



COMPTON VERNEY

TRUSTEE RECRUITMENT PACK

December 2025

Chair's Welcome

Compton Verney is seeking new Trustees who would bring a diversity of voices and experiences to contribute to our long-term sustainability.

This is a brilliant opportunity to help guide the organisation into the future as we embark on the next 20 years, particularly following the recognition of being a Finalist in Art Fund Museum of the Year.

Compton Verney is an extraordinary place that delights and welcomes over 120,000 visitors a year to visit the collections and landscape, the temporary exhibitions, events, activities, an extensive learning programme, and private functions, bringing together art, nature and creativity for the benefit of all.

We plan to grow the number of annual visitors, and to engage with audiences in different ways through our revised strategy and business plan. Like many organisations we are experiencing challenges from the external environment and will need to review our assumptions against this background.

It's a great time to be part of Compton Verney.

Penny Egan, Chair of CVHC



Proposition, Context and History

Compton Verney is a world class art space in a park, located in Warwickshire in the heart of the country. We're home to six world-class art collections, a programme of exciting exhibitions, a sculpture park and a café – with acres of parkland and meadows to explore and enjoy. And all of this in a Robert Adam house, set in 120 acres of Capability Brown landscape. We're a space where all sorts of things can happen.

We're a charity that connects people with art, nature and creativity. And we do this by being collaborative, sustainable, bold, inclusive and fun. With so much going on here, and with such a warm welcome, we offer our visitors a day full of joy.

Our ambition is to move beyond sustainability to regeneration. Through art, we aim to help the world to renew, restore and grow – culturally, emotionally and environmentally. Indeed, we want to become a model place of regeneration through art. Our current strategy prioritises expanding our market, enriching our offer and strengthening our own organisation.

In 1993, Sir Peter Moores CBE bought the near-derelict site, gifting it to the specially created charitable trust, and the estate underwent a £45M restoration. Compton Verney opened fully to the public in 2004. The specially acquired collections focus on areas that were under-represented in British museums and galleries including Neapolitan, Northern European and British Folk Art as well as Chinese Bronzes and ceramic ritual objects from c. 1500 BCE onwards. These are now displayed alongside brand-new a contemporary installation from Gayle Chong Kwan. Sir Peter established a three board structure with Compton Verney House Trust, Compton Verney Collection Settlement and Compton Verney Fund all having different charitable objects and responsibilities.

Compton Verney House Charity has moved to an independent charity with the leadership team and board focused on developing a business plan that will ensure financial sustainability for the long-term. It works in concert with the two other charities and we come together at least annually for a joint meeting.



Purpose and Vision

PURPOSE

We connect people with art, nature and creativity

VISION

To be a model place of regeneration through art

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Values

We are **COLLABORATIVE**, working with artists, audiences and communities; exploring the historic and the contemporary, the indoor and outdoor.

We harness opportunities to be environmentally **SUSTAINABLE** and are always responsible.

We are **BOLD**, purposeful and confident and think, make and learn.

We are **INCLUSIVE**, creating a warm, welcoming and respectful culture.

We are **FUN** and want everyone to have a great experience of Compton Verney.

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Charity Objects

These are Compton Verney House Charity's charitable objectives, they underpin all that we do and state why we exist and what we are setting out to achieve:

- a) To promote wellbeing, physical and mental health through the provision of physical and digital access to and facilities for the appreciation, study and practice of the arts, culture, nature, heritage and science on the Compton Verney estate and/or any other place or places.
- b) The advancement of education and learning in the United Kingdom and in particular in the West Midlands.
- c) The commissioning and collecting of art, and the preservation and public display of a collection of art, for the benefit of the public.
- d) The preservation, protection, improvement and sustainability of the Compton Verney estate's historic buildings, landscape and natural environment in order to promote (a), (b) and (c).



Equity, Equality and Diversity at Compton Verney

Compton Verney is committed to working towards and promoting equity, equality and diversity within a culture that actively values difference and recognises that people from varying backgrounds and experiences can enhance the way we work. Compton Verney aims to be an inclusive organisation, where diversity is valued, respected and built upon,

Compton Verney is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. Compton Verney aims to pro-actively tackle discrimination or disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing its services.

Compton Verney connects people with art, nature and creativity and understands that providing equity, valuing diversity and promoting a culture of inclusion are vital to our success and sustainability

We have signed up to the More than a Moment pledge and are committed to short, medium and long term change to become a truly inclusive organisation.

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Role of a CVHC Trustee

Compton Verney is governed by a Board of Trustees.

The Board:

- determines policy and, together with the leadership team, sets the strategic direction of the organisation
- oversees the management of the organisation
- approves resource allocations
- represents Compton Verney externally
- monitors performance against agreed objectives

Trustees' responsibilities and commitments include:

- attendance at formal board meetings (plus a strategy away day) per year
- scrutinise and discuss board papers
- provide expert guidance as required
- collectively ensure that the organisation is meeting its charitable objects in line with governing documents, charity law and other regulations
- ensure the effective administration of the charity
- safeguard the reputation of the charity



What We Are Looking For

We are looking for trustees with an interest in and passion for art, nature and creativity as well as the expertise and knowledge to support the strategic direction of this organisation, and the next exciting phase of development.

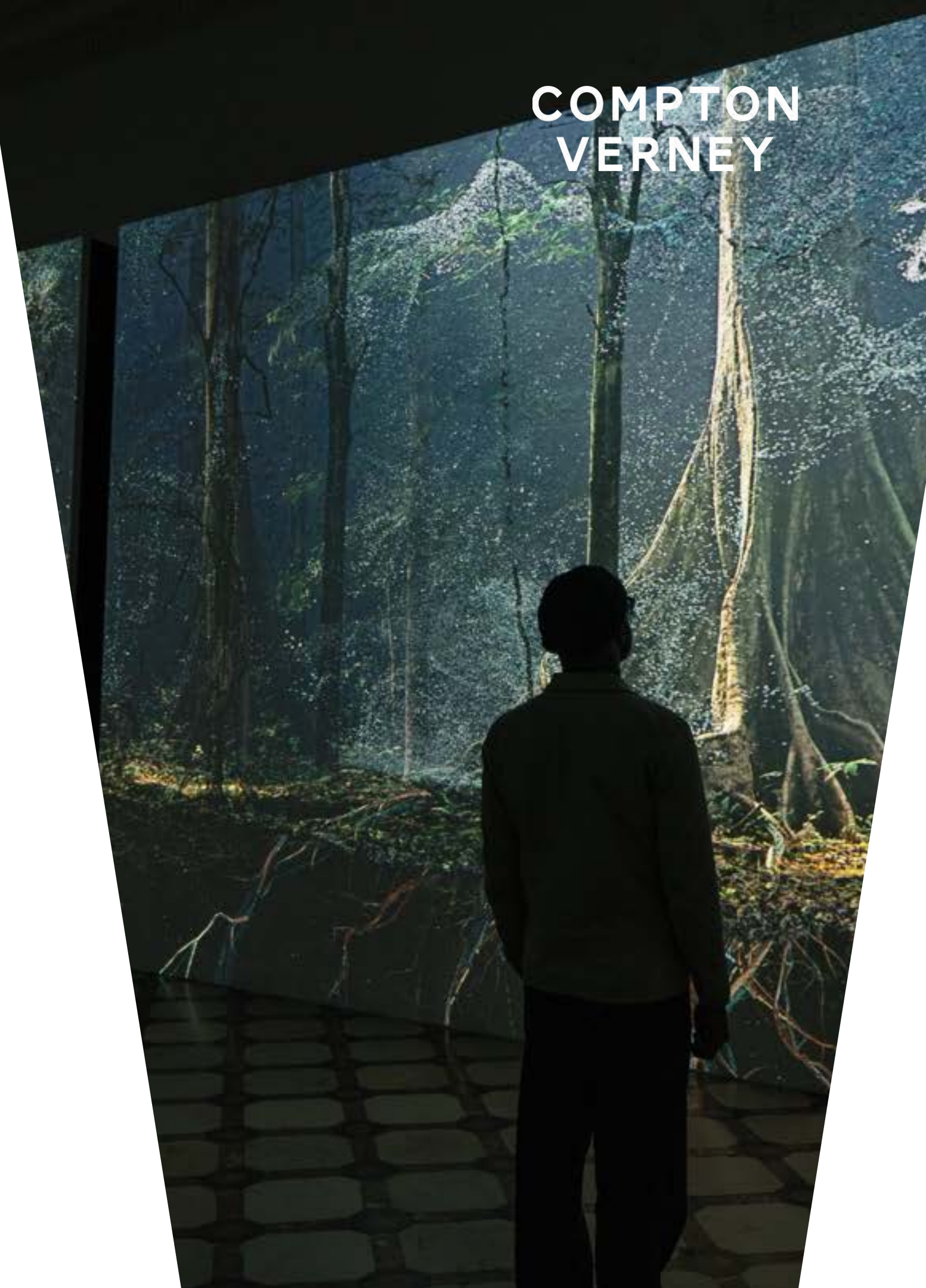
Compton Verney strives for inclusive representation in its audiences, visitors, staff and volunteers. We want to reflect this diversity on our Board and ensure that our leadership includes a variety of lived experiences. We want to nurture creativity and widen access through recruiting trustees with a mix of skills, experiences and voices.

We would welcome applications from people who can support us in our journey to be an inclusive organisation and who would bring different lived experiences to our Board. First time trustees with some relevant experience, skills and commitment will be welcomed and supported to develop.

We are particularly looking for CVHC trustees with skills in the following areas following a skills audit of our current trustees:

- Visual arts, collections and curatorial experience, particularly in a gallery or museum context
- Learning and engagement expertise in both formal and informal sectors
- Advocacy including local, regional and national political connections
- Access to broad influential networks and willingness to introduce people to Compton Verney

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Additional Information

Status of Role	Trustee/Board Member
Board Meetings	A minimum of 4 per annum and/or an Away Day with sub groups where applicable
Diversity & Inclusion	We are particularly keen to improve representation at board level in the following protected characteristic categories; age, disability, LGBTQ and ethnicity
CVHC Sub Committees	Trustees are encouraged to join any sub committees where their skillsets can add the most value. There are currently two sub committees covering Finance, Audit & Risk and Nominations & Remunerations. With working groups covering Health & Safety and Capital. Other sub committees may be established depending on priorities and expertise needed to support the strategic development of the charity.
Board Composition	The CVHC Board is chaired by Penny Egan CBE and currently has 13 independent board members.
Duration of Term	All trustees have a term of 4 years with the option to stay on the Board for a further 4 years. No Trustee may serve more than 8 years unless through reapplication after a year's absence.
Remuneration	Voluntary, with reasonable expenses paid
Conflict of Interest	Managed under the Conflict of Interest procedures, avoiding conflict with other professional roles or personal interests
Induction	All Trustees will receive a full induction and mentor support if required
Charity Commission	Please find more information on the Charity Commission website at www.charitycommission.gov.uk and in particular, The essential trustee: what you need to know, what you need to do

Application Process for All Vacancies

- A CV and statement of what you can bring to the role will be used to select candidates for interview.
- Your statement can take the form of a written piece (max. 2 sides of A4) or a 4-minute filmed or audio response.
- Your written statement/video/audio response should clearly outline your suitability for the role, including your interest and motivation in applying for this position.
- Please apply using this link - https://recruitment.evaluation8.com/public/recruitment_post?id=U25ySDc3MHgwV3NieDIrblVYRoZYUT09&org_id=ToVZYUsyNDhaak41cnM4UjYxa3prdzo9.

We look forward to receiving your application.

Timetable:

Closing date: Friday 9 January 2026

Interviews: Friday 30 January 2026 at Compton Verney or online if required.





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