



**OLD ROYAL
NAVAL COLLEGE**

Appointment of Trustees

November 2023 | Ref: EBHEB

Saxton Bampfylde

Welcome from the Chair, Sir Stuart Etherington



Thank you very much for expressing your interest in applying for one of the Trustee roles at the Greenwich Foundation for the Old Royal Naval College. We are an exciting organisation with an incredible history but equally exciting future plans.

Not only do we have a major continuing conservation challenge to keep these wonderful buildings in first-class order, we also have to ensure that the income and support created through all our various activities is sufficient to keep us afloat financially.

We value our place in the top 20 of heritage tourist attractions in the UK but also recognise the importance of our role within the local community in which we operate. Our history over the last 500 years, and before, is an important bedrock for all that we do.

Recent and impending Board retirements mean that we now have up to four vacancies to fill this autumn and one further vacancy next year to

bring our Board back to eleven. This pack gives further information on the skills we are looking for and the areas from which we think successful candidates will be drawn.

If you think you have the capabilities, are enthusiastic about helping to perpetuate one of the nation's most iconic historic sites and have the capacity to give us your time at meetings and occasionally in between, then in return, I think you will have immense satisfaction and great fun. The challenges we face are both daunting and uplifting in equal measure.

Please do review the attached document and be in touch with our search partners, Saxton Bampfylde.

Thanks very much for considering the Greenwich Foundation.

Sir Stuart Etherington
Chair, Greenwich Foundation for the Old Royal Naval College

Museum of the Moon by Luke Jerram, 2021.



About the Greenwich Foundation for the Old Royal Naval College

The Old Royal Naval College is the centrepiece of Maritime Greenwich, a UNESCO World Heritage Site with a long and celebrated over 500-year-old history.

The Greenwich Foundation for the Old Royal Naval College, established in 1997 and now in its 26th year, is a charity that conserves and protects the magnificent Baroque buildings and grounds of the Old Royal Naval College for present and future generations and provides opportunities for diverse audiences to enjoy, be inspired and learn from its significance.

Today, this must-see London landmark is a popular visitor attraction and home to the magnificent Painted Hall, one of the finest Baroque interiors in Europe; epic art installations, fashion shows, and a world-famous film and TV location. Visitors can discover Tudor archaeological finds, enjoy award-winning tours, and explore the Christopher Wren-designed buildings and beautiful riverside grounds.

The Greenwich Foundation has two charitable purposes, conservation and public engagement, which inform everything that we do.



This vision is underpinned by key strategic aims:

- EXPLORATION - Engage visitors via a site-wide historic, architectural and spiritual experience;
- SPECTACLE - Inspire the public via a spectacular, artistic programme;
- STEWARDSHIP - Conserve the fabric of our breathtaking buildings, grounds and archaeology;
- INDEPENDENCE - Grow a cultural business which secures our sustainable future.

Since the Foundation came into being on the creation of a 150-year lease from the Secretary of State for Defence, it has established itself as a successful and enduring charity with significant and stretching responsibilities. It now has over 80 staff (full and part time) and 100 volunteers.

Since the Ministry of Defence vacated the site in the mid-1990s, it has been transformed from a heavily barricaded naval establishment with virtually no public access, into a wonderful open space and cultural attraction for visitors. The Foundation is constitutionally independent of government but in recent years has received Grant-in-Aid from the Department for Digital, Culture, Media and Sport (DCMS).

The Foundation's primary purpose, set out in its charitable objectives, is to strive for the optimum balance between conservation of the buildings and grounds, and the development of public benefit in all forms, including access and education, while ensuring financial sustainability.

Apart from being one of the top 20 most popular leading visitor attractions in the UK with 1.8m visits a year, the Old Royal Naval College is a major hospitality venue, a much-loved and well-used film location, and generally, a public space enjoyed by countless millions throughout the year. The Painted Hall and the Chapel are two of the most important interiors in the country and are greatly enjoyed by visitors. All this is possible through successful partnership with the principal tenants, the University of Greenwich, Trinity Laban Conservatoire of Music and Dance and the Meantime Brewing Company.

The Diocese of Southwark, in respect of the Chapel, and the Sea Cadets who occupy a basement beneath one of the colonnades, also contribute greatly to the life of the ORNC and its reputation as a site of learning and a place of enjoyment and creativity.

To continue to achieve its vision, the Foundation still faces significant challenges. With increasing maintenance costs and a growing need to deliver a higher quality visitor experience, the next phase of the Foundation's development will be critical. Grant-in-Aid funding from DCMS, already significantly reduced, is set to decline further and the Foundation will need to build financial resilience through strong partnerships, a broad-based fundraising strategy, and a reinvented visitor offering that delivers both a quality experience and ensures growing numbers of visitors. Commercial income, although reasonably strong today, will need to grow further.

In parallel, the Foundation must deliver its considerable programme of conservation projects. Over £1m per year is needed to keep on top of a rolling conservation programme and some big projects remain to be tackled. Our plans are ambitious as we build an extraordinary cultural and eventful destination, a place of exploration, spectacle, stewardship and independence. We put our values at the heart of what we do; we are bold, embracing, resourceful and imaginative.

For further information on the Old Royal Naval College, please see www.ornc.org.

The *Black Eyed Peas* performing at 'Greenwich Summer Sounds 2023' at the Old Royal Naval College.



The roles

Under the leadership of the Chair, Sir Stuart Etherington, Trustees of the Greenwich Foundation have an important collective responsibility for the governance of the charity, its assets, and resources, and to ensure it is run in accordance with charity law. They are responsible for its vision, mission and policies, overall strategy and direction, and for setting its management budget. Trustees contribute to the strategic and business oversight of the organisation, ensuring high standards of corporate governance, risk and financial management.

Trustees also support fundraising, where contacts and knowledge are invaluable in supporting the Foundation's activities, and provide specific expertise in certain areas. They also engage actively with key stakeholders in fields which are relevant to the work of the Greenwich Foundation and the Old Royal Naval College.

The Foundation is looking to appoint up to five new Trustees this autumn, one of which will be appointed from this search but will not start until later next year, covering specific areas of expertise as indicated below:

- Finance
- Events
- Public affairs
- Marketing & communications (ideally with a digital focus)
- Fundraising
- Fabrics & architecture (this person will be appointed in this search but will not start in the role until late 2024)

Local knowledge and an interest in and possibly connections with the local community will also be helpful.

There are two committees on the Board – Audit & Risk, and People & Remuneration – that new Trustees may be invited to join.



A Christmas Card by Goblin Theatre in the Painted Hall, 2021.



Role description and person specification

In addition to the specific skillsets, candidates should also bring the following attributes:

- An appreciation of the built heritage and an interest in the history of the Old Royal Naval College;
- An interest in and commitment to the mission, vision and values of the Foundation, including its community, educational and cultural activities;
- A demonstrable capacity for strategic vision, creative thinking and good, independent judgement;
- A willingness to contribute their skills and expertise fully to the Foundation's collective decision making and to promote the work of the Foundation;
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
- The ability to work effectively as a member of a team;
- The willingness and ability to devote the necessary time and effort to their trusteeship of the organisation and in particular, be available to attend meetings of the Board of Trustees, support the Executive and Leadership Team, attend events as appropriate and participate in any sub-committees or groups as agreed;
- Be well networked and willing to use contacts for the benefit of the Foundation;
- Demonstrate Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



Bridgerton Late in the Painted Hall, 2023.



Terms of appointment

- Trustees are unremunerated although expenses are paid.
- Appointments are made on the basis of a four-year tenure with a maximum of two terms.
- Board meetings are held 5 times per year at the Old Royal Naval College, Greenwich, plus an Away Day and committee meetings if appropriate.
- The overall approximate time commitment for these roles, taking into account expected meeting prep time and ad hoc commitments, is 12-15 days a year.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Greenwich Foundation for the Old Royal Naval College on these appointments.

Candidates should apply for these roles through our website at www.saxbam.com/appointments using code **EBHEB**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. Candidates should state in their cover letter which skillset they are applying for

The closing date for applications is noon on **Friday 14th December 2023**.

Preliminary interviews will be held with Saxton Bampfylde **w/c 1st, 8th and 15th January 2024**, with first round interviews with the Greenwich Foundation held on **23rd and 24th January 2024**.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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