



Post:	International Business Trustee
Term of appointment:	4 years
Hours:	The likely total time commitment is the equivalent of two days per month
Location:	Board meetings are generally held in Central London although may occasionally be held in Liverpool or St Ives (remotely at present)
Remuneration:	Not remunerated. Reasonable and fully documented expenses are reimbursed

Tate holds the national collection of British art and of international modern and contemporary art, currently comprising over 77,000 works (excluding library and archive items). It comprises four galleries: Tate Modern, Tate Britain, Tate Liverpool and Tate St Ives and has a significant digital, national and international presence.

Tate is looking for its next International Business Trustee. The role is to replace Dame Moya Greene DBE who retired in November 2020.

Person Specification

Candidates should be able to demonstrate that they possess the following skills and attributes:

- A high level of credibility acquired through senior leadership roles in, ideally, multinational corporations or major international companies or institutions;
- International connections at senior levels and excellent networking skills in the business sector;
- Strong commitment to fundraising, ideally for not-for-profit organisations;
- A willingness to represent and advocate for Tate in the public realm;
- A strong interest in the field of visual culture;
- The ability to contribute at Board level to future policy and strategy developments with freshness of approach and independence of thought;
- A commitment to preserving cultural heritage, and improving education and understanding of British and World history.

Background

Tate is an executive non-departmental public body sponsored by the Department for Digital, Culture, Media and Sport, and an Exempt Charity. It is governed by a Board of Trustees in accordance with the Museums and Galleries Act 1992. Its aim is to increase the public's understanding and enjoyment of British art and of international modern and contemporary art by:

- Making the Collection available to the public
- Adding to the Collection
- Extending the public knowledge and understanding of British, modern and contemporary art
- Caring for the Collection
- Researching the Collection

Tate receives Grant-in-Aid funding from Parliament, provided through the Department for Digital, Culture, Media and Sport (DCMS). It raises the majority of its revenue through self-generated income from:

- Admission to temporary exhibitions;
- Tate's relationship with sponsors and corporate members, donors, patrons and members;
- Tate Enterprises Limited which is Tate's trading arm comprising catering, retail, publishing, product development, picture library and licensing; and
- National and international partnerships.

In the last reporting year of 2019-20, total income was £155,000,000. Of this amount, £130,700,000 was applied to ongoing operations, £4,900,000 to the ongoing capital programmes, and £19,400,000 to Collection acquisitions.

However, since that point, Tate has like all museums and galleries been heavily affected by the Covid-19 pandemic and is currently adapting to circumstances of reduced income and visitors.

Further information on the 2019-20 activities can be found in Tate's annual accounts and the annual report covering this period.

Board of Trustees

Tate has fourteen Trustees (three of these roles are currently vacant). Thirteen are appointed by the Prime Minister and one is appointed by the National Gallery Board from among the members of that Board. At least three Trustees must be practising artists.

Current Trustees of the Tate Gallery

Roland Rudd	Anna Lowe
John Booth	Michael Lynton
Farooq Chaudhry*	Seona Reid
Tim Davie	James Timpson
Jayne-Anne Gadhia	Jane Wilson*
Katrin Henkel**	

More information on our current Trustees can be found on Tate's website:
<http://www.tate.org.uk/about/who-we-are/board-of-trustees/tate-trustees>

*Artist Trustee

**National Gallery Liaison Trustee to the Tate Board

The Role of the Board

The role of the Board of Trustees is to:

- Determine policy and establish the overall strategic direction of Tate within the policy and resource framework available;
- Supervise the management of Tate by acting as guardians of the public interest;
- Use the combined expertise of members to advise the Director;
- Decide on major acquisitions and major resource commitments;
- Represent Tate externally and assist in the fundraising of resources; and

- Oversee the delivery of planned results by monitoring performance against objectives and targets.

A Trustee should have commitment to its objectives and values, and be willing to champion Tate.

A Trustee must participate in the Board's decision-making processes, including preparation for, and attendance at, meetings of the Board, as well the Board's Sub-Committees that they may be appointed to.

The executive leadership of Tate rests with the Director and Accounting Officer Dr Maria Balshaw and members of the Executive Group who are responsible for carrying out the day to day running of the galleries within the strategic direction set by the Board of Trustees. A Trustee should be prepared to work with the Director and Tate staff to facilitate a free exchange of advice.

The role would involve attending six half day Board meetings per annum plus the annual Trustee away day and two working dinners for Trustees hosted by the Chairman. Board meetings are generally held in central London, apart from two meetings each year held in Liverpool and St Ives. Trusteeship also typically involves serving on a number of Sub-Committees of the Board, the meetings of which are likely to amount to between five and eight a year. More information on the Sub-Committees can be found at:

<https://www.tate.org.uk/about-us/board-trustees>

The role also involves attending and hosting Tate events and other engagements such as openings and dinners and the annual conference for Tate non-executives. Some additional time to study papers and provide ad hoc advice will be required as necessary.

The likely total time commitment is the equivalent of two days per month.

A Trustee must be prepared to declare and actively manage any pecuniary and non-pecuniary interests upon appointment and whenever a matter arises in which the Trustee has an interest which might be perceived to conflict with those of Tate. To this end, Trustees are required to complete and submit a declaration of interests on appointment and thereafter annually.

The law places certain restrictions on becoming a charity trustee. These are set out in Section 3.1 of the Charity Commission *Essential Trustee Guidance*:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/451020/CC3.pdf

Trustees are required to understand and embrace the [Seven Principles of Public Life](#) as defined by the Nolan Committee: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

How to apply

To apply, please send the following four documents:

- a CV of no more than two sides of A4;
- a supporting statement of no more than two sides of A4, setting out how you meet the criteria (NB: make sure you refer to the contents of this document);
- the Monitoring Form concerning your personal information and political activity;
- the Declaration of Interests Form.

Completed applications should be emailed to: publicappointments@dcms.gov.uk. Please put 'Tate Trustee – International Business' in the subject title.

Please note DCMS does not fund travel and subsistence for candidates attending interviews.

Closing Date

The closing date for applications is Sunday 9th May at midday. ***Please note that applications received after this time will not be considered.***

DCMS promotes an equal opportunities policy. Appointments are made on merit, following a fair and transparent process, and these appointments are regulated by the Commissioner for Public Appointments. More detail, including the regulations that appointing bodies are required to follow, is available at the OCPA website:

<https://publicappointmentscommissioner.independent.gov.uk/>

Diversity and Inclusion

DCMS values and cares passionately about the diversity of its public appointments. Boards of public bodies should reflect our diverse society in order to ensure the sector has a leadership that draws fully on the different skills and perspectives our country has to offer.

DCMS and Tate strongly encourage applications from all candidates and particularly welcome applications from women, those with a disability, and those from a black or ethnic minority background.

We ask all applicants to complete a diversity monitoring form. We hope you will help us by providing this information. Your data is not disclosed to the panel, but allows us to constantly evaluate any potential barriers to becoming a public appointee and whether there are any changes we could make to encourage a more diverse field to apply.

Disability Confident

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the role. By 'minimum criteria,' we mean that you must provide evidence in your application, which demonstrates that you meet the level of competence required under each of the essential criteria. If you want to apply under this scheme, simply state this in the covering email or letter when submitting your application.

Reasonable adjustments

If you would like a confidential discussion regarding any reasonable adjustments during the process, please also indicate this in the covering email or letter.

Further Information and Queries

For queries in relation to Tate, further information on the role or questions regarding the Public Appointments process, please contact Samuel Jones, Secretary to the Board of Trustees, on 0207 887 8888 or email trustee.appointments@tate.org.uk, or contact the Campaign Manager, Rhianna Bridgewater at rhianna.bridgewater@dcms.gov.uk

The following advice is designed to assist candidates with the application process:

- Study carefully information that you have about the role of a Tate Trustee
- Visit Tate's website at www.tate.org.uk
- Read the section of this briefing pack entitled 'Person Specification' before applying; you will need to clearly evidence how you meet the criteria for this role

Eligibility Criteria

You cannot be considered for a public appointment if:

- you become bankrupt or make an arrangement with a creditor
- your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors;
- you are disqualified from acting as a company director under the Company Directors Disqualification Act 1986;
- you have been convicted of a criminal offence, the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c. 53);
- you become subject to a debt relief order or a bankruptcy restrictions order;
- you fail to declare any conflict of interest.

Conflicts of Interest and Due Diligence

If you have any interests that might be relevant to the work of the Tate, and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your application. If you have queries about this and would like to discuss further please contact the Public Appointments Team.

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Advisory Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Advisory Assessment Panel and they may wish to explore issues with you should you be invited to interview. The information may also be shared with ministers and Cabinet Office.



Department for
Digital, Culture,
Media & Sport

