



# The Royal Parks x4 Trustee

Public Appointment Candidate Pack

Closing time and date: 11:59pm, Friday 8 August 2025

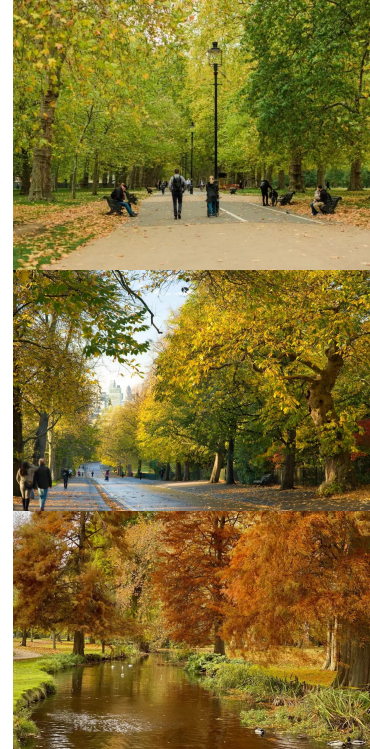


Department  
for Culture,  
Media & Sport

# About The Royal Parks

The Royal Parks is a charity and Public Corporation. Its purpose is to oversee the day-to-day management and maintenance of eight Royal Parks: Bushy Park, The Green Park, Greenwich Park, Hyde Park, Kensington Gardens, The Regent's Park & Primrose Hill, Richmond Park and St James's Park, which includes the ceremonial parade ground Horse Guards Parade and the processional route of the Mall. It also cares for other green spaces in the capital including Brompton Cemetery and Victoria Tower Gardens. The Royal Parks are Crown Land, with their responsibility resting with the Secretary of State for Culture, Media and Sport. The Royal Parks has a contract with the Secretary of State for Culture, Media and Sport to carry out day to day management of the estate on her behalf, which currently runs until 2027.

The Royal Parks receives over 77 million visitors a year and plays a key role in the tourism and cultural life of the country. The Royal Parks works closely with key partners including DCMS, the Mayor of London, charitable, sporting, environmental and cultural agencies. Most of the Royal Parks' income comes from commercial activities.



To find out more about The Royal Parks take visit <https://www.royalparks.org.uk/>

# About The Royal Parks



TRP is delivering on an ambitious five-year strategy to ensure the long-term enhancement and protection of the parks for the benefit of this and future generations. The strategy, with sustainability at its core, is overseeing significant investment in the parks. This includes the delivery of four flagship projects - a new two-acre garden in memory of Queen Elizabeth II in The Regents Park, restoring the Diana Memorial Playground in Kensington Gardens, a new café in Roehampton Richmond Park, and the restoration of Greenwich Park.



TRP is in the process of examining the longer-term structure and business model of the organisation, including potentially insourcing some functions, as it has started to do, so that a wider range of services can be delivered directly. The parks are faced with a significant challenge due to closure of the Royal Parks dedicated policing unit, due to take full effect from November 2025. This will be the most significant change to the operational model of the charity since it was set up in 2017. TRP will also negotiate a new contract for services with the Secretary of State for Culture, Media and Sport, for the period after 2027.



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# Person Specification

This is an extraordinary opportunity for individuals who are passionate about the success of The Royal Parks (TRP) and wants to help shape its future. TRP are looking for four Trustees. The four specific areas of expertise being sought are:

*Start date as soon as possible:*

- Commercial
- Strategic Communications and engagement (which could include interpretation, outreach and education)

*Start date March 2026:*

- Horticulture and Landscape

*Start date April 2026:*

- Finance and Investment (to chair the TRP Investment Committee)



# What are we looking for?

## Essential Criteria

All successful candidates will demonstrate:

- An understanding of and commitment to the objectives and work of The Royal Parks including protecting and enhancing their intrinsic qualities.
- The ability to contribute to Board-level discussion and strategic decision making.
- The ability to work effectively as part of a team, with experience of collective decision making at a senior level.
- A commitment to supporting fundraising activity.
- A willingness to serve on board sub-committees as necessary, as Chair or Member, and the opportunity to join a project board overseeing flagship projects. (*Whilst The Royal Parks are not specifically looking for a HR specialist, one of the chosen candidates will be expected to Chair the HR Committee*).

## Additional Criteria

TRP are looking for four new Trustees who will bring expertise and experience, each in one of the following areas:

- Horticulture and/or Landscape management.
- Significant Commercial Experience
- Strategic Communications and engagement (which could include interpretation, outreach and education)
- Finance and Investment (to chair the TRP Investment Committee)



# Job details

**Number of roles:** x4

**Term of Appointment:** The term of appointment is 4 years.

**Remuneration:** This role is not remunerated and therefore will not attract a pension or any other gratuity. Reasonable expenses will be paid.

**Time of Commitment:** Approximately six Board meetings each year and at least one strategy day and most likely serving on at least one subcommittee. Periodic evening stakeholder events take place throughout the year.

**Location of Meetings:** Board meetings generally take place across London within The Royal Parks offices.

***While these positions are based in London, we encourage candidates from all regions to apply.***

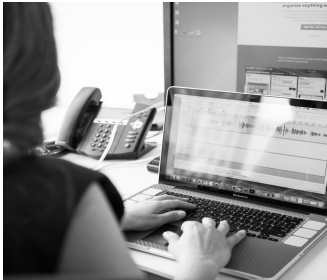
**Who can apply?** You should have the right to work in the UK to be eligible to apply for a public appointment.

You cannot be considered for a public appointment if:

- you are disqualified from acting as a company director (under the Company Directors Disqualification Act 1986);
- have an unspent conviction on your criminal record;
- 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.

**Security Clearance required:** The successful candidate will be required to undertake Baseline Personnel Security Standard checks in line with the Civil Service guidelines. Additional Security Clearance may also be required for certain roles. However, where this applies, candidates will be notified during the appointment process. Further information on National Security Vetting can be found on the Gov.uk website [here](#).

# How to apply



To apply for this role, you will need to submit the following documents which will be assessed against the **essential criteria**:

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you provide employment history and non-executive experience that relates to the essential and desirable criteria. The CV should not exceed more than 2 x A4 pages.
- A **Statement of Suitability** (max 2 pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role in reference to the essential requirements highlighted. You may also choose to reference the desirable skills listed however these will not be considered in the assessment of your application except in circumstances where there are a high number and calibre of candidates.
- A **Diversity Information Form** and **Conflicts of Interest Form** relating to any outside interests or reputational issues should be submitted.

For the **shortlist**, the Advisory Assessment Panel will select applicants demonstrating the best fit for the role by considering the evidence provided in your application.

**Apply Online** - <https://apply-for-public-appointment.service.gov.uk/roles>

# Selection process details

## The Advisory Assessment Panel

The following individuals will make up the Advisory Assessment Panel:

### Carrie Cooke

DCMS Panel Chair  
Deputy Director of Public Bodies, Appointments,  
Honours and Awards

### Sir Loyd Grossman CBE

ALB Representative  
Chair of The Royal Parks

### Sola Afuape MBE

Independent Panel Member

### Advert closing date:

11:59pm, 8 August 2025

### Shortlisting:

15 September 2025

### Interviews:

w/c 13 October 2025

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process.

### Shortlist

The Panel will assess applications against the eligibility criteria and decide which candidates have best met the criteria, who should be recommended for interview. Ministers will then be consulted on the Panel's recommended shortlist. If you have applied under the Disability Confident Scheme and you meet all the essential criteria, then you will also be invited for an interview.

### Feedback

Please note you will only receive feedback if you reach the interview stage. Following interview, all candidates will receive a score along with some short written feedback on your performance at interview.

# Diversity and Inclusion

DCMS is committed to eliminating discrimination and advancing equality of opportunity in its public appointments. We particularly encourage applicants from underrepresented groups, those based outside London and the South-East and applicants who have achieved success through non-traditional educational routes. This ensures that boards of public bodies benefit from a full range of diverse perspectives and are representative of the people they serve. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the organisation is one in which a genuinely diverse range of views can be expressed, without fear or favour.

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 what we can do to encourage a more diverse field to apply.

We try to guarantee an interview to 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 wish to apply under this scheme, either state this in the covering email or letter when submitting your application or contact the team. This will in no way prejudice your application.

## **Reasonable adjustments**

If you would like a confidential discussion regarding any reasonable adjustments during the process, please indicate this in the covering email or letter or communicate with the public appointments team, who will be happy to discuss this with you.

# Contact Us

If you have any questions about the role please contact the James Crudgington ([jcrudgington@royalparks.org.uk](mailto:jcrudgington@royalparks.org.uk)).

If you have any questions about the appointments process, please contact the Campaign Manager, Emily Nixon ([emily.nixon@dcms.gov.uk](mailto:emily.nixon@dcms.gov.uk)) or the Public Appointments Mailbox ([publicappointments@dcms.gov.uk](mailto:publicappointments@dcms.gov.uk)).

Join the [DCMS Public Appointments Network](#) if you would like to hear about DCMS Appointment opportunities, including future networking events, guidance for candidates and much more.



Department  
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THE  
ROYAL  
PARKS

