

# EXCITING OPPORTUNITY

APPOINTMENT OF

**Trustee**

**Chair of the Finance, Risk & Resource Committee**





## The Opportunity

We are seeking candidates for the Trustee position of:

### Chair of Finance, Risk & Resource Committee

2025 is an exciting time for The Bowes Museum and offers an outstanding opportunity to help drive the long-term strategy to ensure our relevance and impact in the years ahead.

### DELIVERING TRANSFORMATION

Following a period of challenge during which the board of trustees were often required to act in an executive position, a new Executive Director and Senior Leadership Team were recruited in 2022/23, allowing the board to return to an oversight role.

A governance review included a reduction in the number of trustees, the creation of a pool of trusted advisors, and an emphasis on clear roles and responsibilities between the board and the executive team.

A 2023-2028 business plan is in place and significant work has already improved the visitor experience, facilities, commercial activities, and workforce conditions.

New development projects are underway and we have embarked on a two-year review of our funding model, digital and technology strategy, and our environmental sustainability, as well as to further our plans for capital investment and workforce development, thanks to funding support from the Heritage Fund.

We are seeking a new trustee to join the board of trustees and work with the Senior Leadership Team to help further our ambitions and ensure we are realising the full potential of The Bowes Museum as a significant North East cultural anchor, an Arts Council England National Portfolio Organisation, and a nationally and internationally connected museum.

## A future-thinking museum of artists, designers, and makers, created to support and uplift people and places.

The story of The Bowes Museum is like no other: uniquely, the idea of a woman, Joséphine Bowes, an artist and patron of the arts. Her determination and passion for creating a museum were shared by her husband John, who was born in Teesdale.

The Museum stands proudly in the heart of Teesdale, an area of outstanding natural beauty.

### MISSION, VISION, AND VALUES

**Our mission** as a future-thinking museum of artists, designers, and makers is to support and uplift the North East through our spirit of generosity and collaboration.

Through this we aim to achieve **our vision** of unlocking people's potential to shape a more interesting, equitable and sustainable world.

**Our values** underpin our work. We aim to be adaptable, collaborative, creative, experimental, fun, responsible and welcoming.

### COLLECTION

We hold the spirit of our founders, Joséphine and John Bowes, within our collections. Joséphine's interests are reflected in the collection, particularly her love of fine porcelain, fashion, and art. She was a recognised artist who acquired the work of her contemporaries during a vibrant cultural period in 1800s Paris.

Our collecting policy, associated programming, and display reflect Joséphine's interest in the present and the new, celebrating creativity, design, and artisanship.

### VISITOR EXPERIENCE

We seek to welcome all, support and celebrate artists, cultivate creative exchange, deliver inspirational learning, and be a place that is used and loved by the people of Teesdale and visitors from further afield.

We aim to put people first by understanding their needs and motivations. We do this by knowing and speaking to our audiences and making our exhibitions and events accessible, inclusive, and relevant. We view our programming 'in the round' and want to extend it beyond our building. Recognising that engagement is digital and physical, we aim to connect with people where they are. We support artists, makers and designers, current and aspiring, through our programmes, exhibitions and partnerships.

Learning is at the heart of The Bowes Museum. We work extensively with children, young people, educators and older people to raise aspirations and support education for life. Our incredible volunteers are a vital community, working with us in mutually beneficial ways to support people and places.



Our grounds are a welcoming space for everyone. We have over 20 acres for local people to call their own. They include a mixture of formal planting and woodland arboretum, with avenues of trees and a terrace, from which visitors can admire the spectacular views of the surrounding countryside. Our shop offers unique pieces inspired by our collections and exhibitions and features local artists and makers. As the Museum feeds the soul, our award-winning café feeds the body with its wonderful local and seasonal produce championing producers from Teesdale.

## TRADING AND OPERATIONS

Today the Museum employs 80 staff and has a turnover of approximately £2.6m in the charity and £880k in the Enterprises Trading Company. Our team is responsible for a broad spectrum of work across operations, finances, exhibitions, programmes, commercial activities, marketing and collections. As an Arts Council England (ACE) National Portfolio Organisation (NPO), we are proudly contributing to ACE's 'Let's Create' mission.

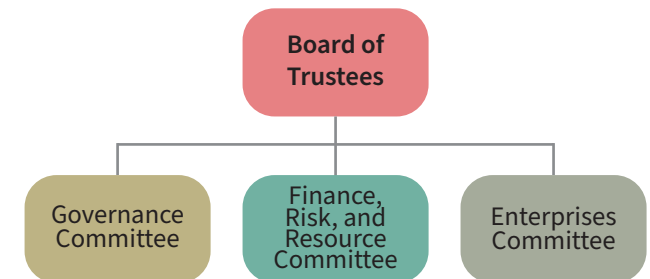
Our marketing approach is informed by research and visitor insight. Our audiences' needs, voices and responses are vital to our success. There are many parallels between the time of our founders and issues affecting society today.



## Role overview

### **Trustee: Chair of the Finance, Risk & Resource Committee.**

As Chair of one of our three sub-committees of the board, you will be pivotal in overseeing the museum's health and sustainability. Working closely with the senior leadership team, your committee colleagues, and other board members, your expertise will guide financial planning, risk controls, and management of resource, to ensure the museum's resource are managed effectively and sustainably. Your strategic insights will help align governance practices with the museum's goals, supporting its mission and growth towards a stable and sustainable future.





## Role Description

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### **ROLE REQUIREMENTS - What do we need?**

#### **Responsibilities:**

- Chair the Finance, Risk & Resource Committee.
- Ensure the museum's financial planning, budgeting, and reporting processes are timely, working with the Chief Operating Officer, Head of Finance and Resource and Executive Director.
- Provide strategic guidance on all finance, risk and resource matters to help ensure the museum's economic sustainability and growth.
- Ensure the museum's compliance with regulations and reporting requirements.
- Collaborate with other trustees and the senior leadership team to align financial, risk, and resource strategies with the museum's goals.

#### **Qualifications:**

- Experience in overseeing finance, risk and resource governance functions, ideally within non-profit and/or charity organisations.
- Strong understanding of non-profit financial, risk and resource management principles and practices.
- Preferably a legal or financial professional background.
- Proven ability to provide strategic oversight and guidance.

#### **Commitments:**

- Chairing responsibilities at quarterly Committee meetings.
- Attendance at quarterly full board meetings.
- Attendance at AGM meeting.
- Attendance at extraordinary meetings, as and when required.
- Attendance at exhibition previews and other significant events.

## Benefits and Impacts

### WHAT DOES A TRUSTEE ACHIEVE?

#### Contribution to Society:

- **Supporting people:** You will directly contribute to our activities to support and inspire people in our communities, including our workforce, volunteers, and people at the heart of our vision, such as children and young people, artists, designers, and makers.
- **Heritage and Culture Preservation:** Your efforts help preserve important heritage and cultural assets and their stories for future generations.
- **Educational Support:** Trustees support our educational initiatives that benefit schools and the wider academic community.
- **Economic Impact:** The Bowes Museum contributes to local and regional economies through tourism and job creation, and your work supports these economic benefits.

### WHY BE A TRUSTEE?

#### Personal benefits:

- Lifelong learning - engagement with our activities, collections, and site can enhance your knowledge and appreciation of the arts and cultural heritage.
- Sense of fulfilment supporting well-being - contributing to the sustainability and promotion of art, culture and heritage and how the organisation delivers its mission can provide a deep sense of satisfaction and purpose.
- Community Impact - playing a vital role in a North East institution that educates, supports, and enriches the community can foster a strong sense of civic pride and responsibility.
- Strategic insight - involvement in strategic decision-making processes can enhance your ability to think critically and develop long-term plans.
- Reputation enhancement - association with a respected cultural institution can elevate your professional profile and reputation within your industry and community.

#### Professional benefits:

- Networking opportunities - engaging with fellow trustees, museum professionals, and cultural leaders can expand your professional network and open doors to new opportunities.
- Leadership experience - serving on a board can hone your leadership and governance skills, providing valuable experience that can be applied in other professional contexts.
- Free entry to the museum - including access to exhibitions, events, and private viewings, offering unique cultural experiences.
- Professional development - training and development opportunities, helping you grow your expertise and knowledge.
- Collaborative environment - working with diverse individuals in the workforce and on the board fosters a collaborative spirit and the exchange of innovative ideas.



## Terms of appointment

Being a trustee is a voluntary role based at The Bowes Museum, Barnard Castle, Co. Durham. Board meetings are primarily conducted in-person, with some committee meetings online as and when required.

The initial term for trustees is three years. Further terms will be subject to review.

## How to apply

You can hear more from the Chair of the Board, Peter Mothersill, and the Executive Director, Hannah Fox, by visiting this link: <https://www.videoask.com/f0lwafg1>  
If you have any questions, please just email [simone.wain@thebowesmuseum.org.uk](mailto:simone.wain@thebowesmuseum.org.uk).

If you decide to apply, we want to hear how you think you are the right person for the Role and why you feel The Bowes Museum is the right place. To give yourself the best opportunity, consider how you fit the Role Description outlined in the Recruitment Pack and share your response to this in a **cover letter, video, or voice recording. Please also send your CV.**

The closing date for applications is 12 noon, Friday 29 August.

We anticipate that interviews will be in person, unless otherwise requested, and will take place on Tuesday 9 September. Interviewees can claim reasonable travel expenses.

**Please email your application or any questions to [simone.wain@thebowesmuseum.org.uk](mailto:simone.wain@thebowesmuseum.org.uk)**

We believe that diversity and equality within our workforce, programmes and approaches are crucial to our mission of being inclusive and relevant to our communities. We want everyone to feel welcome. We, therefore, particularly welcome applications from candidates under-represented at The Bowes Museum and within the heritage sector, including Global Majority candidates and/or candidates with disabilities.

**We can't wait to  
hear from you.**