



MOWLEM TRUSTEE ROLE PROFILE	
Job Title:	Trustee
Responsible to:	The chair and other trustees
Remuneration:	Trustee/director roles are not accompanied by any financial remuneration
Term:	Three years with the option to renew, subject to board approval

Role Profile

Main Job Purpose

Collectively, Board Members provide direction and stewardship for the Mowlem for the benefit of current and future beneficiaries, by:

- ensuring that the Mowlem is carrying out its purposes for the public benefit
- setting the vision, mission and values of the Mowlem
- embodying and promoting the values of the Mowlem in all interactions with audiences, the community and stakeholders such as local Councils, arts organisations and grants and funding bodies
- ensuring that there is a strategy to achieve the Mowlem's objectives, ensuring that the necessary financial and human resources are in place to meet these objectives, and reviewing management performance against them
- ensuring that the Mowlem seeks the views of current and future beneficiaries and that these views are considered in developing strategy and delivering services
- monitor and assess the Mowlem's arts and community programme to ensure we are serving the needs of our audiences and the Purbeck community
- acting as the guardians of the Mowlem's key tangible asset – its building, which requires much improvement and investment, and its intangible assets such as its data, reputation and brand
- ensuring that the Mowlem complies with all constitutional, legal and regulatory requirements, including health and safety, ensuring that its governance is of the highest possible standard. This includes providing entrepreneurial leadership within a framework of prudent and effective controls which enable risk to be assessed and managed
- approving the budget for the Mowlem

In addition, we are seeking in our Board Members certain attributes that will ensure our charitable objectives are met. These include:



- dedication to inclusive working, valuing difference and respecting all colleagues
- an ability to build strong relationships with fellow Board Members, the executive team and external stakeholders
- able to challenge and debate with respect and accept constructive challenge
- strong leadership even during uncertain or difficult times, providing a steadying influence on the organisation
- strategy setting and evaluation
- able to spot threats, plan contingencies and provide solutions
- a commitment to learning and developing personal knowledge about our work
- a commitment to shared accountability

Person Specification

Essential

The following skills would be required:

- a general understanding and acceptance of the legal duties and responsibilities of trusteeship
- an interest in the arts and an appreciation of the creative sector and its value to society
- ability to offer an organisation-wide, cross functional strategic perspective on issues and challenges
- analytical skills, the ability to spot issues, get to the heart of the issues and notice the details
- interpersonal skills on an individual basis and as part of a team
- ability to be an ambassador for and represent the Mowlem as appropriate.
- strategic thinking, able to anticipate future issues, imagine solutions and evaluate plans
- strong communication skills and listening skills
- an active commitment to equity, diversity and inclusion.
- an ability to be a team player.



- enthusiasm and commitment to play a part in making the Mowlem a central part of Purbeck life.

Desirable

- experience sitting on a Board of Trustees
- knowledge of, interest in and/or experience within the creative industries
- networked in their field and open on occasion to involving their contacts

Most important of all is a candidate's values and how far they align with those of the Mowlem.

Expectations

- To serve an initial term of 3 years, with the possibility of re-appointment until 9 consecutive years' service has been reached.
- to attend 8 x 2.5-hour Board Meetings a year as well as an annual Away Day.
- be prepared at the request of the Chair to sit on 'task and finish groups' or 'working groups' for specific and time bound projects
- To provide specialist advice and expertise as required and appropriate.
- To advocate and champion the Mowlem's work, values, ambition and strategic direction.

In total, Trustees usually commit the equivalent of 2-4 days per month to their role.

The Mowlem is committed to equal opportunities policies. We welcome applications from all backgrounds so that our board mirrors the community we serve. We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background age and other differences.