

Brighton & Hove Museums Trustee Recruitment



**Are you passionate
about Brighton & Hove?**

**Do you want to use your
experiences, skills and
enthusiasm to help
run Brighton & Hove's
Museums?**

**Then think about
joining us as a trustee!**

Brighton & Hove Museums are run by an independent charitable trust, the Royal Pavilion and Museums Trust (the Trust), which is governed by a board of trustees <https://brightonmuseums.org.uk/about-us/the-royal-pavilion-museums-trust/trustees/>.

We are looking for five trustees to join the Trust, which is responsible for governing the Royal Pavilion, Brighton Museum & Art Gallery, Booth Museum of Natural History, Hove Museum of Creativity and Preston Manor. We want to increase our diversity of view and ensure everyone with an interest can participate.

It's not an easy time to be operating such a portfolio of museums, and we need fresh thinking and energy and enthusiasm to ensure we stay viable and relevant. We are excited about our future and want our decision making to reflect the people and voices we serve.





Welcome!

Thank you for your interest in joining the Trust.

Firstly, a bit about us: the Trust came into being on 1 October 2020. We inherited from Brighton & Hove City Council responsibility for running five iconic destinations: The Royal Pavilion and Gardens, Brighton Museum & Art Gallery, Hove Museum of Creativity, Booth Museum of Natural History and Preston Manor and Gardens. We also manage the museum collections of Brighton & Hove and have a major digital presence.

The role of the board of trustees is to provide governance oversight for the successful running of the Trust and support the leadership team in their work. The leadership team manage a staff of c150 and the buildings on a day-to-day basis. Together, we plan for Brighton & Hove Museums’ future success.

This is a unique opportunity to be involved in shaping the vision for Brighton & Hove Museums, to be associated with one of the UK’s most iconic heritage sites as well as Brighton’s extraordinary portfolio of museums and their collections, and to contribute to positioning Brighton and Hove as a world class cultural centre.

Brighton has a history of doing things differently. We gladly follow its lead. If you’re keen to work with us, please get in touch.

Michael Bedingfield DL
Chair, Royal Pavilion and Museums Trust



Brighton & Hove Museums

Brighton & Hove is a centre of creativity, freedom and belonging. The city is one of the most famous UK seaside resorts, unrivalled for its distinctive architecture, artistic innovation and commitment to social inclusion. It's a thriving place, with a diverse community.

The extraordinary buildings, outstanding collections and dedicated staff that make up the Trust are a fundamental part of Brighton & Hove's identity. Our museums and collections have an international and national reputation and historical importance, and are treasured by visitors to the region as well as local communities.

Most of our income comes from ticket sales and commercial activity but we also receive regular funding from Arts Council England as well as important financial support from Brighton & Hove City Council (BHCC). In addition, we regularly receive grants for specific projects such as the current Gardens project, which will enhance a fantastic free-to-access amenity for the City.

Our Purpose, Vision and Mission

Purpose

We exist to celebrate the people, stories and unapologetic spirit of Brighton & Hove and to explore and share histories, cultures and creativity from across the world. Loud, diverse, creative and proudly non-conforming.

Vision

To be one of the most daring museums in the world, five venues offering safe spaces for rebels, radicals and the relentlessly curious, where royal and riot, artist and activist all belong, sharing stories and ideas that inspire the world.

Mission

We unlock Brighton & Hove's stories through dynamic experiences that surprise, connect and inspire, while conserving and championing our collections and heritage, loved locally and treasured globally.

Our Values

Curious

Sparks exploration, learning and creativity.

Bold

Embraces ambition, risk-taking and world-class aspiration.

Rebellious

Reflects Brighton & Hove's quirky, progressive, and unexpected character.

Kind

Highlights warmth, inclusivity, and respect for people and communities.

Fun

Keeps the museums engaging, playful and memorable.

More information about the Trust, its sites, projects and plans can be found on the website <http://brightonmuseums.org.uk/>



The Role

‘Being a Trustee for such an iconic building, central to the life of Brighton & Hove, and so many great collections is a privilege. It’s great to be part of planning how future generations can access these wonders.’

CURRENT TRUSTEE

The Trust is looking for five Trustees to bring strength, strategic insight, experience and diverse perspectives to the Board. Trustees are expected to:

- Champion the mission and the values of Brighton & Hove Museums
- Contribute to strategic discussions and decision-making
- Provide constructive challenge and sector insight
- Support fundraising and relationship-building
- Act as ambassadors for the Trust

What are we looking for:

‘Our trustees and the mix of skills and experiences they bring are an essential part of our work and our ability to succeed. In rapidly changing and challenging times having the right people supporting us is more important than ever’

HEDLEY SWAIN (CEO)

We’re looking for people who:

- Are interested and enthusiastic about design, creativity and culture, or who have the business and management skills to make those things happen.
- Are constructive, critical and committed to making a difference, and passionate about Brighton & Hove.
- Are committed to equal opportunities and diversity and to contributing to a diverse and inclusive workforce and collaborative Trustee body.
- Have an understanding of and commitment to the vision for the Trust.
- Are highly motivated to engage with heritage, museums, learning, gardens and conservation and their social role and purpose.

We welcome applications from individuals with diverse backgrounds and lived experience who can help drive change. In particular, we wish to strengthen our expertise in:

- Fundraising.
- Digital products and innovation.
- Commercial enterprise and income generation.
- Historic buildings and heritage management.
- Inclusion and public engagement.
- Legal matters.
- Finances.
- Anti-racism, inclusion and diversity.





What can we offer?

- An opportunity to be at the heart of Brighton & Hove's lively cultural sector.
- The chance to help shape the strategic direction of one of the UK's most important regional museums.
- An opportunity to expand professional networks through engagement with national stakeholders, Brighton & Hove City Council, supporters, donors and partner organisations.
- A chance to gain experience across areas including governance, fundraising, public engagement and finance.

Time commitment

The Board meets four times a year, normally for about 2-3 hours in person on a weekday afternoon in central Brighton & Hove. In addition, trustees normally join at least one sub-committee. The estimated time commitment is approximately 10 days a year.

Induction

New trustees will be given a full induction which will include orientation days, the opportunity to meet with senior staff and a briefing on the responsibilities and duties of trustees. Support and mentoring will be provided including a 'buddy' system of support from an existing trustee.

Term of Service

The term of service will be three years, with the option of renewal for a further three years.

Remuneration

This position is not remunerated but reasonable out of pocket expenses (including travel costs) will be reimbursed.

Recruitment process and indicative timetable

We hope you are interested in joining the Trust and using your skills and experience to realise our ambitions. We would welcome applicants from diverse/ethnic backgrounds. Prior trustee experience is not essential; support will be made available for less experienced candidates.

If you would like to speak to someone before making an application including one of the current trustees, please contact Melanie Edwards, Executive Team Manager (see below for contact details).



To apply, please send us:

1. A personal statement explaining why you are interested in becoming a trustee and what skills and experience you would bring. Please keep this to a maximum of 500 words or a video clip of maximum 2 minutes.
2. Your CV, including at least two referees (references will only be contacted with prior permission and only if an applicant is offered a role on the board).
3. A completed Application Pack.
4. A completed Equalities Form.

Applications should be sent to:

Melanie Edwards

Executive Team Manager

melanie.edwards@rpmt.org.uk

07949 764285

The closing date for applications is 27 September.

Interviews will be held on 6 & 8 October in the Royal Pavilion.

Successful applicants will be invited to attend the board meeting on 15 October as observers, and as full trustees at the January 2027 board meeting.