



Portrait of Henry Moore with *Helmet Head No.2* photo: John Hedgecoe (1967)

Trustee Recruitment Information January 2021

Trustee Role Description & Information Pack

1. Advertisement

The Henry Moore Foundation, a registered charity, is the largest artist-endowed grant-giving foundation in Europe. We have bold ambitions and wish to appoint new Trustees who will help us to deliver them.

Our primary objectives are to preserve Moore's legacy at his home and grounds at Perry Green in Hertfordshire; to support and extend the study and research of sculpture at the Henry Moore Institute in Leeds; to encourage the public enjoyment of art and sculpture through world-wide touring of the Henry Moore Collection and through publications and online resources; to support sculpture projects in the UK and abroad through the award of grants.

We wish to appoint three new trustees with extensive experience in one or more of the following areas:

- Modern sculpture
- Collections management, ideally including archive and library
- Developing diverse programmes and audiences in the arts and cultural sector
- Creative enterprise or cultural business management, e.g. publishing, retail
- Investments and financial business management

Additional insight and experience in advocacy and strategic planning would be beneficial.

We actively promote equality and diversity across all of our activities. This recruitment campaign is part of an organisation-wide development plan to improve the diversity of our people. We are seeking to diversify our board; specifically, we wish to encourage applications from women, younger people and people from black, Asian and minority ethnic cultural backgrounds. We also wish to encourage applicants from Leeds and the wider county of Yorkshire.

To find out more about these opportunities, our organisation and how to apply for one of these roles, please visit <http://www.henry-moore.org/working-with-the-foundation>

Closing Date for applications: midday on Thursday 11 February 2021

Interviews for shortlisted candidates will be held on **Thursday 25 February (afternoon); Friday 26 February (day)** virtually or face to face.

The Henry Moore Foundation is an equal opportunities charity.

2. About our Organisation

Details about the Henry Moore Foundation, our programmes and activities at both sites and the grants programme can be found on our website <http://www.henry-moore.org>

Our most recently published HMF Review 2019 and Trustees' Annual Report and Financial Statements 2020 are also on our website at <https://www.henry-moore.org/about-the-foundation/hmf-reports>

The Board of Trustees is chaired by Sir Nigel Carrington, Vice-Chancellor of University of the Arts. Details of current trustees can be found on our website at <https://www.henry-moore.org/about-the-foundation/our-trustees>

The Foundation has recently updated its five year plan to 2025, which followed the completion of a major capital project to build a new visitor centre and administration offices, plus an archive building at Henry Moore Studios & Gardens. In recent years we have reached out to more artists and audiences from diverse cultural backgrounds, particularly in our exhibitions programme at the Henry Moore Institute, where the work of contemporary and living sculptors is exhibited and where we have also created a new engagement programme. The ambition to diversity our programme will be extended to Henry Moore Studios & Gardens, the former home of Henry Moore, within the term of the new five year plan.

The Foundation co-developed, funded and managed the team delivering the *Yorkshire Sculpture International* triennial (www.yorkshire-sculpture.org), which in its inaugural year worked with a diverse group of international and regional artists to engage wide ranging communities across the county.

Most recently, during the COVID-19 pandemic, the Foundation's Grants Committee worked with a group of nominating artists to give direct financial support to a broad spectrum of practising sculptors to assist them with studio overheads and general creation costs.

The *Black Lives Matter* movement has reminded and re-motivated us to continually keep black, Asian and minority ethnic artists, educators and audiences at the forefront of our plans. We believe that sculpture has the power to challenge and to tell different stories that transcend barriers of language and difference; this tenet will continue to inform and help to enrich the diversity of our programmes and activities, as well as the holdings in our library and archives.

The Foundation's staff team is diverse in terms of age, gender, sexual orientation and disability – and our team appreciate the well-being and support offered to our colleagues facing mental health challenges; however we want to do better in terms of ethnic diversity. To help us achieve this goal we have developed a five point people plan focussing on: (i) Trustee recruitment and development; (ii) staff recruitment and development; including dedicated engagement roles; (iii) creation of a talent pool to attract young black, Asian and minority ethnic people wanting to start a career in the arts; (iv) training, e.g. in unconscious bias; and (v) monitoring.

We are committed to these improvements. Through this recruitment programme, we aim to welcome new trustees to our Board and sub-committees to help guide and constructively challenge the direction of the Foundation on our journey of continual improvement.

3. Trustee Candidate Profile

Successful candidates will be ambitious and energetic individuals with expertise in one or more of the five key desirable areas:

- Excellent knowledge of **modern sculpture**, ideally with a special interest in Henry Moore, with a background in research and published writing
- Extensive experience in **collections management** (including library and archives), with knowledge of exhibitions management, conservation and/or interpretation
- Leadership of **culturally diverse developments** in the arts and cultural sector
- Leadership of a **creative enterprise or cultural business**, e.g. publishing, museum retail, licensing of cultural assets
- Good knowledge of **investments**, endowment management and financial business management (with the ability to examine advice of professional investment advisers)

Other desirable skills and experience include the following:

Experience

- Experience of operating successfully as a senior manager and/or within a board in a charitable, public sector or commercial organisation or (for younger applicants) the ability to demonstrate incisive, strategic thinking
- Insight and demonstrable experience in advocacy and strategic planning
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A proven track record of sound judgement and effective decision making.

Knowledge, skills and understanding

- Commitment to the goals of the organisation and a willingness to participate in both formal meetings and informal engagement with the activities of the Foundation, including exhibition openings (approximately four per year).
- A commitment to equality and diversity and willingness to actively develop and promote the Foundation's plans in this respect.
- Ability and willingness constructively to challenge existing strategy.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis.
- Good, independent judgement and strategic vision.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of charity trusteeship.
- An ability to work effectively as a member of a team.
- An understanding of the respective roles of the Chair, Trustees and Executive team.

4. Time Commitment

There is a minimum of four board meetings per year, normally lasting for 2+ hours; two of which will typically be at Henry Moore Studios & Gardens at Perry Green, Hertfordshire and two at Henry Moore Institute, Leeds city centre. Additional meetings take place from time to time in London. During the Coronavirus pandemic all meetings are currently taking place virtually.

Trustees are also expected to join a sub-committee of the Board. There are currently three standing sub-committees which meet four times a year: the Finance & General Purposes Committee, Investment Committee and Grants Committee. The Remuneration Committee meets as required, as does the Nominations Committee which handles matters relating to new Trustees and the appointment of senior executive staff.

These are voluntary positions and as such there is no remuneration. Reasonable standard class travel expenses will be reimbursed.

5. Application Procedure

Applicants should submit a full curriculum vitae and a covering letter explaining their interest in this opportunity and the relevance of their experience to Ms. Terry Millson, Human Resources, Henry Moore Foundation, Perry Green, Much Hadham, Hertfordshire SG10 6EE or to HR@henry-moore.org

In order to assist with our equal opportunities monitoring, we would be grateful if you could please complete and return the equal opportunities monitoring form with your application. This can be downloaded from the recruitment page of our website <http://www.henry-moore.org/working-with-the-foundation>

The closing date for applications is **midday on Thursday 11 February 2021**. Interviews for shortlisted candidates will be held (virtually or face to face) on **Thursday 25 February (afternoon); Friday 26 February (day)** in London or by a virtual meeting platform.

Thank you for your interest in the Henry Moore Foundation.

On behalf of the Chairman
Henry Moore Foundation

Henry Moore Foundation

Seeking to appoint New Trustees



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