

The Landmark Trust - Trustee Recruitment

About The Landmark Trust

The Landmark Trust is one of Britain's most successful and best-loved heritage organisations. An ambitious and dynamic charity, it exists to rescue and restore important historic buildings at risk, and to provide joy and inspiration to those who experience them.

The Landmark Trust is a charity sustained by a well-run business engine. Most of our c£15m annual income comes from letting the buildings for holidays – a model which gives year-round public access and enjoyment and provides the income to fund the charity and maintain the buildings in our care.

Landmark is celebrating its 60th anniversary this year. Since its foundation by John and Christian Smith in 1965, the charity has accumulated over 200 properties, and typically takes on a small number of outstanding, endangered historic buildings every year. These are ambitious and expensive projects, typically running to many millions. After extensive research, planning and fundraising each is repaired, adapted and revitalised with great skill and attention – much like our recent completions of the award-winning Grade I listed Calverley Old Hall near Leeds, and Station Agent's House in Manchester.

Fitted out and furnished in the distinctive Landmark style, each restored building becomes a 'Landmark', available to anyone to rent. Our buildings are to be found right across the UK, we have a few properties in Italy, and we also manage and care for the unique and remarkable island of Lundy off the north coast of Devon. We employ around 500 people (many part-time) and have an average annual occupancy rate of 80% or more. The charity's portfolio includes pavilions and long-houses, artillery forts and Gothic follies, clan chief's castles and cotton weavers' cottages, the homes of great writers and the creations of great architects, from Browning to Boswell, Pugin to Palladio. It is an extraordinary collection of inspirational and exceptional historic places.

New projects currently in progress include a Second World War Watch Office in the New Forest, the South Tower of Wentworth Woodhouse and our most ambitious undertaking ever, the saving of the ruinous Scottish Enlightenment masterpiece, Mavisbank, the most important at-risk heritage building in the UK.

Fundraising plays a central part in our work. Landmark does not receive any core funding from the state and the need for philanthropic support is ever-growing. The Trust has received tremendous financial backing from a range of sources, including generous individuals, legacies, trusts and foundations, and the National Lottery Heritage Fund.

As well as facilitating public access through letting its buildings for short stays, Landmark is committed to benefitting as wide a range of people as possible. We work hard to ensure crafts training is at the heart of our work and run a series of often innovative engagement programmes, including free open days, free stays for beneficiaries of other charities and bespoke activity programmes targeted at hard-to-reach groups.

The role of the Landmark Board

Landmark's Board of Trustees comprises individuals with expertise across areas such as heritage, architecture, strategic planning, finance, operational and project management, conservation, marketing, digital and fundraising. The board style is informal and unbureaucratic and conduct of business is brisk and friendly.

The overarching purpose of the Board of Trustees is to ensure that The Landmark Trust remains relevant and sustainable and endures for the future: that it is solvent, well run, its assets are safeguarded, it complies with all relevant laws and regulations and conducts itself in accordance with the Charity Governance code.

The Trustees focus on supporting the Director and the executive team, guiding the long-term direction of the charity and advancing its ambitions. We discuss what genre of buildings to target, how to progress our environmental credentials, boost our biodiversity, improve accessibility for all, support all important craft skills, grow our audience and bookers, and generally strike the right balance in the delivery of our charitable objects.

The health of the Landmark 'holiday business' is vital to the charity's success. Trustees consider the key priorities for the business, monitor performance and risk, give advice on trends and opportunities, comment on our conservation and design approach and help guide strategic decisions through business plans, key policies and financial disciplines. The Board also assesses candidate projects presented by staff and monitors the ambitious capital projects ranging from £0.5m to £15m.

Members of the Board

Alan Leibowitz, Chair
Ptolemy Dean OBE
Dame Elizabeth Forgan (retiring 2025)
Sarah Hall
John Hastings-Bass (retiring 2025)
Brian Miller
Hannah Parham
Janet Walker
Helen Webb

You can find out more about the Board [here](#)

Trustees being sought and areas of expertise

With several Board retirements this year, the Landmark Trust is looking for up to three new trustees. Applications are sought, above all, from those who are highly committed to the protection and enhancement of historic buildings, and to the work, ethos and aspirations of The Landmark Trust.

Given the board's focus on strategy, members should have a truly broad-minded approach, able to 'see the wood for the trees'. Trustees must be able to work and communicate effectively and collaboratively with other Board members and staff and should be comfortable acting as ambassadors for Landmark, both in advocacy and supporting fundraising. New trustees may be, or soon become, 'Landmarkers' themselves.

Generally, we are open to considering any outstanding candidate who brings strategic vision and good judgement, and who feels they can make a significant board contribution alongside the other Trustees.

More specifically, we are particularly interested in hearing from applicants who have the following attributes:

- Broad experience at a senior level in business.
- Expertise relating particularly to the hospitality and leisure sectors.
- Skills in IT/digital relevant to our charity and holiday accommodation business.
- An interest in philanthropy which will assist Landmark's connections and fundraising capabilities.

Diversity

The Landmark Trust, at Board, executive and staff levels, is committed to broadening its reach – involving and bringing benefits to a wider range of people as part of its agreed EDI strategy.

Applicants from under-represented groups for these board roles would be particularly welcome as would younger applicants and those based outside the South-East.

Terms of appointment

The Board meets four times per year, usually during the morning, followed by lunch, either at the Trust's offices in Shottesbrooke Park near Maidenhead, or in central London. There are a small number of Board Committees which meet separately, in which some but not all the Trustees are involved.

Every year the Trustees, accompanied by the senior leadership team, spend two days visiting the Trust's buildings and relevant sites in a particular region. This is very valuable time spent together, and attendance is important.

Outside these formal commitments, there are other occasions when trustees' attendance, at open days, friends' and patrons' events, building sites, and visits to new buildings being considered for inclusion in the portfolio, is invited and welcomed.

This role is unremunerated, but reimbursement is made for reasonable expenses regarding duties on behalf of the charity.

Trustees are appointed for a three-year term, renewable for a maximum of two additional three-year terms. Trustees are expected to be able to devote the necessary time and effort to the charity, and continuing membership of the board is dependent on attendance at a minimum of three board meetings each year.

Process

We invite those interested in becoming a trustee to send us a CV together with a covering letter explaining what attracts them to this position and what they believe they can contribute to the Board.

Please also review the Charity Commission guidelines on [Becoming a charity trustee - GOV.UK](#)

Please send applications to Jo Bown by email, at jbown@landmarktrust.org.uk

Closing date for applications is:

Monday 9th June 2025, at 5pm.

Shortlisted candidates will be informed by:

Friday 27th June 2025.

Interviews will be held on:

Monday, 14th July 2025