

COMPTON VERNEY

YOUNG TRUSTEE DEVELOPMENT PROGRAMME

RECRUITMENT PACK

December 2025



Introduction

Compton Verney is where art, nature and creativity meet – and where new voices help shape what happens next. We're committed to being inclusive, collaborative and bold in everything we do. That means welcoming young people to the table, not just as participants but as future decision-makers.

As part of our Young Trustee Development Programme, you'll gain first-hand experience of how a cultural charity is governed. Trustees are the people who help guide a charity, make key decisions and shape its long-term direction. You'll learn what being a trustee involves, contribute your views and ideas, and discover how strategy, creativity and community connect in real life.

You don't need to have previous experience – just curiosity, a willingness to get involved and an interest in art, nature, culture or people. Along the way, you'll build confidence, develop new skills, and connect with professionals who care about creating positive change. Most importantly, you'll help Compton Verney stay relevant, inclusive and forward-thinking for generations to come.



What is the Role?

Co-designed with young people, this is not a formal trustee position and you will not carry legal responsibility for the organisation. Instead, this is a development opportunity to learn how a Board of Trustees operates within a cultural charity.

As a Young Trustee, you'll take on an observational role, with lots of chances to contribute to discussions, explore organisational plans and gain insight into how decisions are made. You'll be welcomed as part of the team and your voice will be valued.

No previous experience is needed – just enthusiasm, curiosity and a commitment to taking part.

You'll be joining us at an exciting moment in our journey, with the opportunity to contribute to work that supports creativity, community and positive change. Your input will help us grow and better reflect the diverse audiences and communities we serve.

At Compton Verney, we are actively working to make our organisation more inclusive. We're committed to welcoming young people from a range of backgrounds and experiences, especially those who may not have seen themselves represented in spaces like this before.

What We Are Looking For

- We're looking for two young people aged 18–25
- You'll need to be able to attend board meetings in person, so should live within travelling distance of Compton Verney
- You'll have an interest in art, creativity, culture, nature or heritage
- You'll be looking for real-world experience of how a cultural organisation works
- You'll commit to being involved for one year (January–December 2026), with the possibility of extending for a second year

Role of a Compton Verney House Charity 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

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Why Become a Young Trustee

Becoming a Compton Verney House Charity (CVHC) Young Trustee is a unique opportunity to step into the world of cultural leadership, develop valuable skills and have your voice heard. You'll help shape the future of art, history, nature and creativity at Compton Verney – while building experience that lasts a lifetime.

Real-World Skills

- See first-hand how a cultural charity operates
- Learn about strategy, governance, finance and operations
- Develop leadership, communication and teamwork skills

Boost for Your Career or Studies

- Stand out in job, apprenticeship or university applications
- Gain practical experience that UK employers value
- Show you can take initiative, solve problems and think strategically

Mentoring and Connections

- Work alongside trustees, staff and cultural professionals
- Get support from experienced mentors
- Build relationships that could lead to future opportunities

Make a Difference

- Bring your perspective into cultural decision-making
- Help Compton Verney become more inclusive and representative
- Be part of positive change in the arts and heritage sector

A Supportive Experience

- No board experience needed – just enthusiasm and a willingness to learn
- You'll be supported throughout, with space to ask questions and grow at your own pace
- We're here to help you succeed, not test or catch you out



Purpose, Vision and Values

PURPOSE

We connect people with art, nature and creativity

VISION

To be a model place of regeneration through art

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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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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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.

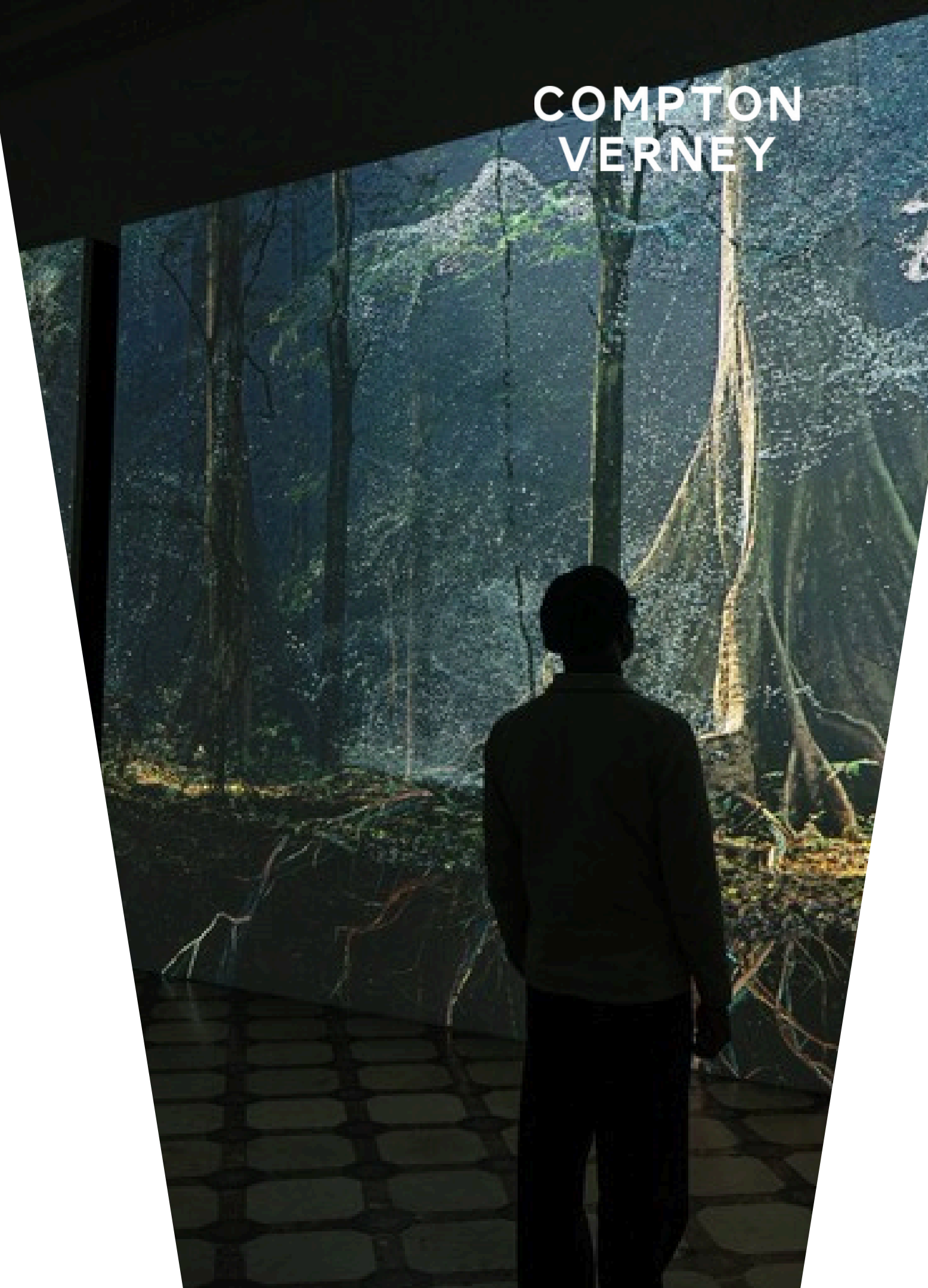
Compton Verney House Charity has moved to an independent charity with the leadership team and board focused on developing a business plan that will ensure financial sustainability for the long-term. It works in concert with the two other charities and we come together at least annually for a joint meeting.



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).



Travel and Expenses

We don't want travel costs to be a barrier to becoming a Young Trustee. We will reimburse reasonable travel expenses so that you can take part fully in the programme.

Here's what we can cover:

- Car travel – reimbursed at 45p per mile
- Petrol receipts – can be submitted instead of mileage if preferred
- Public transport – standard class rail, bus or coach fares with proof of purchase

If you're unsure whether a cost is eligible, just check with us in advance. We'll also be happy to talk through travel arrangements with you during the application process.



Application Process

- 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.evaluation.com/public/recruitment_post?id=OEtjckpOUEU2MWc1N1B5NXNDR2dLUT09&org_id=ToVZYUesyNDhaak41cnM4UjYxa3prdzo9

We look forward to receiving your application.

Timetable:

Closing date: Sunday 4 January 2026

Interviews: Week commencing Monday 12 January 2026

2026 Board Meeting Dates:

Tuesday 24 February 2026

Tuesday 2 June 2026

Tuesday 22 September 2026

Tuesday 8 December 2026

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