

Join us in leading #TheCrichton

The Crichton Trust is an innovative social enterprise based in the South of Scotland. We are looking to recruit up to four new Trustees to join us in leading #TheCrichton through our next exciting phase.

We are here to protect, preserve, manage and develop buildings, lands and sites of architectural, scenic or historic interest in the geographical area of Dumfries and Galloway and assist in the advancement of education. Primarily we do this as the custodians of The Crichton Estate enabled by the income we generate from our properties and hospitality and events businesses.

Our Mission is to connect people, place and the past to shape the future.

To meet these objectives in our fast-changing connected world of automation, climate change, ageing and work mobility, we need to discover and develop new inspiring and inclusive ways and places to live, work, learn, play and relax to ensure we maintain our resilience into the future as a means to protect our buildings and lands in perpetuity.

Using technology, lessons learned and the drive to transform, we want to empower and enable a cross-generational, business, academic and individual knowledge exchange community that shapes our World and the 'Future Economy'. We will do this primarily via the bold and enterprising custodianship of The Crichton Estate, creating a world-renowned home and destination for innovation; a place for people to cohabit and share ideas - all inspired by The Crichton's extraordinary history, places and spaces.

In a nutshell *'we connect people, place and the past to shape the future'* – come and help us shape our future. The Trustees of the Crichton Trust have identified specific roles for which they are seeking new Board members.

We are looking for committed individuals to enhance the range of Trustee skills as well as to consolidate existing skills with an eye to succession planning. We require dynamic and motivated people who are excited by harnessing the full potential of The Crichton. As a Trustee you will contribute actively to the Board by supporting strategic direction; setting overall policy; defining goals and setting targets; evaluating performance; and ensuring the Charity's effective and efficient administration and financial stability. This would average a commitment of two days per month/24 days per year, which would involve supporting The Trust via activity on our Board and in sub committees and advisory groups.

We strive to have a wide range of people on the Board and seek to be representative of the diverse population of our Region and the passion and experience needed to see the opportunities in the challenges we face. There is no need to have Trustee experience to apply, just a desire to support the aims of the Trust going forward.

Specialist Skills Desired

We are seeking individuals who, preferably, have some of the skills identified below, and who have the time and desire to join such an exciting organisation at a time of significant growth.

1. We are seeking individuals with a strong interest and knowledge pertaining to the **heritage sector**, be it related to the **preservation and management of historical assets** to the broader historical interest and other sector specialisms which applicants feel would be of benefit to The Trust.
2. We are seeking individuals who have a strong **financial background**, who work or have worked within the legal profession, as a property or commercial lawyer, or who may come with intellectual property, or those with strong business acumen, including financial planning and budgeting, or from an auditing and scrutiny of financial information perspective. Those from with the Accounting or Banking/Financial sector desired.
3. We are seeking individuals who come from the **hospitality, arts and entertainment sector** (theatre or gig venues) who come with a strong background and understanding of this sector and its varied elements. With either knowledge and understanding of their operation, as a promoter or organiser of large events; including all aspects of arts, culture and exhibition management, or with understanding and skills in the food and drink supply chain, restaurant and café management and the wider hospitality industry including Leisure.

Trustees - Role Description

The Board of the Crichton Trust comprises up to 15 people who are also non-executive Directors. The Trust is both a company limited by guarantee and a registered charity in Scotland, and is bound by UK company law and by Scottish charity law.

Trustees are required to **support the objectives of the Trust** as set out in its Memorandum in the effective management of the heritage assets in the public interest and the advancement of education. Trustees are the employers of the Chief Executive and staff of the Trust.

Trustees carry the **legal duty to act in the interests of the charity**, to seek to ensure that it **operates in a manner consistent with its objects**, to act with care and diligence, and to ensure that the charity complies with its legal responsibilities.

The Trust's objects are:

To protect, preserve, manage and develop and assist in the protection, preservation, management and development of, buildings, lands and sites of the architectural, scenic or historic interest in the geographical area of Dumfries and Galloway for the benefit of the public; to protect, preserve, manage and develop and assist in the protection, preservation, management and development of the landscape and the countryside of Dumfries.

Trustees are:

- Expected to oversee preparation of, and performance in the implementation of business strategies and plans.
- Expected to ensure that policies are in place to manage all risks, to control finances, and to provide fair and legal conditions of employment.
- Expected to maintain/develop constructive relationships with strategic partners in the public and private sector in Dumfries and Galloway, especially with Dumfries and Galloway Council which holds the title to the Crichton Estate.
- Expected to be ambassadors for the work of the Trust.

Trustees are expected to attend six scheduled meetings of the Board each year, and participate in such additional special meetings, meetings of committees and advisory groups as apply to them.

The position is not remunerated but all reasonable out of pocket expenses will be reimbursed.

Appointments will generally be made having regard to both the core and specialist skills requirements of the Board at the appropriate time.

Person Specification

Required

- A proven commitment to service and to the highest standards of conduct in public life.
- Qualities of leadership.
- Qualities pertaining to constructive engagement in strategic debate and the ability to scrutinise operational matters.
- Knowledge and some experience of third sector governance.
- Understanding of the role of property assets in economic and community regeneration.
- Local knowledge of Dumfries and Galloway (and the Scottish Borders) and contacts, which are of benefit to the Trust.

Highly Desirable

- Business development skills.
- Proven management and leadership skills.

Specialist Skills

- As noted above – a number of specialist skills are required and priority will be given to those applicants with those skills and capabilities. Although applications are welcome from individuals who also the Required and Highly desirable person specifications noted above.