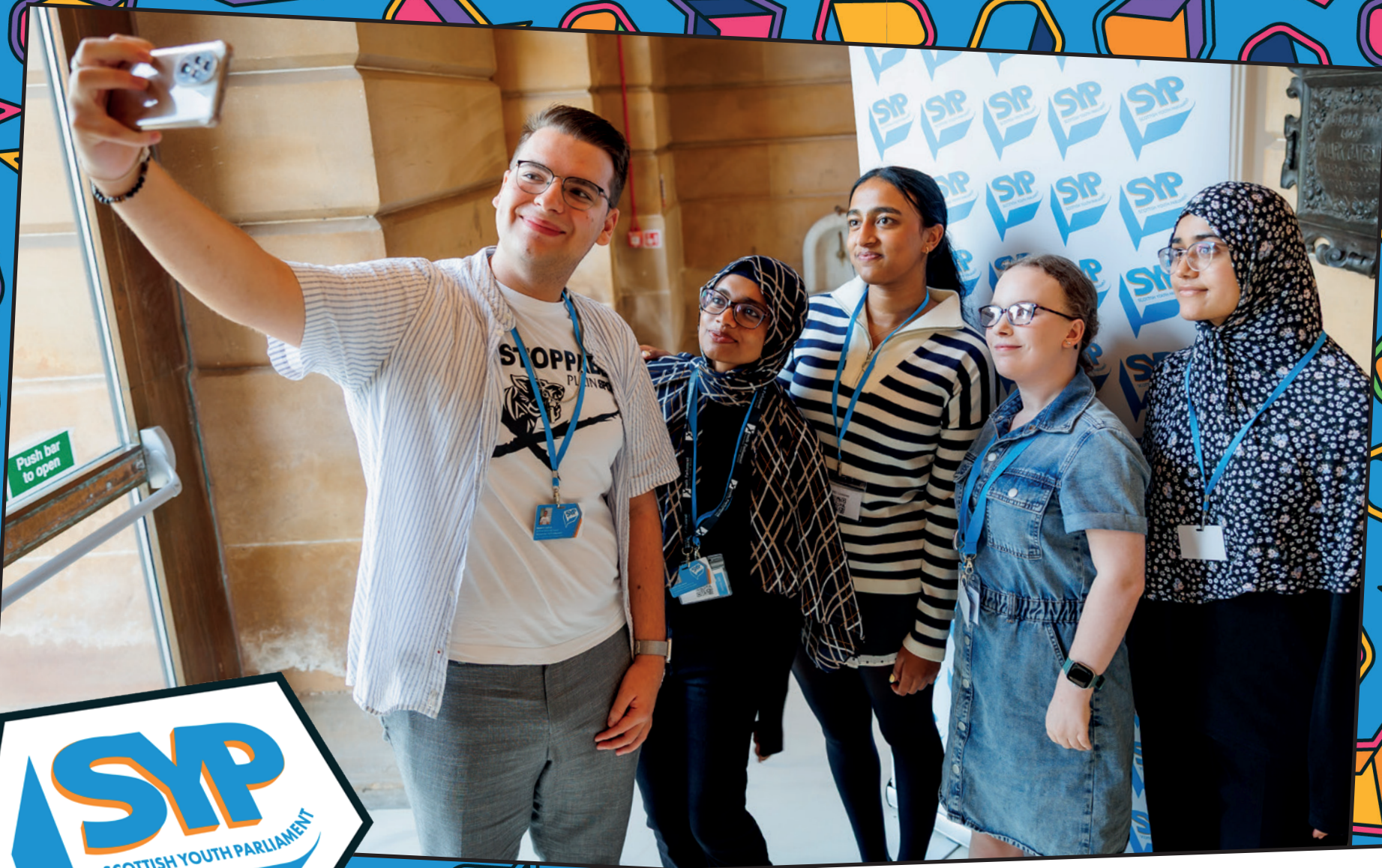




Chief Executive Officer

October 2026

LHH



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WELCOME

Ellie Craig MSYP, Chair of the Scottish Youth Parliament



Ensuring that young people remain at the forefront of our decisions, priorities and public voice



Thank you for your interest in becoming the next Chief Executive of the Scottish Youth Parliament.

SYP is the democratically elected voice of Scotland's young people. We give young people a national platform to discuss the issues that matter to them, defend their rights and campaign for change. Our Members of the Scottish Youth Parliament - MSYPs - represent communities across Scotland and are at the heart of everything we do.

We are proudly youth-led. Our Board is made up entirely of young people aged between 16 and 25, and our Chief Executive has

a particularly important role in helping us exercise that leadership effectively. You will work closely with me, the other members of our Board and MSYPs across Scotland, ensuring that young people remain at the forefront of the organisation's decisions, priorities and public voice.

This is an exciting time to join SYP. Our political profile and influence are strong, and our campaigns have helped to achieve significant change, including Votes at 16, equal marriage and the incorporation of the United Nations Convention on the Rights of the Child into Scots law. Our new Strategic Plan and Dear Scotland's Future, our 2026-2031 manifesto, give us a clear and ambitious platform for the years ahead.

However, we also know that this will be a demanding role. SYP operates in a complex political, financial and social environment. Our next Chief Executive will need to protect our political impartiality while ensuring that we remain bold and influential. They will

need to support our Board to make informed decisions, build strong relationships with decision-makers and partners, lead and develop our staff team, manage risk and strengthen the organisation's long-term sustainability.

We are looking for someone who shares our belief that young people should have a genuine say in the decisions that affect them. That means listening carefully, communicating openly and recognising that youth leadership is about more than asking young people for their views. It is about sharing power and enabling young people to shape the direction of the organisation.

You may already be a Chief Executive, or you may be ready to take the next significant step in your leadership career. We are interested in what you have achieved, the values that guide you and the contribution you believe you can make. You will need the confidence to represent SYP at the highest levels, but also the humility and emotional intelligence to support others to lead.

In return, you will have the opportunity to lead a respected national organisation with an extraordinary track record of influence and impact. You will work alongside passionate MSYPs, Trustees and colleagues who are ambitious for SYP and determined to improve the lives of young people across Scotland.

If you are a values-led leader who can combine strategic thinking with excellent organisational leadership, political awareness and a genuine commitment to young people's rights, we would be delighted to hear from you.

Thank you again for your interest. I hope this pack gives you a strong sense of our organisation, the role and the opportunity ahead.

Yours sincerely,

Ellie Craig MSYP
Chair
Scottish Youth Parliament

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Chief Executive Officer

Location SYP Office, Edinburgh/Hybrid

Salary £60,000 - £70,000

The Scottish Youth Parliament is the democratically elected voice of Scotland's young people. We provide a national platform for young people to discuss the issues that matter to them, defend their rights and influence the decisions that shape their lives.

Around 160 Members of the Scottish Youth Parliament - MSYPs - represent communities and voluntary organisations across Scotland. Our organisation is genuinely youth-led: our campaigns and priorities are shaped by young people, and our Board is made up entirely of young Trustees aged between 16 and 25.

We are now looking for our next Chief Executive.

This is an opportunity to lead a respected national organisation with a strong political profile and a proud record of achieving change. SYP's campaigns have contributed

to Votes at 16, equal marriage and the incorporation of the United Nations Convention on the Rights of the Child into Scots law.

Working closely with our Chair and Board, you will help set SYP's strategic direction and turn the ambitions of our Strategic Plan and Dear Scotland's Future manifesto into meaningful action. You will lead and develop our staff team, strengthen our relationships with decision-makers and partners, and ensure that SYP remains sustainable, well governed and equipped for the future.

You will also be a visible ambassador for SYP and young people's rights. You will build trusted relationships across government, Parliament, local authorities, funders, the third sector and the wider youth work community, influencing effectively while protecting SYP's political impartiality.

We are looking for a values-led, inclusive and ambitious leader with experience of delivering results within a complex organisation. You will bring strong strategic



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Chief Executive Officer

and people leadership skills, sound judgement and an understanding of governance, finance and organisational risk. You will also understand how policy is developed and influenced in Scotland.

Most importantly, you will believe in youth leadership. You will know how to advise, support and constructively challenge a young Board without taking ownership of its decisions. You will listen carefully, communicate openly and create space for young people to lead.

You do not need to be an existing Chief Executive. You may be ready to take your first step into a CEO role, having already demonstrated the leadership capability, values and potential to succeed at this level.

To Apply

Please send a tailored CV and covering letter to **ScotlandExecutive@LHH.com** the covering letter should be no more than two pages of A4 and should summarise your relevant experience, leadership achievements and motivation for applying.

For a confidential, informal discussion about the role, please contact LHH on **+44 (0)141 220 6460** or email the above address.

Experience of youth work would be valuable but is not essential. What is essential is a genuine commitment to young people's rights, meaningful participation and social justice.

SYP wants its leadership and staff team to reflect the diversity of Scotland's young people. We therefore welcome applications from people of all backgrounds and particularly encourage interest from candidates whose perspectives and experiences are underrepresented in senior leadership.

A flexible approach to evening and weekend work will be required.





ABOUT US

The voice of Scotland's young people

The Scottish Youth Parliament is the democratically elected voice of Scotland's young people.

We are a youth-led organisation that provides a national platform for young people to discuss the issues that matter to them, defend their rights and campaign for meaningful change. We make sure young people's voices are heard by the people and organisations whose decisions affect their lives.

Our vision is of a Scotland that values and practises the meaningful participation of young people, enabling them to realise their full potential. Our mission is to represent the voice of Scotland's young people on the issues affecting them and to empower young people to champion and defend their rights.

Around 160 Members of the Scottish Youth Parliament – known as MSYPs – represent young people from constituencies and voluntary organisations across Scotland. MSYPs are aged between 14 and 25 and are elected every two years by their peers.

This democratic mandate sets SYP apart. Our priorities are determined by young people, our campaigns are led by young people and our Board is made up entirely of young people.

Youth-led in practice

Being youth-led is central to who we are and how we work. MSYPs listen to the experiences and views of the young people they represent, debate the issues affecting their lives and use that evidence to influence decision-makers. They meet at national Sitings, contribute to committees and campaigns, engage with politicians and public bodies, and represent young people in their communities.

ABOUT US

The voice of Scotland's young people

Our Board consists of the Chair, Vice Chair and six Trustees, all elected from the SYP membership. The Board is responsible for the governance and strategic leadership of the organisation, supported by the Chief Executive and staff team.

We do not believe that meaningful participation means simply asking young people for their opinions. It means giving young people the information, support and opportunity they need to influence decisions and lead change. It also means ensuring that young people's views are listened to, taken seriously and acted upon.

Our staff team supports MSYPs through a youth work approach, providing training, personal development and practical support. Staff also lead the organisation's policy, communications, partnerships, income generation, governance and operational work.

Creating change

SYP has a proud record of helping to achieve significant social and political change. Our campaigning has contributed to Votes at 16 in Scotland, equal marriage and the incorporation of the United Nations Convention on the Rights of the Child into Scots law. We have also influenced debate and policy across areas including education, mental health, transport, climate change, poverty, equality and young people's safety.

Our influence is built on the experiences and priorities of young people, and we work with the Scottish Government, Scottish Parliament, local authorities, public bodies, funders, youth organisations and other partners to ensure young people's voices are part of the decisions being made about Scotland's future.

SYP remains politically impartial. We are independent of all political parties and work constructively with decision-makers from across the political spectrum. This enables us to build broad support for the issues identified by young people and to challenge decision-makers when change is needed.

Our strategy and manifesto

Our Strategic Plan sets out an ambitious direction for SYP. It focuses on four key outcomes:

- We have been democratically elected to represent young people in Scotland.
- We create space for young people who are furthest from their rights.
- We campaign for change.
- We empower young people to take the lead and influence locally and nationally.

Alongside our strategy, our 2026-2031 manifesto, Dear Scotland's Future, sets out the issues young people want decision-makers to address. It was developed through engagement with around 5,000 young people from across Scotland and turns their priorities into clear calls for action.

Together, the strategy and manifesto provide a strong platform for SYP's next chapter. They also create an important challenge for our next Chief Executive: to help translate the ambition of young people into influence, organisational delivery and lasting change.

ABOUT US

The voice of Scotland's young people

Our values

Our values shape our decisions, our relationships and the way we work:

Youth-led - We empower young people to take the lead in every aspect of our work.

Inclusive - We create brave and safe spaces in which young people from every background feel able to participate.

Ambitious - We campaign for change and work towards a Scotland in which young people are proud to grow up.

Bold - We defend young people's rights and champion the issues that matter most to them.

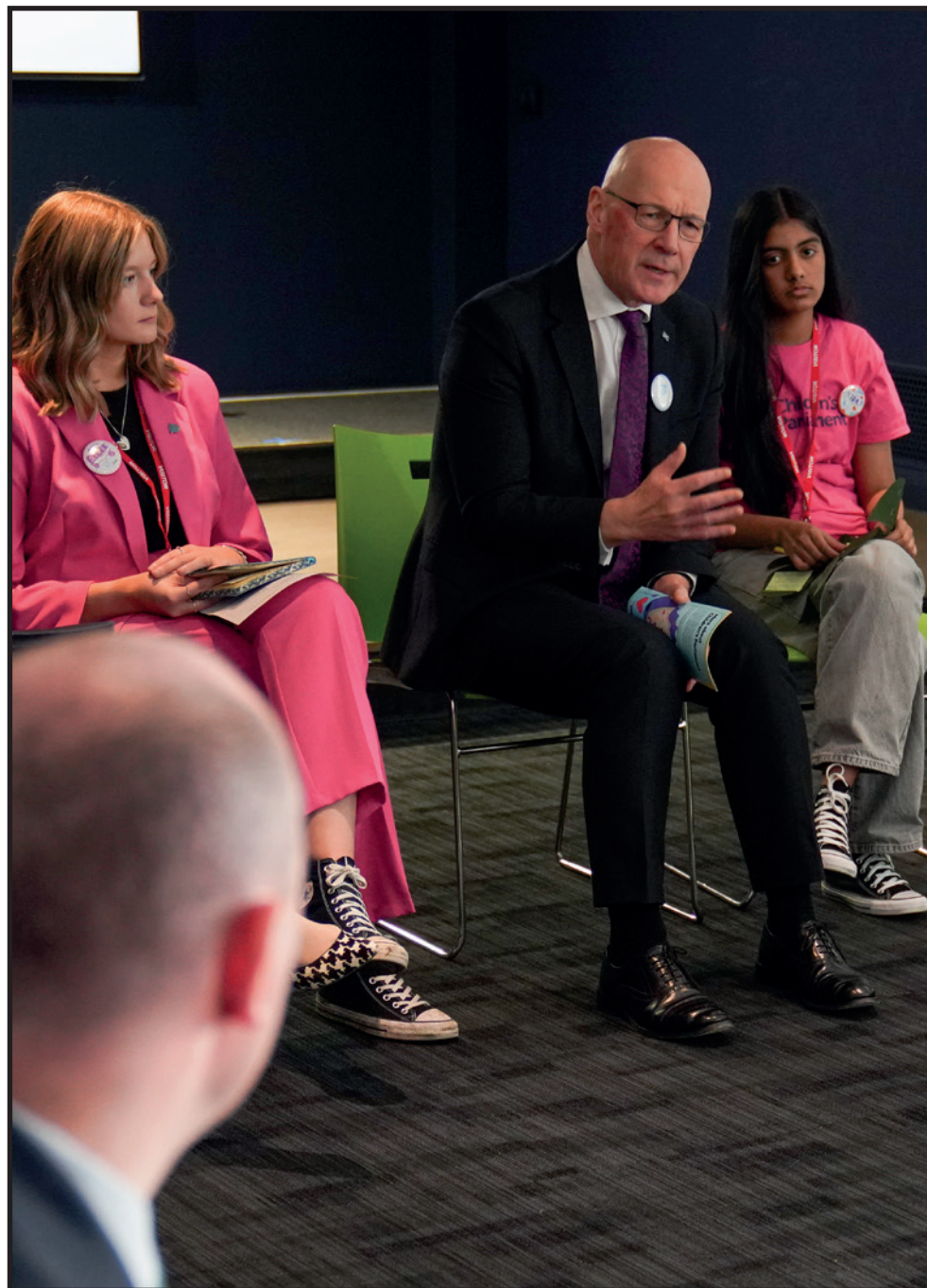
Politically impartial - We ensure our work is evidence-based and that the issues important to young people can be discussed and openly debated.

Looking ahead

SYP enters its next chapter from a position of considerable influence, with a clear strategy, an ambitious manifesto and a strong national profile.

We also operate in a demanding environment. Young people face significant challenges, competition for funding is increasing and the political and policy landscape continues to change. The expectations placed on SYP, its MSYPs and its staff are substantial.

Our next Chief Executive will help us respond confidently to those challenges while protecting what makes SYP distinctive. They will support young people to lead, strengthen our organisational sustainability and ensure that SYP remains a bold, trusted and influential voice for Scotland's young people.



THE ROLE

A visible and credible ambassador for SYP and young people's rights

As Chief Executive, you will be the most senior member of SYP's staff team and the principal link between our youth-led Board and the organisation's day-to-day work.

Working closely with the Chair and Trustees, you will help shape SYP's strategic direction and turn the ambitions of our Strategic Plan and Dear Scotland's Future manifesto into meaningful action and impact. You will ensure that young people remain at the heart of the organisation's decisions while providing the leadership, advice and support the Board needs to govern effectively.

You will lead and develop a committed staff team, creating an open, inclusive and high-performing culture. Through the Senior Management Team, you will ensure that operational plans are delivered, resources are used effectively and colleagues have the support and clarity they need to succeed.

Externally, you will be a visible and credible ambassador for SYP and for young people's rights. You will build influential relationships

across government, Parliament, local authorities, funders, the third sector and the wider youth work community. You will understand how to influence policy and public debate while protecting SYP's political impartiality.

Your key priorities will include:

- Working with the Board to set and deliver SYP's strategic direction.
- Supporting strong youth-led governance and fulfilling the responsibilities of Company Secretary and Board Secretary.
- Leading, supporting and developing the staff team.
- Strengthening relationships with MSYPs, partners, decision-makers and funders.
- Identifying new opportunities for income, influence and organisational development.
- Ensuring SYP remains financially sustainable, well governed and equipped to manage risk.

This is a role for someone who can combine strategic leadership with practical delivery. You will need to know when to lead from the front and when to create space for young people to lead. Above all, you will ensure that SYP remains an ambitious, inclusive and influential organisation that turns young people's voices into lasting change.



THE PERSON

An open, thoughtful and emotionally intelligent leader

We are looking for a values-led, inclusive and ambitious leader who believes deeply in young people's right to influence the decisions that affect their lives.

You may already be a Chief Executive, or you may be ready to take your first step into a chief executive role. What matters most is that you can demonstrate the leadership capability, judgement and personal credibility required to lead SYP, together with the humility and self-awareness to work within a genuinely youth-led and fully inclusive organisation.

Leadership and organisational delivery

You will have experience of leading within a complex charity, membership organisation, public body or similarly values-driven environment.

You will understand how to turn an ambitious strategy into clear plans, priorities and measurable results and be able to lead and develop a talented staff team, providing clarity and direction while creating an open, inclusive and supportive working culture.

Your approach will be collaborative and constructive, and you will be confident coaching senior colleagues, encouraging accountability and addressing difficult issues when required.

You will bring a practical understanding of how organisations work. This will include financial oversight, risk management, governance, regulatory compliance and the effective use of limited resources. You will be able to balance ambition with realism and identify opportunities to strengthen SYP's income, resilience and long-term sustainability.

Youth-led leadership

You will understand that leading a youth-led organisation requires a distinctive approach.

The Chief Executive is an important adviser to the Board, but does not take ownership of its decisions. You will be comfortable supporting young Trustees to understand complex information, assess risk and exercise their responsibilities with confidence. You will provide honest advice and constructive challenge while respecting the Board's authority and ensuring young people remain at the centre of SYP's leadership.

You will be able to build trusted

relationships with MSYPs from different backgrounds and communities across Scotland. You will listen carefully, communicate accessibly and create an environment in which young people feel respected, supported and able to challenge.

Experience of youth work would be valuable, but it is not essential. You must, however, demonstrate a strong understanding of young people's rights, empowerment, meaningful participation and social justice.

Political awareness and external influence

SYP operates in a highly visible political and policy environment. You will understand how decisions are made and influenced in Scotland and will bring experience of building constructive relationships with senior stakeholders.

You will be confident engaging with Ministers, elected representatives, civil servants, local authorities, funders, charities and other partners. You will also be able to represent SYP publicly, communicate its position clearly and build support for the priorities identified by young people.

You will combine political awareness with a firm commitment to political

impartiality and know how to influence effectively without aligning SYP with any political party. You will also be able to exercise sound judgement in sensitive or fast-moving situations.

Your approach

You will be an open, thoughtful and emotionally intelligent leader who inspires trust and listens before reaching conclusions, welcomes different perspectives and be willing to change your mind when the evidence supports it.

You will be resilient and calm under pressure, with the confidence to make decisions and take responsibility for them. You will be comfortable operating in a role that combines strategic leadership, detailed organisational oversight and significant public responsibility.

You will also be an excellent communicator, able to explain complex issues clearly and adapt your style for young people, staff, Trustees, funders, politicians and the wider public.

Above all, you will share SYP's values. You will be ambitious for the organisation, bold in defending young people's rights, inclusive in the way you lead and committed to ensuring that Scotland's young people are heard in the decisions that shape their lives.

CONDITIONS & REMUNERATION

Location SYP Office, Edinburgh/Hybrid

Salary £60,000 - £70,000

Timescales

Closing date for applications Sunday 01 November

Interviews Week commencing 23 November, 2026.

Benefits

Flexible working

- Staff at SYP can work flexibly and choose their start or end time in the working day. For example, if an employee starts work at 8am and takes an hour for lunch, they can finish at 4pm or whenever they have completed their 7-hour working day. Likewise, if a member of staff starts at 10am, takes an hour for lunch, and they can finish at 6pm.
- We encourage all staff to have a lunch break. We find this helps break up the day and helps focus.
- Staff can also choose to take a longer lunch break and start earlier or finish earlier as a result.
- Staff can request a more formal flexible working arrangement.

How We Work

- Our staff work between our Edinburgh office and their homes. At SYP, we recognise the need to be more flexible to ensure our team is supported and feels like part of the team. Staff have access to equipment to work comfortably from home.

Our Office

- SYP works from Norton Park, a shared office hub for charities in Edinburgh. We have a number of hot desks and access to a range of other spaces, which is great for working collaboratively. Our office is stocked with tea, coffee, hot chocolate, milk and sugar for staff to keep them going throughout the day.
- We have a range of team-building and away days throughout the year that help the team plan, learn, and develop.

Staff Wellbeing

- All staff have access to an employee assistance programme provided via YuLife. This programme includes a virtual GP, 24/7 confidential well-being support, and information on a number of life-related issues. YuLife offers employees daily challenges, including walking, workouts, and Sudokus, to earn points that can be exchanged for vouchers.
- SYP Staff are enrolled in a Group Income Protection Scheme (conditions apply).

Holidays

We offer a generous holiday entitlement of 25 days per year, plus 10 public holidays. We close the office over Christmas and the New Year, giving staff an extra three or four days as a thank-you for their hard work throughout the year.

CONDITIONS & REMUNERATION

Other types of leave

Sickness absence

We pay sickness pay at an enhanced rate after staff have completed their probationary period; during the probationary period, sickness pay is at the CEO's discretion.

Bereavement leave

Staff can request leave in the event of the bereavement of a close family member or friend.

Carer/Dependants leave

Staff can request leave if they need to care for a close relative.

Volunteering days

staff can request time off to give their time back up to 2 days per year.

Medical appointments

Staff are given paid time off to attend medical appointments.

Maternity, paternity and adoption leave

We pay statutory maternity, paternity and adoption pay to eligible staff.

Professional and personal development

- We offer a range of training and development for our staff. Staff are asked at their annual appraisal for training requests that might help them in their current role or training for the role they would like to hold in the future.
- We hold regular staff training days for the whole team on topics like first aid, child protection and strategy.
- SYP encourages CPD and offers staff the opportunity to attend conferences and events that spark
- their interest.

Looking to the future

We offer a pension package to all staff from their first day at SYP, and we offer an auto-enrolment



HOW TO APPLY

To apply for the post, please send a tailored CV and covering letter to: **ScotlandExecutive@LHH.com**

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact LHH on **+44 (0)141 220 6460** or email the above address.

Our members reflect the diversity of Scotland's young people. The diversity of our members means we are able to authentically reflect the views of all of Scotland's young people in all our work. We are constantly reviewing our approach to ensuring equality and diversity in our applications and would be pleased if you could complete an Equalities Monitoring Form.

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

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Thank you for your interest and support
of Scottish Youth Parliament

syp.org.uk