



Board Member: voluntary

The Highlanders' Museum (Queen's Own Highlanders' Collection)

The Highlanders' Museum (Queen's Own Highlanders' Collection) tells the story of the Highland Regiments from just after the Battle of Culloden to the present day. It is home to the largest collection of military artefacts outside of Edinburgh representing almost 250 years of history, is a Visit Scotland 5* rated visitor attraction and is both an Accredited and Recognised collection of national significance.

Strategically sited to guard the approach to Inverness, Fort George is a registered historic monument and one of the most outstanding fortifications in Europe. After 250 years as a military garrison and training depot it continues to house a Regular Infantry Battalion of the British Army. This key historic site is managed by Historic Environment Scotland and is visited by approximately 60,000 people a year.

The Highlanders' Museum Limited is an independent charity museum with 8 members of staff and a dedicated team of around 30 volunteers. We manage the Queen's Own Highlanders' Collection on behalf of the 1982/1995 Regimental Association to internationally recognised museum standards. Our objectives are:

- the advancement of the arts, heritage and culture by receiving, maintaining, restoring, conserving, caring for and displaying artefacts of the Seaforths, Camerons, Queen's Own Highlanders, The Highlanders, The Highlanders' Battalion and the Lovat Scouts regimental collections.
- the advancement of education by the promotion and undertaking of educational activities relating to Highland military history.

Role Description

We are recruiting for board members who can bring skills and experience in at least one of the areas listed below. The Board is actively looking to increase its skill set and to improve its diversity. We are actively seeking applications including from those under 50 years old, or of a BAME background, or those with a disability.

Board Skills and Experience

- Professional with an understanding of British military history e.g. curator or historian
- Finance
- Heritage Engagement or Education
- Highland and/or Scottish Tourism
- PR / Marketing
- Fundraising
- Links to the local community in Ardersier and surrounding area
- Legal / HR
- Equality, Diversity, and Inclusion
- Retail

Main Duties

- To provide collective governance leadership of the museum in support of its charitable objective

- Under charity law the Board of the museum has the ultimate responsibility for directing the affairs of the museum, and ensuring that it is solvent, well-run and delivering the charitable outcomes for which it has been set-up. In law the Board has three particular duties – compliance, care and prudence.

General Responsibilities of the Board

Each Board member has the following general responsibilities:

- Contribute actively to the Board member role in giving a clear steer with regard to
 - Strategic direction of the museum
 - Setting overall policy
 - Defining goals
 - Setting targets
 - Evaluating performance against agreed targets
- Oversight of risks and opportunities for the museum's main activity, including safeguarding of the good name, ethos and values of the museum
- Oversight to ensure the financial stability of the museum and (where it arises) the proper investment of the museum's funds
- Act with integrity and declare any conflict of interest or loyalty in carrying out the duties of a Board member
- Be collectively responsible for the action of the museum
- Work within the Code of Conduct (or standards) for Board members adopted by the museum
- Oversight of the following
 - Effective and efficient administration of the museum
 - Ensure that the museum applies its resources exclusively in pursuing its objectives
 - Protection of the assets of the museum

The general responsibilities can be expected to assume a pro-active engagement with the museum's business, so that Board members attend Board meetings, read Board papers, contribute to discussions on key issues, provide guidance on new initiatives, and contribute on issues in which the Board member has special expertise.

Commitment

Regular board meetings take place quarterly and can be attended either in person or via video conferencing. At times, Board members will be required to attend an extraordinary board meeting to discuss an urgent matter. The Board may choose to create smaller working groups to deliver specific actions. There is also an annual Away Day with staff to develop a strategy for a specific area of the organisation to help The Highlanders' Museum meet its Future Plan and objectives.

Recruitment Process

Application via cover letter and CV identifying the specific skill and experience you can bring to our Board, to be sent to the Museum Director, Eilidh Young, director@thehighlandersmuseum.com.

Applicants will then have an informal discussion with the Chair of the Board and the Museum Director.