



**Director of  
Conservation**



# Welcome

Thank you for your interest in becoming our new Director of Conservation at The Greenwich Foundation.

Conserving the Old Royal Naval College – Sir Christopher Wren's riverside masterpiece – for the benefit of the nation has been at the core of our mission since we were established in 1998 and we continually respond to the exciting challenges of this significant responsibility. Twenty-one years later, the Old Royal Naval College site is used intensively for education, learning, filming, discovery, spectacular programming and ceremonial occasions.

We are also the landlord for University of Greenwich's flagship campus and Trinity Laban Conservatoire of Music and Dance. Conserving, managing, presenting and developing the estate are the heart of what this role is all about. We want as many people as possible to feel that this is a place for them, a cultural destination and an educational campus.

As our Director of Conservation, you will play a critical role in delivering 'The Story Starts Here' strategy which promotes excellence in the care, conservation and stewardship of our magnificent UNESCO world heritage site, whilst developing inspiring and engaging experiences for a broad range of audiences.

You will provide strategic leadership for our heritage conservation work, ensuring that we continue to enhance our reputation for conservation standards – particularly in light of the achievements of the multi award-winning Painted Hall conservation project – and plan and progress the next series of major development projects across our estate, unlocking hidden, under-utilised assets and bring more of them into meaningful use. Alongside the conservation programme, you will take ownership of the Foundation's estates strategy, ensuring that all estate and visitor practices are safe and effectively controlled.

As a key member of our leadership team, you will also play an important role in shaping our overall organisational development and represent the Foundation at the highest level with key stakeholders, networks, museums, government agencies, other members of the Maritime Greenwich World Heritage Site, key funders and on-site partners on matters of heritage and conservation.

Ideally you will have an academic or professional qualification in a related area such as conservation, art history, architectural history, archaeology or another related subject. Alternatively, you may be a surveyor with a recognised accreditation from the Institute of Historic Buildings Conservation or similar. Whatever your background, you will be a creative thinker who is able to inspire and drive change as we deliver our ambitions as a cultural heritage and educational destination.

We believe this is an outstanding opportunity. If you think you have the personal commitment, passion and experience we are looking for, I look forward to hearing from you.

**Matthew Mees**  
Interim Chief Executive

# About the Old Royal Naval College

## Our charity

The Greenwich Foundation for the Old Royal Naval College was established in 1997 as a charity to conserve the magnificent Baroque buildings and grounds for present and future generations and to provide opportunities for wide and diverse audiences to enjoy and share its significance.

In addition to a substantial conservation programme, the Old Royal Naval College has a popular public programme of concerts, festivals, talks, tours and events. Its award-winning learning programme, volunteer and community engagement programmes ensure that it holds a central place within the local community. Today, the Old Royal Naval College relies on philanthropic support to achieve its goals of conserving the buildings to the highest possible standard and making the site accessible to the widest possible audience.

## Greenwich Palace

Henry VIII, Elizabeth I and Mary I held their courts at Greenwich Palace, one of the most important Royal Palaces in the country.

A vast palace complex, Greenwich Palace was arguably the main Royal palace throughout the Tudor period. Henry VIII, Elizabeth I and Mary I were all born here; Henry enjoyed jousting here and his wife, Anne Boleyn, was famously arrested here; even Shakespeare performed here as an actor to Elizabeth I. Now the palace lies beneath the Old Royal Naval College. Archaeological digs have unearthed multiple artefacts from the palace and are now on show.

## The Royal Hospital for Seamen

The classical buildings that make up the Old Royal Naval College today - including the iconic twin domes - were built for purpose as the Royal Hospital for Seamen, and date back to the 17th century.

Designed by England's most famous architect, Sir Christopher Wren, the buildings were built to house naval pensioners, retired veterans of Britain's navy. The grand Painted Hall was created for them to dine in and painted by Sir James Thornhill between 1707 and 1726 at the pivotal moment when the United Kingdom was created and became a dominant power in Europe.

## The Royal Naval College

Elite naval officers from across the world studied at the Royal Naval College between 1873 and 1997.

In 1873 the Naval College in Portsmouth acquired the buildings of the old Royal Hospital for Seamen in Greenwich - and so the Royal Naval College was established. In an age of world wars and developing technology, the Royal Naval College provided state of the art training for promising young officers. It would also see thousands of Wrens trained here during World War II.

The Navy left in 1997, and the Old Royal Naval College is open for the public to visit.

You can find out more by visiting <https://www.ornc.org>

# Role Profile

<b>Role title</b>	Director of Conservation
<b>Accountable to</b>	Chief Executive
<b>Role Purpose</b>	To lead and manage the Foundation's conservation programme, ensuring excellence in the care and presentation of the buildings, grounds and collections in their broadest form; build a comprehensive understanding of the historic development and significance of the estate.
<b>Line Management Responsibilities:</b>	Head of Estates Maritime Greenwich World Heritage Site Co-ordinator
<b>Key external relationships:</b>	Surveyor of the Fabric Maritime Greenwich World Heritage Site partners and tenants



## Key responsibilities and duties

- Participate fully as a member of the Executive Board, contributing to the overall direction, leadership and development of the organisation.
- Lead and scrutinise the delivery of our annual pre-programme of conservation and maintenance PPCM (Planned Preventative Conservation and Management Programme) across the estate. Ensure the effective design, procurement, delivery, risk management and sign off of all conservation and estates projects.
- Develop and lead the delivery of a forward estates strategy that ensures alignment between the estates' services and the visitor operations that puts visitor experience at the heart of our estate initiatives. Ensure the effective delivery of planned facilities improvements and reactive maintenance across the site, including to all on-site tenants and partners. Oversee the effective management of the service charge programme and re-charge.
- Work with other Executive Directors and Senior Managers to ensure that the Foundation's conservation and development work is a collaborative endeavour, and where possible work that engages the public and creates meaningful learning and engagement opportunities.
- Develop a comprehensive estates and conservation strategy, including operational policies, management protocols and practices. Build collaborative and productive working relationships across the Greenwich campus. You will undertake a review of the technology and systems supporting our estate management practices and develop a programme of planned management improvements.
- Support the Board and Executive to develop an estates and conservation development programme that unlocks or re-purposes buildings and spaces for visitors and partners to enjoy in ways that support our ambitions to animate the site, grow visitors and generate income. You will have technical expertise in one of the main areas within the remit, and sound operational understanding to ensure your team delivers on a day to day basis.
- Act as a source of authority on site, estates and conservation content, developed by the Foundation, for a range of audience channels e.g. guides, books, maps, exhibitions, tours etc. This includes acting as the Foundation's key representative in the World Heritage Site partnership and leading our contribution to the future work and ambition of the partnership.
- Actively contribute to fundraising and development activity through bid development, donor cultivation and stewardship and project evaluation. Provide expertise and support the suite of inputs needed to develop successful funding proposals.
- Develop and cultivate top level contacts and relationships relating to conservation, heritage, and estate management. Willing to share learning and experiences with peer organisations including hosting tours, giving talks and leading seminars.

# Person specification

In your application for this appointment, please reply directly to the Knowledge and Experience criteria outlined below. The criteria set out under Skills and Leadership Style and Behaviours will be explored at interview with selected candidates.

## Knowledge and Experience

- Strong, demonstrable experience of leading and managing a conservation programme and in ensuring excellence in the care and presentation of the buildings, grounds and collections in their broadest form
- Experience of working at a senior level to shape vision and strategy, with proven ability to manage and develop high performing teams
- Experience of managing broad stakeholder maps and of representing an organisation in an external capacity
- Financially literate; able to manage budgets as well as demonstrable experience in business and project planning management and sound risk management
- Relevant academic/professional qualification and/or recognised accreditation in a related area

## Skills and Leadership Style

- A creative thinker, able to inspire and drive change as we deliver our ambitions for a cultural heritage and educational destination.
- Strong and effective leadership and management skills - able to lead and motivate multi-disciplinary teams comprising staff, volunteers, consultants and advisers.
- A proven ability to think and act strategically.
- Ability to operate effectively at all levels across the organisation, with proven influence and persuasion skills at board level.
- Sharp commercial acumen; able to spot opportunities and make connections.
- Strong communicator with the ability to tailor communications to suit a range of different audiences.

## Personal Style and Behaviours

- A strong commitment and dynamic approach to making the culture and heritage of the Old Royal Naval College relevant to a range of our priority audiences.
- Capability and mindset to challenge the status quo and to lead and innovate.
- Highly personable – a genuine 'people person' – who can secure the confidence of others quickly.
- True team player who is able to thrive in a highly collegiate environment where matrix working is the norm.
- Results orientated with high standards and a strong can-do attitude and a sense of personal responsibility.
- Tenacious and resilient, with a positive and enthusiastic mind-set.

# Terms of Appointment

<b>Salary</b>	This role attracts a competitive package. Starting salary will be dependent on experience.
<b>Location</b>	Old Royal Naval College, 2 Cutty Sark Gardens, Greenwich, London SE10 9LW
<b>Pension</b>	Matched contributions up to a maximum of 10%
<b>Diversity</b>	25 days annual leave plus bank holidays

## How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact [Katy.Giddens@starfishsearch.com](mailto:Katy.Giddens@starfishsearch.com) and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/director-of-conservation/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides), and
- a supporting statement that sets out why you think this role is the right move for you and how you meet the Knowledge and Experience criteria.

We would be grateful if you would also tell us your current salary details (we do not disclose this to our clients without your consent).

Please advise us if you plan to be away during the recruitment timeline outlined below.

**First round interviews (London)** w/c 27th January and 3rd February 2020

**First stage interviews with Old Royal Naval College** w/c 17th February 2020

**Second stage interviews with Old Royal Naval College** w/c 24th February 2020



OLD **ROYAL**  
NAVAL COLLEGE  
GREENWICH

