



Post:	Artist 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 Artist Trustee. The role is to replace John Akomfrah, who retired in June 2020. **Tate has a policy on [Trustee and Committee Member Conflict of Interest Management](#). Section 8 of this policy refers to how the Tate works with Artist Trustees.**

Person Specification

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

Essential Criteria:

- A practicing artist, maker or designer from across the cultural and creative industries including but not limited to art, architecture, performing arts, production, fashion, design or music, predominantly based in the United Kingdom;
- A significant national or international standing supported by a successful track record and extensive experience of artistic processes;
- An ability to contribute to the acquisitions process, based on knowledge and enthusiasm for Tate's work in developing and sharing the Collection;
- A willingness both to represent and act as an advocate for Tate in the public arena;
- A strong desire to reinvigorate cultural life through and after the COVID crisis;
- Strong communication skills and the ability to contribute to Board-level discussion and wider policy and strategy development; and
- A strong commitment to equal opportunities and diversity.

Desirable Criteria:

The ideal applicant will also fulfil one or both of the following criteria:

- Strong networks and a presence in the British cultural world, preferably also with networks abroad, with a willingness to speak for the interests of the community of artists and makers whose work is presented to the public by Tate; and

- Experience of art or design school teaching, public commissions, exchange or residencies.

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; and
- 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; and
- Tate Enterprises Limited which is Tate's trading arm comprising catering, retail, publishing, product development, picture library and licensing;
- National and international partnerships.

In 2018-19, 73% of Tate's income was self-generated. This is a tremendous strength but means that Tate must be conscious of the economic climate and fluctuations in visitor numbers.

Total income for 2018-19 was £142,003,000. Of this amount, £120,238,000 was applied to ongoing operations, £3,338,000 to the ongoing capital programmes, and £18,427,000 to Collection acquisitions.

Further information on the 2018-19 activities can be found on Tate's annual accounts and the annual report covering this period.

Board of Trustees

Tate has thirteen Trustees. Twelve 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

Lionel Barber (Chair)

Michael Lynton

John Booth

Farooq Chaudhry*

Anna Lowe

Seona Reid

Roland Rudd

Tim Davie
Jayne-Anne Gadhia
Moya Greene
Katrin Henkel**

James Timpson
Jane Wilson*

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, and the Declaration of Interests Form.

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

Completed applications should be emailed to: publicappointments@dcms.gov.uk. Please put 'Tate Trustee – Artist' 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 **Monday 14th September at 23:00.**

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/>

Tate recognises the positive value of diversity, promotes equality and challenges Discrimination; it welcomes and encourages job applications from people of all backgrounds, particularly those from underrepresented groups including women, disabled people or BAME.

Further Information and Queries

For queries in relation to Tate or further information on the role please contact Samuel Jones, Secretary to the Board of Trustees, on 0207 887 8888 or email trustee.appointments@tate.org.uk. For questions regarding the Public Appointments application process, please 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;
- You may submit your application by email or by post. All applications will be acknowledged on receipt;
- To help us with copying your application for the Appointment Panel please type or use black ink and do not use staples.

