

# THE PHOTOGRAPHERS' GALJERY

Trustee  
recruitment  
pack



# Welcome

Thank you for your interest in The Photographers' Gallery.

At The Photographers' Gallery, we explore how photography is connecting, captivating and radically changing the world we live in.

We are looking for several trustees to join the Gallery's Board. Currently we're specifically looking for candidates who have high level experience in finance to join our finance sub-committee and support our audit process. This is an important time to join the Gallery and an opportunity to support our development as we go through an exciting period of transition and reimagining.

On the borders of busy Oxford Street and vibrant Soho, the Gallery is home to photography experts, novices and the photo-curious; artists and students; tourists, locals and passers-by; and an enthusiastic and committed staff team.

I hope you are interested in being part of our future. If you are, we'd love to hear from you.

Amanda Gray  
Chair, The Photographers' Gallery



# About The Photographers' Gallery

The Photographers' Gallery is a place for the discovery, exploration and understanding of photography, and has been since we opened the doors to our first home in Covent Garden over 50 years ago. While building on this rich legacy, our mission is to be the home for next generation photography.

Through our in-person and online programme – from exhibitions, talks, lectures and workshops, to courses, tours, and more – we aim to inspire conversation and collaboration, and explore the beauty, complexity and future of photography. Our core values are to:

- **Expose a fuller picture** – by revealing narratives that go beyond the frame.
- **Develop future creators** – by nurturing artists and new audiences, and actively seeking underrepresented voices in who we work with and welcome through our doors.
- **Be one social space** – a place for sharing and collaboration, joining up everything we do both virtually and in Soho.

Whether our visitors are in person or online, we aim to share extraordinary work from photographers and image-makers of all ages, races, genders, sexualities, backgrounds and abilities.

We believe that a diverse and equitable society is essential for creativity and growth. We strive to be a fully inclusive and progressive environment for everyone who visits, takes part and works with us.









## About the role of Trustee

We are seeking to broaden the skill set and diversity of our Board to enhance our collective governance capabilities. We are looking for experts in their respective fields who can demonstrate a collaborative approach, sound judgment, strategic thinking, and give an active commitment to the vision and core values of the Gallery.

Trustees are responsible for:

- Ensuring that the Gallery works within, and furthers, its charitable objectives
- Shaping, overseeing and contributing to the Gallery's strategic direction, financial management and governance
- Ensuring that the Gallery has effective governance structures that are adhered to, in line with charity and company law obligations
- Ensuring financial sustainability, accountability and robust financial management of the Gallery
- Championing the Gallery's work by supporting its activities, and developing networks within wider communities
- Engaging in the Gallery's work, acting as ambassadors, and broadening the Gallery's reach and impact, and offering additional resource as and when available
- Acting as a sounding board and critical support for both the Executive and Senior Management Teams
- Actively supporting the Chair and the Director in the delivery and development of the Director's vision.



## About the candidates

Currently we are looking for candidates who bring experience specifically in the following areas:

- Finance and accounting

## Knowledge, skills and experience

We are looking for people who can demonstrate some or all of the following:

- Current or recent leadership experience in a finance director / chief finance officer role, with the ability to advise on preparing accounts and audit process (essential)
- Sound, independent judgement and the confidence to participate in debate about key strategic issues and know when to challenge constructively
- The ability to work supportively with other Trustees, advisers and senior colleagues to high ethical and professional standards and in line with legal responsibilities
- Effective communication skills
- The capability and people skills to take on an ambassadorial role for the Gallery
- A commitment to transformational change, learning, improvement and performance
- A passion for the arts and photography and their power to transform lives
- A commitment to the values, vision and strategic objectives of the Gallery, including our equity, diversity and inclusion commitments

We are open to applicants who may not fit all the criteria – if you feel you have relevant experience to bring to the role please get in touch.



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# Terms of appointment

## Length of appointment

- Trustees are appointed for an initial term of three years, with the option to be re-elected for a one further term of three years.

## Time commitment

- The role of Trustee requires a time commitment of two to three calendar days each month.
- The Board meets every quarter, including a yearly Annual General Meeting.
- The Finance & General Purposes Committee meets every quarter in the week before the board meeting.
- Trustees are expected to attend exhibition openings and other important Gallery events.

## Remuneration

- The post of Trustee is voluntary and reasonable expenses will be reimbursed in line with Gallery guidelines.

## Location

- Board meetings are held in person at The Photographers' Gallery in central London, with the option to dial in if in-person attendance is not possible.





## Governance and structure

The Photographers' Gallery is proud to be an Arts Council England National Portfolio Organisation.

Our Board is led by the Chair and comprises 6 to 12 trustees, some of whom serve on other committees, including:

- Finance & General Purposes Committee\*
- Nominations Committee

\* The newly appointed trustee with finance experience will join the Finance & General Purposes Committee (FGP) and report to the main board each quarter on FGP matters.

The Director of the Gallery reports to the Chair. Working closely with the Executive Management Team, the Director delivers the Gallery's business plan to achieve the overall vision.

We also appoint two emerging career trustees as part of our wider commitment to support and develop future creators.

# How to apply

We hope you are interested in finding out more.

To apply, please send your CV or your LinkedIn profile, and a short supporting statement outlining why you are applying to be a trustee, how you meet the requirements, and what you think you will bring to The Photographers' Gallery.

Please send your application to [trustee@tpg.org.uk](mailto:trustee@tpg.org.uk)

Please also complete the [equal opportunities form](#) – this is for monitoring purposes only.

**We will be in touch to discuss next steps.**

**Many thanks for your interest in The Photographers' Gallery.**





## Image credits

Page 1: Exhibition opening of *Letizia Battaglia: Life, Love and Death in Sicily*, 2024. © Heather Shuker

Page 2: Exhibition opening of *Deutsche Börse Photography Prize 2023*. © Heather Shuker

Page 3: The Photographers' Gallery © Heather Shuker

Page 4: Exhibition opening of *Letizia Battaglia: Life, Love and Death in Sicily*, 2024. © Heather Shuker

Page 5: Youth workshop © Jolie Hockings

Page 6: From *Encounter* by Silvia Rosi, part of *Radical Imagination: 7 International Women Photographers* in King's Cross, 2022.

Page 7: *The Garden* by Siân Davey in Soho Photography Quarter, 2023-4. © Kate Elliott

Page 8: Huntrezz János: *DRIVA (drone/diva)* in Soho Photography Quarter, 2023. © Sam Mercer

Page 9: Visitors in *Mediations on Love* reading room, 2024. © Heather Shuker

Page 10: Visitors in *Ernest Cole: House of Bondage*, 2024 © Heather Shuker

Page 11: Malikaya leads a Teen Tour of *Gregory Crewdson: Cathedral of the Pines*. © Tim Bowditch, 2017

