

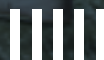


ROYAL
HIGH SCHOOL
PRESERVATION TRUST

FOR THE APPOINTMENT OF CHAIR



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Welcome message from the CEO

Thank you for your interest in the transformative former Royal High School project, the neo-classical masterpiece of architect Thomas Hamilton, standing proudly as a physical link between the city's Old Town and New Town.

It is unarguably one of Scotland's most important A-Listed buildings, but despite this extraordinary position and history, since closing its doors to pupils in 1968 it has struggled to find a new purpose. The Trust is now in a strong position to progress its ambitious and realistic vision for a new future for the site.

The Royal High School Preservation Trust (RHSPT) is delivering the ambitious project, having secured a 125-year lease for the building. The Preservation Trust has worked hard with a broad range of partners to identify and fund a new use for the site which befits its importance. Our project includes the development of a new National Centre for Music, the establishment of the inspiring grounds open to the public and a range of cultural activities designed to make the building a part of the day-to-day cultural life of Edinburgh and Scotland.

You, therefore, can be part of this exciting project at a key point in its development. We are looking for engaged and enthusiastic individuals to drive and deliver the project and to work with our Board and Team. If you feel your experience, knowledge and leadership are a good fit then we would very much welcome an opportunity to discuss this with you. It is an opportunity to be part of an internationally significant culturally project, that will open up and secure the future of one of Edinburgh's most important heritage sites.

**Grant MacKenzie, Executive Director, Royal High School Preservation Trust
December 2023**



Background to the Trust

The Royal High School Preservation Trust (RHSPT) was set up in 2015 to preserve the A-listed Old Royal High School, Thomas Hamilton building, which is located at the foot of Calton Hill, Edinburgh. Our charitable purposes are:

- To ensure the conservation of the Thomas Hamilton Building
- To ensure the protection of the setting of the Thomas Hamilton Building
- To identify an economically sustainable use for the premises
- To provide a culturally suitable use for the premises and
- To facilitate a suitable and sustainable public or charitable use for the premises

This is a key period for the Royal High School Preservation Trust (RHSPT) as it progresses its exciting plans for the iconic Thomas Hamilton building, located at the foot of Calton Hill. The plans for the site are now at an advanced stage and will go to planning permission in early 2024. The organisation and Board are therefore going through a transition period as we scale up to deliver this major capital project.

Capital Project

We have secured funding of £45 million from Dunard Fund to deliver the capital project. It is proposed that a National Centre for Music will be established on the site in tandem with the development of the grounds and catering offer. The capital project is expected to be a 2-year build, with works commencing late 2024. Further information is available on our website [RHSPT Royal High School Preservation Trust | Edinburgh](#)

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About the role

There is therefore an opportunity for an experienced Chair, who has a clear understanding of what is required to deliver a major heritage and cultural project. The high-profile nature of the project and both the history and potential of the site mean that there is a requirement to work and collaborate with multiple partners and stakeholders. Therefore, we need a dynamic and passionate individual, who believes in the aims of the charity and is able to lead the Board and RHSPT team to the successful re-opening of the A-Listed site, ensuring that it becomes an impactful part of the cultural fabric of Edinburgh and Scotland.

The project is multi-faceted, encompassing a capital build, a significant historic site, a cultural use via the National Centre for Music, with the provision of public access, including within its grounds. Therefore, knowledge in some of these areas is important and the ability to adapt to changing circumstances and to be able find a way through unforeseen issues, leading the Board to a pragmatic solution is pivotal. Projects of this significance are unique. This is an opportunity for the correct individual to lead one of Edinburgh's most significant new cultural projects in the last few decades and we are looking for a strong candidate to work with us on this.

We are looking for someone who can demonstrate:

- Strategic vision and strong leadership skills, with the ability to inspire others and garner support.
- Pro-active communication skills, with the ability to capture the imagination of stakeholders, funders, local communities, and the public.
- Ability to lead the transition of the charity from delivering a major capital project through to the operational set up of the site.
- Good, independent judgement, the ability to persevere, and enable and empower others.
- Ability to think creatively to overcome issues.

What's in it for You?

- An opportunity to bring back to life one of Scotland's most famous historic sites.
- Establishing a new cultural institution, via the National Centre for Music – which has an aim to 'Make Scotland More Musical...'
- Becoming a Trustee is a wonderful way of gaining new skills and experiences – and a great way to feel you're giving something back.
- Develop valuable skills, knowledge, experience, and networks within the third sector.
- Work alongside a committed and varied team of Trustees, stakeholders, and partners.

Role Description

The role of the Chair

- Leading the Board and ensuring that the Board functions effectively.
- Being one of the principal advocates/spokespersons for the Royal High School Preservation Trust, in relation to its capital project, leading up to the re-opening of the site in 2027.
- Ensuring that the Board fulfils its responsibilities of corporate governance.
- Supporting the Fundraising activities of the Trust, to include providing contacts and advice in relation to the delivery of the agreed Fundraising Strategy.
- Ensuring a culture of honesty and openness, with an open and clear relationship between the Board and the Senior Executive Team.

The specific responsibilities of the Chair are to:

Effectively and efficiently manage Board Meetings to ensure that the priorities of the Trust and its project are progressed, and that appropriate, salient, and informed decision-making is made.

This should be a culture of openness, a culture of enquiry, constructive debate, and effective decision-making.

- In conjunction with the Chief Executive, represent the charity to external stakeholders, including funders, suppliers, regulatory and governmental authorities, and its communities.
- Ensure that all Trustees receive accurate, timely and clear information on the charity and its activities.
- Ensure effective communication with major funders, and that Trustees develop an understanding of funders' views, issues, and concerns.
- Ensure that there is in place a properly constructed induction programme for new Trustees that is comprehensive, formal, and tailored.
- Take the lead in identifying and agreeing the training and development needs of individual Trustees.
- Ensure that the performance of individual Trustees as well of the Board as a whole and of its committees are evaluated at least once a year, and act on the results of such performance evaluation.

The Chair will have direct access at all times to the Company Secretary, legal advisors and external auditors.

Trustees Role

In line with the Office for Scottish Charity Regulator's (OSCR's) guidance, Board member roles are primarily focused on strategy, oversight, and supportive challenge, providing strong leadership for the organisation and being positive ambassadors to drive its future direction.

This includes:

- Preparing for, attending, and making active contributions to Board meetings.
- Drawing on personal expertise and working collaboratively in order to make good decisions that are in the best long-term interests of the charity.
- Making use of existing networks and building on them in order to support the development and funding of the organisation.
- Giving feedback on the Trust's financial plans and strategic objectives.
- Reviewing risks to the organisation and the contingencies designed to mitigate these risks, while also safeguarding the organisation's creative freedom.
- Contributing to reviews of systems, policies and procedures designed to allow the organisation to work as well as possible and embrace best practice.
- Embodying and promoting principles of inclusion and non-discrimination.
- Supporting and nurturing high-quality relationships with the wider team that delivers the organisation's work.

The OSCR document, 'Guidance and Good Practice for Charity Trustees', describes and explains the key duties of Trustees.



How to apply

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

e. alan@awsexecutive.com / donna@awsexecutive.com

t. 07795954029 / 07554424901

Interview Date: February/March 2024

Suitable applicants will then be invited to apply via the microsite link with the following:

- Your CV including contact details.
- A supporting statement (no more than two sides of A4) setting out:
 - Why you would like to be a Board member.
 - What you will bring to the Board, particularly given the context and our requirements set out above
 - What you would hope to get back from the role
 - State if you are aware of any potential conflicts of interest that you may have.

<https://awsexecutive.com/micrositeboardappointmentsRHSPT/>



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