



Department  
for Culture,  
Media & Sport



# Royal Museums Greenwich

## X2 Trustees

Public Appointment Candidate Pack

Closing time and date: 11:59pm, Wednesday 20th August 2025



# Introduction

The Prime Minister wishes to appoint 2 new Trustees to Royal Museums Greenwich.

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.



# About Royal Museums Greenwich (RMG)

By virtue of its sites and subjects, Royal Museums Greenwich enjoys a unique conjunction of subjects - History, Science (in particular, astronomy), Arts - and works with its audiences at local, regional, national and global levels to provide a greater understanding of humanity's connection with the sea, space and time. RMG aims to be a welcoming place for everyone, receptive to engage with communities and provide a multi perspective social history, to become a place of memory and dialogue.

The National Maritime Museum was opened by King George VI in 1937. The Queen's House was part of the Museum from the outset whilst the Royal Observatory, Greenwich was an addition of 1953. In 2011 Her Majesty Queen Elizabeth II formally approved 'Royal Museums Greenwich' as the new group brand and in 2015 the Cutty Sark was donated to the National Maritime Museum collection. The Prince Philip Maritime Collections Centre, completed in September 2017, consolidated and upgraded the collections storage and conservation functions on the Museum's Kidbrooke site.



The Museum's collection comprises more than 3 million items. There are some 45 thousand three dimensional objects – which include ship models, scientific and navigational instruments, and instruments for time-keeping and astronomy. There are around 75 thousand oil paintings and prints and drawings and over 2 million manuscripts, rare books, ships plans, sea charts and historic photographic negatives. Its British portraits collection is exceeded in size only by that of the National Portrait Gallery and its holdings relating to Nelson and Cook, among many other individuals, are unrivalled. The Museum has the world's largest maritime archive and maritime historical reference library including books dating back to the 15th century. An active loans programme ensures that items from the collection are seen in the UK and overseas. Through its displays, exhibitions and learning programmes the Museum also explores our current relationship with the sea, and its future as an environmental force and resource.

We are currently embarking on a once in a generation redevelopment of the Royal Observatory Greenwich, to celebrate the 350<sup>th</sup> anniversary of celestial observation at Greenwich in 2026, making it a place of 'awe and wonder'; not only an essential stop off on the tourist map to visit the Prime Meridian but also a 'must-see' destination for the domestic audience to discover Time and Space.

# About the role

The Board of Trustees is seeking two new Trustees. We are particularly keen to receive applications from candidates with expertise and experience in the respective fields of Fundraising for large scale capital projects; Public Relations; Digital Development; Community Engagement.

## **Role Description**

Members of the Board have corporate responsibility for ensuring that Royal Museums Greenwich complies with any statutory or administrative requirements for the use of public funds. Other important responsibilities of Board members include:

- Overseeing the delivery of planned results by monitoring performance against strategic objectives and targets;
- Representing Royal Museums Greenwich, as its ambassadors, to stakeholders and potential donors; and
- Ensuring that high standards of corporate governance are observed at all times.

# What we are looking for?

In addition, for those currently employed in the industry, candidates will need to be clear about any potential conflicts between this role and their other professional activities and be able to propose ways to manage conflicts should they arise.

## Essential Criteria

All candidates will need to demonstrate in their application that they meet the following criteria to a high standard:

- Good communication skills and the willingness and the ability to act as an advocate for the Museum and a supporter of staff in areas such as research, media, fundraising and community engagement;
- The ability to contribute to Board discussion on strategy, governance and policy development;
- A strong interest in and commitment to the values of the Museum, as well as its future development;
- The ability to work collaboratively with other Trustees and the senior management of the Museum; and
- A commitment to highlighting and preserving cultural heritage, and improving education and understanding of British and World history.

## Desirable Criteria

- Experience of fundraising in the heritage sector, with contacts who can assist us in our fundraising aspirations
- Media/Public Relations experience: contacts with the media who can help boost the profile and reputation of Royal Museums Greenwich
- Experience in the digital technology sector, gained through experience at a major technology company, in the education sector, in technology investment or in scientific technology
- Experience in the field of community engagement; building sustainable relationships at local, national and international levels
- Experience of raising funds for large scale capital projects

# Role details

**Number of roles:** x2 Trustees

**Term of Appointment:** The term is for four years.

**Remuneration:** The position is not salaried but reasonable expenses are paid.

**Time Commitment:** The Board of Trustees meets for four quarterly meetings usually taking place in February, April/May, July and October/November and usually last a full day. The candidate would need to have sufficient time resources to:

- attend an induction programme at the Museum – total time up to 2 days but over a period
- study papers ahead of meetings
- attend a number of evening or day events at the Museum (usually around four per year)
- take part in other committees where appropriate

**Location:** Usually at the Museum in Greenwich, though some outstation meetings may be held during the year and some advocacy events may take place in London or elsewhere.

**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](#).

# Selection process details

## The Panel

The following individuals will make up the Advisory Assessment Panel:

### Gemma Brough

DCMS Panel Chair

Deputy Director, Museums and Cultural Property

### Althea Efunshile CBE

Senior Independent Panel Member

### Lance Batchelor

Royal Museums Greenwich Representation

Royal Museums Greenwich Chair

<b>Advert closing date:</b>	Wednesday 20th August 2025
<b>Shortlisting:</b>	September 2025
<b>Interviews:</b>	November 2025

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

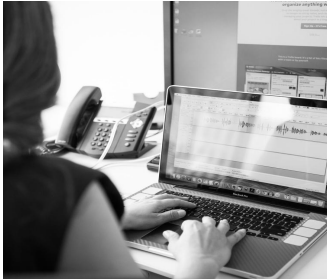
## Shortlist

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.

# How to apply



In order to apply you will need to [create an account](#) or [sign in](#) to the Public Appointments website.

Once you are logged into your account, click on '[apply for this role](#)' and follow the on-screen instructions. To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- equality information
- information relating to any outside interests or reputational issues

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

The Advisory Assessment Panel reserves the right to only consider applications that contain all of the elements listed above, and that arrive before the published deadline for applications.

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.

# Diversity and Inclusion

We encourage applications from talented individuals from all backgrounds and across the whole of the United Kingdom. Boards of public bodies are most effective when they reflect the diversity of views of the society they serve.

We collect data about applicants' characteristics and backgrounds, so that we can make sure we are attracting a broad range of people to these roles and that our selection processes are fair for everyone. Without this information, it makes it difficult to see if our outreach is working, if the application process is having an unfair impact on certain groups and whether changes are making a positive difference. The information you provide will not be seen by the Advisory Assessment Panel who review applications against the advertised criteria and conduct interviews.

We are a member of the **Government's Disability Confident scheme**. As part of implementing the scheme, we guarantee an interview for anyone with a disability whose application meets the essential criteria for the role, set out in the advert, and who has asked that their application is considered under the scheme. Indicating that you wish your application to be considered under the scheme will in no way prejudice your application. By 'essential criteria', we mean that you must provide evidence which demonstrates that you meet the level of competence required under each of the essential criteria, as set out in the job-advert. When you apply you will have the opportunity to select if you would like your application considered under this scheme.

## Reasonable adjustments

We are committed to making reasonable adjustments to make sure applicants with disabilities, physical or mental health conditions, or other needs are not substantially disadvantaged when applying for public appointments. When you apply you will have the opportunity to request reasonable adjustments to the application process.

# Terms and Conditions

This appointments process adheres to the Cabinet Office Governance Code on Public Appointments which is regulated by the Commissioner for Public Appointments.

## 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 RMG 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 the Cabinet Office.

# Contact Us

If you have any questions about the role, please contact Jane Costantini ([KJCostantini@rmg.co.uk](mailto:KJCostantini@rmg.co.uk)).

If you have any questions about the appointments process, please contact the campaign manager, Anna Bristow ([anna.bristow@dcms.gov.uk](mailto:anna.bristow@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.



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