



Department
for Culture,
Media & Sport

THE
NATIONAL
GALLERY

National Gallery

x1 Digital Trustee and x2 Fundraising Trustee

Public Appointment Candidate Pack

Closing time and date: 11:59pm, Monday 8th December 2025



Introduction

The Prime Minister wishes to appoint 3 new Trustees to the National Gallery.

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 the National Gallery

The National Gallery “the Gallery” is a public museum with a uniquely important collection of pictures which it holds for the benefit of all. It constitutes a living legacy of humanity’s highest cultural achievements in painting and is an inestimable resource for understanding the world as we have inherited it. Established in 1824, the Gallery’s statutory responsibilities include caring for and adding to the collection; displaying the collection to the public and making it available for the purpose of research and study; and generally promoting the public’s enjoyment and understanding of painting and fine art. From its inception it has been free for all to visit, and the Gallery believes that free admission represents a commitment to the public which must be reaffirmed and developed.

As the Gallery’s 200th anniversary celebrations drew to a close in July 2025 we have started to look ahead to our third century. Early in 2026 the Gallery will launch a new 10-year strategy, *from Growth to Impact*, setting major priorities and ambitions over the next decade, including the re-development of Saint Vincent House, the transformation of our entire estate and the public realm, and expanding the collection to include modern paintings.

Further information about the Gallery (including a list of current Trustees) can be found on its website at www.nationalgallery.org.uk.

About the role

The National Gallery (“the Gallery”) is a charity and Non–Departmental Public Body sponsored by the Department for Culture, Media and Sport. The Gallery seeks three Trustees for appointment in 2025; one with experience in Digital Innovation and emerging technologies and two with experience in fundraising to assist the Development Department strategically in its efforts towards the Gallery’s key activities and projects and to support the Chairman in leading a major and ambitious capital campaign and the creation of a multi-million pound endowment.

The role of the Board of the Gallery includes responsibility for the Gallery’s statutory functions, the provision of overall leadership and development of strategy. It ensures that high standards of corporate governance are maintained and that the Gallery has effective control systems, decision-making processes and management in place. The Board complements the executive by providing support and advice while also, where necessary, challenging the status quo.

The Board consists at any time of 12 to 14 Trustees, one of whom is appointed by the Board of Tate and the remainder by the Prime Minister. The Gallery wishes to draw its Trustees from as diverse a range of backgrounds as possible.

Trustees must adhere to the [Seven Principles of Public Life](#), the [Twelve Principles of Governance](#).

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 applicants will be required to demonstrate the following qualities in their application:

- A demonstrable interest in the National Gallery and love of paintings and art
- An understanding of the importance to the Gallery of fundraising and a commitment, as a leader of the Gallery, to work with the development team to contribute to the delivery of the Gallery's fundraising ambitions
- Excellent judgment and the ability to contribute to Board discussion and strategy and policy development
- Excellent communication skills and the ability to represent and advocate for the Gallery
- The ability to work collaboratively with other Trustees and senior management of the Gallery
- A commitment to improving opportunities for people throughout the UK and access to people from a diverse range of backgrounds

What we are looking for?

In addition to the essential criteria outlined above, candidates for the Trustee roles should be able to demonstrate the below desirable criteria:

Digital Trustee: An individual with networks across the tech sector, a good understanding of the digital landscape, including emerging technologies, digital trends, and their potential impact on the National Gallery, both on its internal organisation and its wider audience and the ability to effectively chair the Gallery's Digital Advisory Board.

Fundraising Trustees: who can demonstrate any combination of the following:

- Philanthropic experience
- Broad ranging networks
- Ability to strategically assist the Development Department
- Ability to support the Chairman in leading a major capital campaign and the creation of a multi-million pound endowment.

Role details

Number of roles: x3 Trustees (x1 Digital Trustee and x2 Fundraising Trustee)

Term of Appointment: The term is for four years.

Remuneration: Nil but reasonable expenses are paid.

Time Commitment: The Board meets six times a year, with most meetings and associated activities lasting half a day. Most Trustees also serve on one or more committees or advisory groups. Additional time will be required to study papers, to attend events at the Gallery including exhibition openings and fundraising events, and to represent the Gallery at other functions.

Location: Board and Committee meetings are usually held at the Gallery, with one Board meeting a year generally held offsite.

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:

Hannah Malik

DCMS Panel Chair
DCMS Director for Culture

Alice Rawsthorn

Senior Independent Panel Member

John Booth

National Gallery Representation
National Gallery Chair

Advert closing date:	Monday 8th December
Shortlisting:	January 2026
Interviews:	February 2026

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 the Gallery 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 Victoria Hayes (Victoria.Hayes@nationalgallery.org.uk)

If you have any questions about the appointments process, please contact the campaign manager, Anna Bristow (anna.bristow@dcms.gov.uk) or the Public Appointments Mailbox (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
for Culture,
Media & Sport

