WITNESS THE PAST. WRITE THE FUTURE.

Dynamic Earth

CANDIDATE PACK
TRUSTEE

DYNAMICEARTH.ORG.UK

Scottish Charity No. SC020363

HELP SHAPE WHAT COMES NEXT

Science. Plant. People. Possibility.

Dynamic Earth is entering one of the most important periods in its history.

We are looking for new Trustees and Chair of the Board who share our ambition for what Dynamic Earth can become and who want to help us turn that ambition into reality.

A positive future for our planet.



AN INVITATION FROM OUR CHAIR

Dynamic Earth has always been about big ideas.

Since opening in 1999, millions of people have explored the story of our planet here in the extraordinary landscape of Holyrood, beneath Arthur's Seat. For generations of children and families it has been a place of discovery, wonder and memorable first encounters with science.

Now we are asking another big question:

What should Dynamic Earth become for the next generation?

Our mission remains clear: to empower people with understanding and empathy for the Earth and its future. At a time when scientific understanding, critical thinking and public engagement with climate, biodiversity and planetary change have rarely mattered more, we believe Dynamic Earth has an increasingly important role to play. The current organisational strategy describes both that mission and our commitment to reaching audiences who can otherwise feel disconnected from science.

But fulfilling that mission will require us to change.

Over the coming years we intend to transform both the experience we offer and the organisation behind it. We are exploring the redevelopment of our building and visitor experience; new approaches to sustainability and energy; stronger connections with Arthur's Seat and Holyrood Park; significant growth in audiences and earned income; new partnerships across science, education, tourism and civic life; and the potential for Dynamic Earth to become an even more important national convening place for science and the future of our planet.

The ambition emerging from our recent work is bigger than a refurbishment. Our Board is considering what it would mean for Dynamic Earth to become a world-class visitor attraction, a trusted voice for evidence-based science, a leading centre for climate engagement, a national showcase for Scottish science and STEM, and a place where communities, researchers, policymakers and the public come together.

We are also beginning to explore the extraordinary opportunity presented by our location: Park, Palace, Parliament and Planet - connecting Holyrood Park and Arthur's Seat, the Palace of Holyroodhouse, the Scottish Parliament and Dynamic Earth as one of Edinburgh's great civic and visitor destinations.

None of this is predetermined. That is precisely why this is such an exciting time to join us. We want Trustees who will bring curiosity as well as expertise; who will support and challenge constructively; who are comfortable with ambition and uncertainty; and who will help the Board make good decisions about opportunity, risk and investment.

You do not need to be an Earth scientist or to have served on a charity Board before. You do need to care about our purpose, bring sound judgement and be willing to contribute actively as part of a collective Board.

If the opportunity to help shape the next chapter of Dynamic Earth excites you, we would be delighted to hear from you.

Best Wishes



Professor Sir Pete Downes
Chair of the Board of Trustees



THE ROLE OF A TRUSTEE

Helping Dynamic Earth fulfil it's purpose and realise it's ambition.

Trustees are collectively responsible for the governance and strategic direction of Dynamic Earth Charitable Trust.

This is not an operational role. Day-to-day leadership and management sit with the Chief Executive and Leadership Team. The Board's role is to ensure that Dynamic Earth remains true to its charitable purpose, is well governed and financially sustainable, manages risk responsibly and has the strategy, leadership and resources necessary to succeed.

As a Trustee, you will:

- Champion our purpose and ensure that our decisions remain focused on public benefit and Dynamic Earth's charitable mission.
- Help shape strategy, bringing judgement, experience, curiosity and an external perspective to some of the biggest opportunities in Dynamic Earth's history.
- Support and constructively challenge the Chief Executive and Leadership Team, creating a relationship built on trust, openness and clear accountability.
- Contribute to major decisions about organisational transformation, investment, capital development, partnerships and long-term sustainability.
- Provide appropriate scrutiny of performance, finance, risk and organisational effectiveness.
- Bring your experience and networks, where appropriate, to help Dynamic Earth build relationships, partnerships, profile and support.
- Think beyond your own professional discipline, recognising that every Trustee shares responsibility for the whole organisation.
- Act as an ambassador for Dynamic Earth and for the importance of science engagement.
- Work collectively, respecting different perspectives and supporting effective decision-making once the Board has reached a conclusion.
- Uphold high standards of integrity, inclusion and governance in everything we do.



THE COMMITMENT



Trustees are normally appointed for an initial four-year term, with a normal maximum of two terms.

We anticipate an overall commitment of approximately eight days each year, following induction, including:

- quarterly Board meetings;
- preparation and reading;
- the AGM;
- participation in a Board committee;
- an annual Board Strategy/Away Day;
- occasional events and ambassadorial activity; and
- additional engagement at particularly important points in Dynamic Earth's development.



The majority of these activities do not require a full day commitment and are managable around a full time role.

The position is voluntary and unremunerated, although reasonable expenses are reimbursed.

A tailored induction programme will be provided.

WHO WE ARE LOOKING FOR

Above all, we are looking for people who will be excellent Trustees.

Dynamic Earth needs a Board with the breadth of experience, perspectives and confidence required to govern an ambitious organisation through a period of significant change.

We are therefore interested not only in what you know, but in how you think and how you work with others.

You will bring

- **Strategic Thinking** - an ability to see the bigger picture, understand complexity and distinguish strategic issues from operational ones.
- **Constructive Challenge** - the confidence to ask difficult questions while maintaining respectful, productive relationships with fellow Trustees and the Executive.
- **Sound Judgement** - an ability to weigh evidence, opportunity and risk and reach balanced conclusions where there may not be a perfect answer.
- **Curiosity and Openness** - a willingness to listen, learn, test assumptions and consider perspectives different from your own.
- **Collective Leadership** - an understanding that Trustees govern together and that individual expertise contributes to but does not override, collective responsibility.
- **Ambition with Realism** - an appetite for bold ideas combined with an appreciation of financial sustainability, organisational capacity and deliverability.
- **Commitment to our Purpose** - a belief in the power of science engagement and in helping people understand the Earth and its future.
- **Integrity and Inclusivity** - a commitment to high standards of conduct and to making Dynamic Earth relevant and welcoming to people from every background.

COULD THIS BE YOU?

You don't need previous Board experience.

We know that talented people sometimes rule themselves out of Trustee roles because they do not meet every criterion or have not previously served on a Board.

We are interested in the contribution you could make to Dynamic Earth's future. If you believe in our mission and can bring relevant experience, judgement and a willingness to learn, we encourage you to apply.

We welcome applications from people of all backgrounds and particularly from those whose experiences and perspectives are currently underrepresented in charity and cultural-sector governance.

We will make reasonable adjustments throughout the recruitment process and will support new Trustees through induction and ongoing development.

THE EXPERIENCE WE WANT TO STRENGTHEN

1. Transformation, capital and the built environment
Experience of major capital programmes, development, construction, sustainable buildings, infrastructure, property or place-making.

2. Visitor economy, commercial growth and customer experience
Experience of visitor attractions, tourism, hospitality, events, audience development, digital customer journeys or growing earned income.

3. Fundraising, investment and strategic partnerships
Experience of philanthropy, major giving, corporate partnerships, institutional investment, major campaigns or building influential networks.

4. Science, innovation, education and public engagement
Experience of science, research, universities, STEM, public engagement, climate and environmental communication, technology or innovation.

5. Digital, technology and cyber security
Experience of digital transformation, technology leadership, IT strategy, cyber security, data and analytics, digital products, systems implementation or emerging technologies.

Across all appointments, we are particularly interested in people who can help us strengthen our connections with Scotland's communities, young people and increasingly diverse audiences, and who bring perspectives currently underrepresented around our Board table.

We are looking for people who can help govern ambition.

“Dynamic Earth is entering a defining period. Would you like to help shape it?”

Dynamic Earth

HOW TO APPLY

For further information or to arrange a confidential discussion about the vacancy, please contact Alan Surgeon and Donna McKay at AWS:

Email: alan@awsexecutive.com

Email: donna@awsexecutive.com

Closing Date for Applications is 12 noon on 6th January 2027
Interviews will take place week commencing 18th January 2027

AWS

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Dynamic Earth Charitable Trust (known as Dynamic Earth) is a registered Scottish Charity, SC020363, regulated by the Scottish Charity Regulator (OSCR).
Company Reg No. SC138695