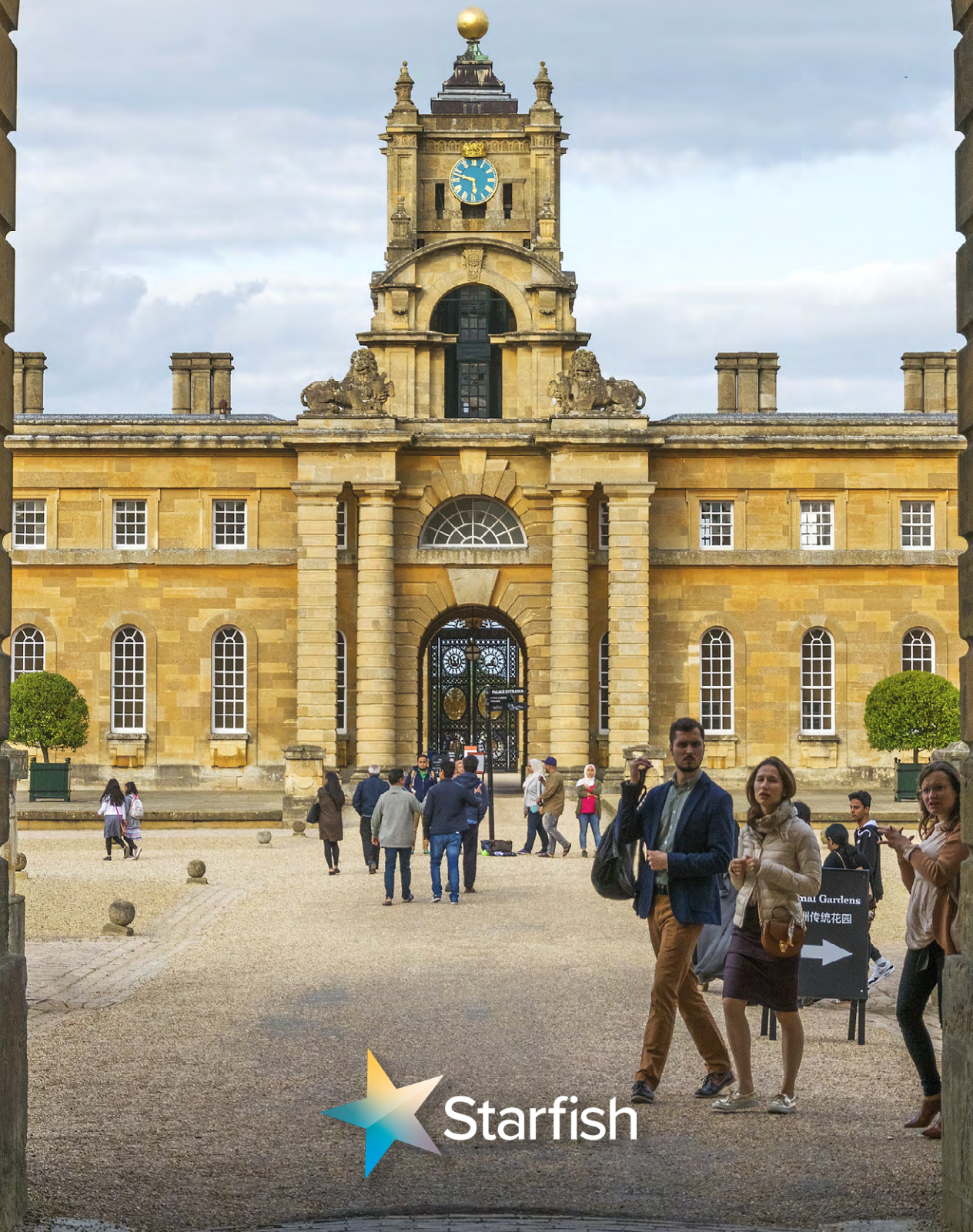




BLENHEIM PALACE

Appointment of a Trustee



Starfish

Welcome

Dear Applicant

Blenheim Palace began as a legacy from a glorious victory. It was gifted by Queen Anne to the first Duke of Marlborough for leading the historic defeat of the French armies at the Battle of Blenheim in 1704. The magnificent Palace he built, the Park which surrounds it, and the wider Estate are now a World Heritage Site, an attraction for local and global visitors and central to the everyday lives and livelihoods of our neighbouring communities. The Palace is also closely associated with Sir Winston Churchill, nephew of the 7th Duke, who was born at Blenheim in 1874 and later proposed to his wife Clementine in the Temple of Diana in Blenheim Park.

Building on the legacy of the last three hundred years brings with it a responsibility to maintain Blenheim for the benefit of the public for centuries to come. The current trustees have sought to give that legacy a larger dimension. Our mission is: *"To share and protect this place for future generations, to enhance the lives of local people and to be the lifeblood of the local economy"*. It's a mission that points the way for everything we do.

BPHF's Board of Trustees plays a vital role in the oversight and stewardship of Blenheim, guiding and supporting a talented and established executive team in running the visitor business and funding the restoration of the Palace and Park. The nature of Blenheim as a family home also means that the Board is required to make decisions that take into account a range of different and sometimes competing influences and perspectives.

We are looking for a Trustee with a background in the commercial visitor attraction space. You will bring the valuable additional experience that helps us stay at the forefront of visitor experience, maintaining our strong trading performance. The role needs senior (and ideally board level) experience and a sharp appreciation of the Trustee role and its financial, regulatory and broader responsibilities. Highly respected in your field, you will have undisputed personal credibility and standing, and offer both objectivity and independence.

You can read more about us at <https://www.blenheim.org/> If you have the skills, experience and personal qualities we are seeking, we very much look forward to hearing from you.

Richard Jessel
Chair of the Board of Trustees



About the organisation

Our background

Blenheim Palace and the Blenheim Estate are generic titles for a series of related entities which occupy and manage Blenheim Park and surrounding land (in total, 12000 acres) and run a number of businesses.

Blenheim Palace is the home of the Duke of Marlborough and the Spencer-Churchill family; the Palace and Park are a World Heritage Site with a Grade 1 listing and a raft of other protective designations.

The Blenheim Palace Heritage Foundation is a registered charity established to operate the visitors' business at Blenheim and manage the restoration programme for the Palace and Park.

Our goals

Blenheim has set 10 goals to achieve by the end of 2026:

1. treble our contribution to the local economy
2. train 100 apprentices in a diverse range of skills
3. deliver 300 truly affordable homes
4. bring 750,000 paying visitors to the visitor attraction
5. be a net generator of renewable energy
6. be a Top 100 employer
7. carry out £40m of restoration
8. bring back some of the old art collection and start a new one
9. build a £45m endowment to protect the WHS in perpetuity
10. double our contribution to the community.

Our businesses

The land and businesses remain geographically focused. Assets beyond the wall of Blenheim Park are run for the benefit of the family (mainly direct descendants of the Duke), mostly by the Vanbrugh Unit Trust (VUT) Group. The public side of the Palace and the Park is run by the Blenheim Palace Heritage Foundation in order to maintain and restore the World Heritage Site. The private side of the Palace, plus the houses in Blenheim Park, are run for the benefit of the Duke.

There are three main business lines at Blenheim, which currently include a world class Visitor Attraction (tourism, retail, catering, conference and banqueting and events); Real Estate Management and Development (strategic land promotion – Blenheim Strategic Partners; property management – agricultural, residential and commercial, and property construction/development – Pye Homes) and Land Management (farming, renewable energy, mineral water, game and forestry).

Trading performance and asset growth have been very strong over the years. All our businesses are aligned to our purpose *"To share and protect this place for future generations, to enhance the lives of local people and to be the lifeblood of the local economy"* and Blenheim is set to continue delivering strong trading performance and asset growth.

How we are run

In accordance with the Act of Parliament that granted Blenheim to the 1st Duke, Blenheim is owned and managed by trustees, rather than by the Duke or family. Those trustees in concert with the trustees of the BPHF appoint a management team to run the businesses day to day with a clear constitution and delegations of authority in place.

There are broadly two sets of trustees:

- Blenheim Palace Heritage Foundation as the charity managing the visitor attraction and World Heritage Site (currently Ed Spencer-Churchill, Al Muir, Chris Groves and Dominic Hare), and
- Trustees of the family trusts (directors of trustee companies, currently Ed Spencer-Churchill, Al Muir, Sir Rocco Forte, Tony Thompson and Richard Jessel).

Role Profile

Main Responsibilities of the Trustee role

- Ensure that BPHF is fully compliant with all relevant guidelines, legislation and regulatory demands.
- Ensure that BPHF pursues its defined goals in line with its agreed objectives.
- Provide strategic direction and support with regard to the development of strategic priorities.
- Provide support, stretch and constructive challenge to the Executive team in its implementation of the Strategy.
- Engage in wide ranging debate and discussion with regard to all aspects of BPHF's work and plans.
- Lead discussions and offer insights and guidance through specific personal expertise, including participation in working and sub-groups as necessary.
- Monitor financial and investment performance.
- Maintain the good name of Blenheim and act as an effective ambassador.
- Ensure the financial stability of BPHF, including contributing to risk management.
- Maintain confidentiality with regard to sensitive and confidential information received in the course of duties as a trustee.



Person Specification

In addition to ensuring overall good governance, Trustees contribute their expertise to the Board and to the long-term vision and overall strategic direction of Blenheim. This appointment requires a person who is highly respected in their field, who ideally demonstrates a breadth of business and not for profit interests and can make connections easily.

The successful candidate will therefore demonstrate the following:

- Deep experience and insight gained as part of the board or senior team operating a significant commercial visitor attraction or you may have a broader commercial background (for example, in hospitality, catering, retail or events) with the ability to apply this to the Blenheim context. *Whatever your background, you are likely to understand customer relationship management and how to drive value from that relationship and data insights.*
- Ability to make a significant contribution to the overall strategic direction and governance of Blenheim and to appreciate the subtle balance between financial and commercial pressures and our broader charitable aims and objectives.
- Be knowledgeable about issues relating to the preservation of, and access to, the UK's culture and heritage and have an awareness of current and future trends and ideas as relevant to Blenheim's priorities. You are likely to understand both the possibilities and limitations of working within a heritage space.
- Ability to engage constructively and with high integrity with Trustees, Executive Team and stakeholders (including principal family representatives) on a range of issues.
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- Commitment to our aims and obligations as a Board, with both objectivity and independence.
- Resilience; sound judgement (including commercial judgement); ability to think creatively and imaginatively about future possibilities for Blenheim.
- Committed to the goals and aims of Blenheim and is in a position to give the necessary time to the role.



Terms of Appointment

Time commitment

Up to two days per month (attendance at the relevant meetings, time reviewing papers plus at least a day a month in the relevant business area / Trustee sub group).

Remuneration

This is a voluntary role with reasonable expenses reimbursed.

Length of appointment

The appointment will be for an initial five-year term, renewable for an additional five years.



How to express an interest in the appointment

We hope you will consider expressing an interest in the Trustee appointment.

To find out more and to make an application, please go to <https://starfishsearch.com/jobs/blenheim-trustee/> and click on the apply now button, with the following prepared:

- your CV or equivalent biographical information
- a short supporting statement that sets out your motivation for joining Blenheim and what you would hope to bring to the role.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date is **Monday 16th May 2022.**

If selected, you will be invited to meet (via remote means) with our recruitment advisers w/c 23rd or w/c 30th May 2022.

Agreement of the final shortlist is likely to take place early June 2022. Informal telephone calls between selected applicants and stakeholders may follow confirmation of the final shortlist by mid June 2022.

Formal discussions for shortlisted candidates are expected to take place in mid/late June 2022.

There may be some final stakeholder meetings in late June, prior to confirmation of the appointment.



Meeting Calendar

	January	February	March	April	May	June	July	August	September	October	November	December
Joint Oversight Committee	Trading Review VUT Consultation Strategy		Trading Review VUT Consultation Investment		Trading Review VUT Consultation Risks and Policies		Trading Review VUT Consultation Beneficiaries		Trading Review VUT Consultation Strategy		November Trading Review VUT Consultation Budget	
Stewardship Committee		Heritage Estate Duke's List Shoot review				Heritage Estate Duke's List				Heritage Estate Duke's List		Heritage Estate Duke's List
Conservation Committee		Project Review				Project Allocation				Project Allocation		
Joint Remuneration Committee					Annual Review							
Joint Nomination Committee					Annual Review							
VUT Audit Committee				Audit Meeting								
BPHF Audit Committee							Audit Meeting					
Full Trustees			Owners Review Strategy Distribution Policy				Owners Review Accounts Review VUT Auditors Report Review				Owners Review Beneficiaries Risks and Policies Budget Summary	
BPHF Trustees			Performance Authorisations				Performance Authorisations				Performance Authorisations	
Location	Virtual	Blenheim	London	Blenheim	Virtual	Blenheim	Blenheim		Virtual	Blenheim	London	Blenheim