The Mary Rose, Henry VIII’s favourite ship, sailed throughout his reign and sank in 1545, while fighting off an attempted French invasion of Portsmouth. Dramatically re-discovered, excavated, and raised in 1982, the Mary Rose is now housed in a purpose-built, award winning museum in Portsmouth Historic Dockyard, along with 19,000 artefacts that tell compelling stories of everyday life in Tudor times.

In 2021 the Mary Rose Trust appointed a new CEO and a new Chair. This along with the impact of the recent Covid-19 Pandemic led to a review of the Strategy and Culture of the Mary Rose Trust including the creation of a new Key Strategic Objectives and 5 Year Plan as well as reaffirming our charitable objectives and refreshing our Culture (Purpose, Vision, and Values). In non-covid times 85% of our income is generated from our visitors, therefore Mary Rose has formed a Joint Venture (PHD Ops Ltd) with the National Museum of the Royal Navy to run the Visitor destination Portsmouth Historic Dockyard with joint ticketing, website, visitor centre, destination marketing and key strategic events. We currently get no Government funding.

The Mary Rose Trading Company (MRTL) is responsible for the non-ticket income the Trust receives from the Museum including Retail, Café, Tours, and Hospitality. It is hoped that MRTL will also be the vehicle for touring or joint exhibitions.

The Mary Rose Archaeological Society (MRAS) is responsible for generating income through the work it does with other institutions and organisations on Maritime Conservation.

The Mary Rose Trust takes an aligned approach to deliver the Charity Objectives through Culture (Purpose, Vision, and Values) and through our Key Strategic Objectives and 5 Year Plan.
OUR CULTURE

OUR PURPOSE
To tell the stories of Tudor life, and human endeavour for the inspiration, engagement, education and benefit of all through caring for and researching the world’s largest Tudor collection.

OUR VISION
The number one ‘GO TO’ place for Everyday Tudor Life and Maritime Archaeology in the world

OUR VALUES
We are an Inspirational, Innovative and Inclusive Team who always work together with Integrity

OUR CHARITABLE OBJECTIVES
The objects of the charity, as defined in the Memorandum of Association, are:

a. To find, record, excavate, raise, bring ashore, preserve, publish, report on and display for all time in Portsmouth, the Mary Rose (or any of these activities)
b. To establish, equip and maintain a museum or museums in Portsmouth to house the Mary Rose and related or associated material
c. To promote and develop interest, research and knowledge relating to:
   - The Mary Rose and all matters relating to or associated with her, and without prejudice to the foregoing, her place in maritime, naval, military and social history and her excavation and display, and
   - All matters relating to underwater cultural heritage, wherever located all for the education and benefit of the Nation.

OUR KEY STRATEGIC OBJECTIVES

- Financial Sustainability
- Environmental Sustainability
- Deliver innovative and effective learning and engagement
- Creating, Maintaining and Developing a World Class Visitor Experience
- Conserve and Secure the collection, archive and stores
- Build and grow our iconic significance, locally, nationally and internationally
- Creating, Maintaining and Developing a World Class Visitor Experience
OUR CULTURE

The role of Trustee Director is to provide external expertise and support as well as challenge the team at Mary Rose, to ensure that the Trust maintains and builds on its international reputation for curatorial, archaeological, conservation and research excellence, while maintaining and growing financial sustainability. The Board also holds the Chief Executive to account for his performance, alongside the wider Executive Team.

Individual Trustee roles may require specific skills to support the Executive in their work. Trustee Directors are expected to participate in Sub-Committees and Boards in line with their personal expertise.

Trustee Directors should be passionate about the Mary Rose cause, focussed on the relentless pursuit of improvement and excellence at the Trust, well networked in their specialist field and willing to share contacts for the purposes of advocacy and fundraising.

A sound understanding of the relative responsibilities of Executive and Non-Executive is crucial, as is a collegiate way of working. Trustee Directors must commit to attending Board meetings and committees consistently, giving due time and focus to preparation and high-quality input to develop Executive’s thinking.

Trustee Directors are expected to act with great personal integrity and to display positive attitudes towards diversity and equality in all its forms. Building strong, constructive and open relationships between Executive and Trustee Directors is of paramount importance to the Mary Rose.
KEY AREAS OF RESPONSIBILITY

1. ENSURE MARY ROSE IS DELIVERING ITS CHARITABLE PURPOSES.
   • Familiarise self with Culture (Purpose, Vision, and Values) and charitable objectives of the Trust as outlined in Articles of Association.
   • Ensure key strategic objectives and 5 Year Plan deliver charitable objectives.
   • Ensure that the Trust complies fully with charity law and associated legal requirements.
   • Participate in specialist panels and committees with staff to develop strategies and plans that deliver charitable objectives.

2) ACT IN MARY ROSE TRUST’S BEST INTERESTS AT ALL TIMES.
   • Support Board decisions that enable delivery of core charitable purposes.
   • Working closely with co-trustees, make balanced and informed decisions, thinking about the long term as well as the short term.
   • Avoid situations where duty to your charity conflicts with personal interest or loyalty to any other person or body.
   • Do not receive any benefit from the charity (either personally or via a person who is financially connected to you) unless properly authorised and in charity’s interests.

3) MANAGE THE RESOURCES RESPONSIBLY.
   • Manage charity’s resources responsibly, acting responsibly and honestly.
   • Ensure the charity’s assets are only used to support or conduct its purposes.
   • Avoid exposing charity’s assets, beneficiaries, or reputation to undue risk.
   • Comply with any specified fund restrictions when authorising spend.
   • Ensure that appropriate procedures and safeguards are in place and take reasonable steps to ensure that these are followed to avoid fraud and theft.

4) ACT WITH REASONABLE CARE AND SKILL
   • Ensure effective charity governance, using your specialist skills and experience, taking appropriate advice as needed.
   • Give appropriate time, thought and energy to your role, preparing effectively for, attending, and actively participating in Trustees’ meetings.

5) ENSURE ACCOUNTABILITY.
   • Ensure that the Chief Executive is held accountable for delivering charitable objectives, culture (Purpose, Vision, and Values), Key Strategic Objectives and 5 Year Plan.
   • Comply with statutory accounting and reporting requirements.
   • Demonstrate that the Trust is legally compliant, well run, and effective.
   • Ensure appropriate accountability to Mary Rose members.
   • Ensure accountability for delivery where responsibility is delegated to staff.
   • Ensure that diversity and equality in all its forms are promoted and maintained.
WHO CAN BE A TRUSTEE?
Membership of the Board of Trustees is open to all adults over 18, unless you have:
• Unspent conviction relating to any offence involving dishonesty or deception
• Undischarged bankruptcy or personal insolvency or the making of any composition or arrangement with or granted a trust deed for creditors
• Disqualification by order of the Charity Commission or the High Court or any other court or lawful authority, under either UK law or the legislative process of another country
• Any other proceedings, order or rule of law
All Trustees should understand the responsibilities in running a charity and will run the charity in accordance with the guidelines set out by the Charity Commission. Any financial or personal interests will be declared that conflict with the charity's objects or interests, either in person or by reason of family, business interests or otherwise) and the charity should be notified should any conflicts arise in the future.

HOW LONG WOULD I NEED TO SERVE?
Trustees serve four-year terms up to a maximum of two terms. New trustees are expected to make a commitment to serve one term initially.

HOW MUCH TIME DOES IT TAKE UP?
The Board meets five times a year for formal meetings, which includes one away day. There are social events in the museum calendar for staff and volunteers where Trustee attendance is encouraged and an annual Members meeting. In addition to formal meetings, it is expected Trustees will participate in Committees that relate to their specific area of expertise.

WHAT IS THE BOARD AND WHAT IS ITS ROLE?
The Board of Trustees consists of people from varied backgrounds who jointly take responsibility for ensuring that the Trust is well-run and delivers its charitable aims. Our charitable objects, as defined in our governing document, is:

To find, record, excavate, raise, bring ashore, preserve, publish, report on and display for all time in Portsmouth the Mary Rose (or any of these activities).

To establish, equip and maintain a museum or museums in Portsmouth to house the Mary Rose and related or associated material.

To promote and develop interest, research and knowledge relating to:
• The Mary Rose and all matters relating to or associated with her,
• and without prejudice to the foregoing her place in maritime, naval, military, and social history and her excavation, and display, and all matters relating to underwater cultural heritage, wherever located.

All for the education and benefit of the Nation.

WHAT IS OUR FORMAL GOVERNANCE STRUCTURE?
The Mary Rose Trust is a registered charity (277503) and company limited by guarantee (01415654) and it was formed in 1979. The Trust also has two wholly owned subsidiaries, the Mary Rose Trading Ltd which is responsible for retail, hospitality and café, and Mary Rose Archaeological Services.
ARE WE LOOKING FOR ANYTHING IN PARTICULAR?
We welcome people who have a range of skills and experience and from diverse backgrounds. At present we are particularly looking for individuals with strength of experience in: Finance, Naval, Community, Legal, Fundraising, Learning/Education, Curatorial, Archaeology/Conservation, Collections, Research, Heritage, and HR/Talent to join our Board to support with key areas of responsibility. Previous Board experience is not necessary and successful candidates will be given an induction into the working of the Trust.

CAN I TALK TO SOMEONE ABOUT THE ROLE BEFORE I APPLY?
Please contact Michelle Rickman, Executive Assistant m.rickman@maryrose.org if you would like more information.