



Tripod Voluntary Director - Role Description January 2026

Role type: Voluntary

Location: Can be based anywhere. Quarterly Board meetings are usually held online with one annual strategy day in person, so ideally be able to travel to Edinburgh/Glasgow for these (expenses paid).

Time commitment: Minimum half a day a month

Overview

[Tripod](#) is a collective of facilitators and organisers based in Scotland, set up in 2008 to build the power of social movements tackling the root causes of injustice. We have had an active Board since 2021 with [various Board members](#) who are voluntary directors. The Board supports our vision and strategy, advocates for what we do, and supports our collective to be more sustainable and effective.

You can find full details about the role below. If you have any questions and/or would like to speak to a real life human, feel free to email info@tripodtraining.org to arrange a phone call or meeting.

Tripod Voluntary Director Board Member: Full Role

About Tripod

Tripod builds the power of social movements tackling the root causes of injustice in Scotland and beyond. As a collective of facilitators and educators, we connect people and develop skills to embody the liberated futures we're fighting for. We seed active solidarity and strengthen strategic collaboration within and across movements. We offer training, meeting facilitation and conflict mediation to support groups to work in better alignment with their visions and values. We are a worker-led, not-for-profit coop, and have been embedded in movements since 2008.

For more info about our approaches and other work, please visit [our website](#). Our [new 2025-2030 strategy](#) focuses on building intersectional movements, and increasing the capacity within and across groups to better navigate conflict.

About the Tripod Board

As a small not-for-profit workers' co-operative, Tripod is governed by its workers and co-directors. We believe it's important to be accountable and responsive to the groups and movements we exist to support, and we want our Board to be representative of those we work with, including people with lived experience of injustice. In this way we can ensure that our strategy and long-term planning is driven by people embedded in movements.. We also recognise the experience and skill the Board can bring to Tripod as well as the value of different perspectives of those not directly involved in the collective.

The Board is not expected to be involved in the day-to-day running of the organisation; this is the job of the staff team. However, our Board members do support with some specific operational tasks such as fundraising and HR, and advise on our strategic direction. We also expect that Board members are able to advocate for our work and can put time into talking to future project partners, funders and individuals interested in our work. The Board will advise on strategic and operational matters, while any final decisions will be made by the members in accordance with Tripod's aims and values.

Our Board has a two-fold purpose:

- **Advisory / Accountability-** *To give strategic input and keep Tripod accountable to our aims and values as well as to the groups and movements we aim to support;*
- **Operational support** – *To help Tripod to be more sustainable and effective as an organisation longer-term.*

Responsibilities of Board Members

We ask prospective Board members to be willing to offer their time, experience, and creativity to help us develop as an organisation.

The main responsibilities of the Board members are to:

- Help to maintain vision, aims, and values of Tripod;
- Develop strategy and advice on longer-term organisational development;
- Ensure accountability to funders and the wider movement;
- Advocate for our work in different contexts;
- Offer support with operational tasks where appropriate, such as fundraising, people, & dynamics, conflict, admin and systems building.
- Offer support with programme development;
- Offer ad-hoc 1:1 support to Tripod team members struggling with organisational challenges

In addition to participation in the quarterly meetings, Board members can choose to join an operational working group (currently Strategy & Governance, People & Dynamics/HR, Finance and/or Fundraising), and/or to be the support person for one of our programmes. That may mean participating in monthly meetings with staff or responding to ad hoc support requests from staff in the particular work area, capacity and interest depending. Board members can also choose to make themselves available for external supervision of staff members.

The executive titles are nominal, though we may occasionally ask Board members to sign important documents and represent Tripod to funders and other external parties.

Key skills, experience and attributes we are looking for

We are looking for Board members who have:

- A commitment to social and environmental justice, and Tripod's vision, aims and [values](#) and cooperative working culture, and an ability to communicate this enthusiasm to others;
- A strong commitment to anti-oppression and motivation to help us embed it into all the work that we do;
- Experience in, or a deep understanding of, fighting against structural oppression;
- Experience in grassroots organising or campaigning contexts;
- Strategic awareness of social movements, campaigning and organising and/or systems change and experience of strategy development;
- Experience in flat structure decision-making and/or other alternative models of decision making and management structures;
- The ability to work well as part of a diverse team of Board members from different personal, professional and political backgrounds and to cultivate a positive Board culture;
- The ability to listen and ask questions, and consider the long-haul;

We also very much welcome anyone with skills and experience in organisational management like fundraising, HR, communications risk management and governance. Skills in these areas are not a requirement so if you don't have experience in this please do still apply.

Tripod's work has liberation and anti-oppression at its heart. We value lived experience and we prioritise the participation and leadership of people directly affected by systemic and cultural oppression. For example, people who identify as Black, Asian or minority ethnic; refugees and asylum seekers; disabled people; people with experiences of psycho-emotional distress; LGBTQIA+ people; and people who identify as poor or working class (or have done in the past).

Hours and duration

We're aware that Board members will be juggling different commitments, especially those who are currently active in grassroots organising and/or have caring responsibilities. We will always be mindful of this when asking for additional support. We want to make it possible for you to contribute within your capacity and will seek to accommodate your needs.

Although this is flexible depending on your availability, we ask you to commit to:

- A minimum of half a day per month;
- Staying in the Board for at least 1 year

You will be expected to take part in three quarterly meetings online, lasting 2-3 hours. You will also be expected to attend Tripod's annual summer strategy retreat day in person if

possible. In addition, you can choose to join a working group and/or offer regular or ad hoc external supervision to staff.

What we offer Board members

The position is voluntary but expenses will be covered (including for travel, childcare and any other accessibility requirements).

We also offer:

- **Learning** - As a training collective, we are dedicated to on-going learning and development. We offer occasional skill-shares and funded trainings on topics related to training, facilitation, social justice and flat structure organising;
- **Flexibility** - We welcome the ideas and passions you would bring into Tripod and will encourage you to be involved in the ongoing development of the Board and the organisation as a whole;
- **Community** - Opportunities to meet people involved in other groups and movements working for social, ecological and economic justice, including regular, funded socials with other board members, staff and collaborators at Tripod;
- **Collective Care** - A chance to be part of a small, tight-knit team who value collective care and having fun together as part of our working culture.

Equal Opportunities

Tripod opposes all discrimination on the grounds of colour, race, nationality, ethnic or national origin, economic status or social background, gender, gender presentation, sexuality, marital status, religion, age, size or disability.

If you have additional support needs or costs related to volunteering, we will try to meet them – please let us know what you need to participate. We welcome applicants who do not have English as a first language.