

Trustee Opportunity at the Royal Air Force Museum

1. Introduction

The Royal Air Force Museum wishes to appoint up to two new Trustees to our Board to help lead the Museum at a time of exciting transformation. Trustees have corporate responsibility for the strategic direction and accountability of the Museum, subject to the terms set out in the RAF Museum's Royal Charter.

This document will guide you through the RAF Museum's purpose and values, the role of Trustees, and through the application process.

We particularly welcome applications from people whose lived experience and background are underrepresented in our leadership, especially people from global majority communities.

This is to ensure that Boards of public bodies best represent the people we serve and can draw on the richest range of knowledge and expertise to guide our strategy and activities.

2. About the RAF Museum

The RAF Museum is a National Museum, an executive Non Departmental Public Body of Government, and a charity. We are funded through Government Grant in Aid, and through our commercial and fundraising income which enable us to welcome visitors free of charge to our two sites in North London and the Midlands. Our collection is central to everything we are and do, comprising around 1.3m objects which we hold in trust for the people of the UK.

Strategy 2030 – see [Strategy 2030 E-mailable Version.pdf \(rafmuseum.org.uk\)](#)

As an educational charity, whether visitors are engaging with our displays, taking part in discussion and debate, studying our archive, holding a corporate event in our spaces, having fun at events and in our playgrounds, or enjoying a rest in our cafés, there are opportunities for inspiration from the incredible RAF story in every corner of our Museum, whether onsite, out in our communities, or online.

During the course of Strategy 2030 we plan a major shift to share our stored collections with visitors for the first time, moving them from our two non-public sites to a collections hub at RAF Museum Midlands. Here they will provide a welcome in and a springboard out to our communities, fostering local pride and belonging. New displays onsite will explore recent RAF history, complemented by immersive learning spaces and woodland landscaping that supports our commitment to achieve Carbon Net Zero by 2030.

Equally, we are committed to sharing the RAF Story outside our walls across the UK and beyond through our outreach programmes and online engagement. Examples include touring iconic objects from the collection, research activities, community workshops, loans with partner organisations and storytelling through www.RAFStories.org.

3. About the role and who we're looking for

The Museum's governing document, our Royal Charter, recognises two types of Trustees with identical accountability and decision-making responsibilities. Nominated Trustees are appointed by the

Secretary of State through the Public Appointments process and Co-opted Trustees are appointed by the Board. The only difference is that the Chair will be appointed from the group of Nominated Trustees, though all Trustees have an equal vote.

The Museum currently has up to two Co-opted Trustee vacancies. The RAF Museum is committed to building an inclusive workplace and recruiting a leadership and workforce that is as diverse as the communities we serve. People from global majority backgrounds, Disabled, D/deaf and/or neurodivergent people are under-represented on the Board, so we particularly encourage people from these groups to apply.

However you identify and whatever background you bring with you, we welcome you to join us to contribute your skills, experience and perspectives to improve our effectiveness.

Trustees are expected to understand and uphold the Seven Principles of Public Life as defined by the Committee on Standards in Public Life <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>. Trustees must be positive advocates and ambassadors for the Museum and must always act in good faith in the best interests of the Museum. They are responsible for:

- Determining the general policy of the Museum
- Appointing the Chief Executive Officer (CEO) of the Museum, with the approval of the Secretary of State
- Monitoring and overseeing the CEO's management of the Museum. The CEO is the Board's senior officer and the Accounting Officer for the Museum
- The buildings, collections and financial assets of the Museum and their care and management
- Approving the Museum's Strategic framework
- Monitoring the process of Risk Management within the Museum
- Ensuring the Museum publishes an annual report and accounts, audited by the Comptroller and Auditor-General
- Compliance with the Code of Conduct for Board Members of Public Bodies and with the rules relating to the use of public funds and to conflicts of interest

4. Person Specification

We are looking for trustees who will act as visitor advocates and bring strategic leadership to our Equity, Diversity and Inclusion priority. We are also looking for the following attributes:

4.1 Essential

- An interest and affinity with the vision, purpose and values of the Museum
- Ability to contribute to the strategic direction of the organisation
- Excellent listening, influencing and communication skills
- The ability to offer both support and constructive challenge to colleagues, whether non-executive or executive
- An interest in the Royal Air Force.
- A commitment to the principle of public service
- Interest and ability to act as an ambassador for the Museum.

4.1 Desirable – though we are happy to support new Trustees to develop:

- Experience of operating in a non-executive or Trustee capacity at board level
- An understanding of corporate and Board governance in the charity and public sector.