

WIBF SCOTLAND CHAIR

Reporting to: Head of Regions – Works closely with: Edinburgh and Glasgow Chairs, WIBF CEO and national leadership

Role level: Senior voluntary ambassadorial leadership role

Location: Scotland

Role type: Voluntary

Term: 2 years

Time commitment: Approximately 4–6 hours per week

ABOUT WIBF

Women in Banking & Finance (WIBF) is the UK's leading membership 1ecognized1n dedicated to accelerating progress towards gender-balanced leadership across financial services and finance. Our ambition is to build the UK's largest and most impactful career-long ecosystem for women in the sector.

THE OPPORTUNITY

At Women in Banking and Finance (WIBF), we believe that gender-balanced leadership is fundamental to building a stronger, more innovative and resilient financial system.

Our ambition is to be the UK's most influential catalyst for change – accelerating women's progression and influence, challenging the systemic barriers that hold talent back, and working alongside industry leaders to create lasting, measurable impact.

Scotland has a vital role to play in that ambition. With its globally significant financial services industry, influential institutions and exceptional talent, it offers an opportunity to demonstrate what can be achieved when organisations and leaders come together to drive meaningful change.

We are looking for an exceptional senior leader to help us realise that opportunity. As WIBF Scotland Chair, you will be our most senior ambassador in Scotland – a respected industry voice who can bring leaders together, open doors, influence conversations and champion our ambition at the highest levels.

Working alongside our Edinburgh and Glasgow Chairs and our national leadership, you will help strengthen WIBF's presence, relationships and influence across Scotland, ensuring that the region both benefits from and contributes to our national strategy.

This is an opportunity to use your experience, reputation and networks to make a lasting contribution to the future of financial services – and to the women whose talent and leadership will help shape it.

KEY RESPONSIBILITIES

- Be WIBF's senior public face in Scotland, representing the 1ecognized1n at executive, board-level, industry and policy forums, major events and high-value stakeholder meetings.
- Develop and sustain relationships with senior leaders across banks, insurers, asset and wealth managers, professional services, regulators, policymakers, universities and relevant industry



bodies.

- Use personal influence to convene leaders, unlock strategic introductions, attract senior champions and strengthen WIBF's reputation, reach and corporate relationships in Scotland.
- Advocate for WIBF's national strategy and four pillars, translating them into relevant opportunities for Scotland while ensuring regional perspectives inform national priorities.
- Champion WIBF's priority conversations: women and the AI-powered future; the broken rung and missing middle; sponsorship and allyship; progression from representation to power and influence; and women's financial power.
- Act as a strategic sounding board and senior sponsor to the Edinburgh and Glasgow Chairs, helping them secure support, remove barriers and make connections – without assuming responsibility for day-to-day committee management or programme delivery.
- Identify opportunities for influential Scottish voices, evidence, case studies and partnerships to contribute to WIBF's national thought leadership, research, benchmarking and leadership programmes.
- Work constructively with the Head of Regions, CEO and relevant national leads to align external positioning, manage important relationships and support a coherent UK-wide approach.
- Model WIBF's values and uphold its standards of integrity, inclusion, good governance and professional conduct.
- Provide strategic sponsorship to the Edinburgh and Glasgow Chairs so that local committees can deliver agreed regional priorities, membership ambitions and activity within approved budgets.
- Ensure material national changes affecting Scotland are considered with the Head of Regions and that Scottish perspectives are represented in relevant national decision-making.

WHAT SUCCESS LOOKS LIKE

- WIBF is 2ecognized and sought out as an influential voice on gender-balanced leadership in Scottish financial services.
- Stronger senior-level engagement and a demonstrably broader network of advocates, corporate partners and strategic collaborators.
- High-value opportunities created for Scotland to contribute to and benefit from WIBF's four strategic pillars.
- Edinburgh and Glasgow Chairs feel well supported, with clear separation between ambassadorial leadership and operational delivery.
- Scottish market insights and priorities are heard and reflected in national WIBF conversations and initiatives.

THE PERSON WE ARE LOOKING FOR

- A highly credible senior executive, board member or similarly influential leader, with an established profile and strong networks in Scottish financial services or its wider ecosystem.
- Proven ability to influence at board, C-suite and industry level, with the gravitas to act as a trusted



external ambassador.

- A persuasive speaker and relationship builder who can convene diverse stakeholders and convert goodwill into meaningful engagement.
- Strong strategic judgement, political awareness and an understanding of the opportunities and structural barriers affecting women's progression.
- A collaborative, inclusive leader who enjoys enabling others and is comfortable supporting volunteer-led delivery without taking it over.
- A genuine commitment to WIBF's purpose, independence and values.

WHAT YOU'LL GAIN

As WIBF Scotland Chair, you'll have the opportunity to use your experience and influence to advance a cause you care about, while building relationships and broadening your perspective beyond your own organisation. This is a chance to help shape the conversations, connections and opportunities that support women's progression across Scottish financial services.

You'll have the opportunity to:

- Extend your senior network across Scotland's financial services community, connecting with leaders from business, policy, education and industry bodies.
- Strengthen your profile as an advocate for gender-balanced leadership, representing WIBF in influential forums and discussions.
- Contribute to national priorities, bringing Scottish experience and insight into WIBF's wider strategy, research and thought leadership.
- Share your experience as a sponsor and sounding board for the Edinburgh and Glasgow Chairs, helping fellow volunteer leaders develop their influence and impact.
- Exchange ideas with WIBF's CEO, national leadership and regional colleagues, gaining fresh perspectives on the challenges facing the sector.
- See your contribution create opportunities for others, through introductions, partnerships and advocacy that help women progress.
- For an established leader, this role offers a purposeful way to give back, stay connected to emerging talent and help shape a stronger future for the industry.

WORKING ARRANGEMENTS AND COMMITMENT

This is a senior voluntary role, requiring a flexible but meaningful commitment shaped around strategic meetings, stakeholder engagement and selected high-profile events. The emphasis is on influence and impact rather than a fixed weekly number of hours. The Chair will agree priorities and an appropriate engagement rhythm with the Head of Regions. Reasonable expenses are governed by WIBF policy; WIBF volunteers are expected to hold the relevant paid membership.

DIVERSITY AND INCLUSION

WIBF is committed to building an inclusive community and welcomes interest from leaders with varied backgrounds, experiences and perspectives. We encourage candidates who share our purpose and can help us extend our reach across Scotland.



The Chair will work within WIBF's agreed governance and delegated authority arrangements. The role description will be reviewed annually with the Head of Regions; any substantive changes will follow WIBF's approval process. Formal appointment term and committee participation will be confirmed on appointment.

Appointments are made on merit against the requirements of the role. We are committed to an inclusive and accessible recruitment process and will provide reasonable adjustments where required.

HOW TO APPLY

Please email your CV and a short cover letter (max one A4 page) to our recruitment team at applications@wibf.org.uk.

We encourage you to apply as soon as possible, as applications will be reviewed on a rolling basis and interviews will be arranged as suitable candidates are identified. This role will close on 23 November.