



G R E G Y N O G

Trustee Recruitment 2025

A place where magic happens.

May 2025



Welcome

Thank you for your interest in joining The Gregynog Trust as a Trustee.

Gregynog is a place of beauty, heritage, and inspiration and one of Wales' most important cultural landmarks, which is now independently owned by the Gregynog Trust.

Gregynog is internationally famous as the former home of renowned art collectors, public benefactors and sisters, Gwendoline and Margaret Davies. Gwen and Daisy shared an ambition for everyone to benefit from engagement with and access to Wales' rich culture and outstanding environment, a vision which remains the beating heart of Gregynog today.

Appointment to these roles comes at an exciting time as we enter the final phase of a successful two-year plan to increase our income-generating capacity and place Gregynog on a sustainable footing. We want to build on this momentum and refresh and build the capacity of the Board by appointing new trustees, who have skills and experience in one or more of the following areas, finance and business, estate management and event planning.

We wish to appoint Trustees who share our passion for Gregynog. Individuals who can contribute to the governance of the Trust with skill, insight, and care and help us to develop as a vibrant centre for culture, learning, and wellbeing. Among the new appointments, we are also aiming to identify a candidate with the skills, desire and enthusiasm for the future opportunity to serve as our Chair.

If this appeals to you and you would welcome the opportunity to apply your skills and expertise in support of our work and the achievement of our ambitions, please read on.

Gregynog

One of Wales' premier country estates. Gregynog is a 750-acre estate in the heart of Wales and the County of Powys, filled with history, culture, nature and stories.

The Grade II* listed hall is set in formal Grade I listed gardens within an extensive landscape setting and estate, comprising National Nature Reserve, arboretum, reservoir, lake, and farmland. Part of the estate is designated as a Site of Special Scientific Interest (SSSI), and as well as the Hall, some of our associated buildings across the estate now offer unique holiday accommodation at the heart of our outstanding landscape.

The Trust, which took ownership of the estate in 2019, aims to conserve, develop and care for the historic Gregynog Hall and its surrounding estate, and safeguard its beauty and rich heritage for future generations. We aim to inspire creativity, celebrate the arts, culture, and heritage and reawaken Gregynog as a vibrant, living place of beauty, a sanctuary for wildlife and a model of sustainability.

The immediate task of the Trustees, who are proud custodians of this 800-year-old estate, has been to rescue and stabilise large parts of the estate from 60 years of neglect, legacy liabilities and develop new activities and sources of income.

Significant progress has been made over the past two years. We have appointed a new CEO, new non-executive directors to the board of Gregynog Enterprises Ltd, our trading subsidiary, and a huge effort has been made by staff, trustees and volunteers to boost income generation from events and fundraising. We are also currently awaiting a decision on a major heritage grant application to fix the roof of the Hall and develop our arts and cultural activity.





Where are we today?

The rebirth of Gregynog is well underway and we are passionate about not only saving, but also securing a prosperous and brighter future for generations to come.

We aim to generate, maintain and maximise income from the Hall and wider estate in a way that maintains the integrity of Gregynog, ensuring its viability and its future sustainability and generating income for the Trust that contributes to our charitable purposes, the promotion of the arts, education and environment.

Today, the estate is managed in a way that promotes nature recovery and public access, with the refurbished Hall providing 58 bedrooms for educational residential and day conferences and access to our library and archives, and the wider estate offering a welcoming setting for everyone to discover, experience and be inspired.

We have developed a well-defined and compelling experience unique to Gregynog, which is being communicated to existing and new visitors through a renewed brand position, identity, and marketing platforms, as well as an attractive events programme. We have prioritised major capital projects and accelerated the refurbishment work currently underway. We are seeking to fully realise the potential of our rich archives, library, collections and intellectual property. Returning Gregynog to its true status as a place of creative spark, inspiration, and ideas and ensuring that our built, cultivated, and natural assets are transformed by our refurbishment and conservation work.

All of our work and that of our team is inspired by our love and passion for this very special place, and our drive to see Gregynog thrive.

Our Board

The Gregynog Trust relies on the support and guidance of a dedicated and skilled Board of Trustees, individuals who are involved in the charity's strategic direction, governance, and decision-making and who are fundamental to driving the future direction and achievement of our strategic ambitions.

The Board comprises the Chair and four Trustees who apply their time, specialist skills and expertise to the most challenging of contexts, in which they work collaboratively with our Chief Executive and team.

Gregynog Trustees welcome the opportunity to undertake a valuable role and witness the positive impact that their decisions have on the communities and audiences we serve. They steer the strategic direction of the charity and are committed to the care, refurbishment and enhancement of this important historic home and working estate.

Gregynog has proved resilient over the centuries and through challenging times. Today, thanks to the dedication and stewardship of the trustees of the Gregynog Trust, it continues to thrive as a place of respite and renewal, uplifting all who come here. Their commitment helps ensure that this place of beauty and nature remains vital to us all, for our well-being, for the health of our climate and natural world, and for the simple joy it brings.



New Trustees

The Board, which was formed in November 2016 and which still has all five founding trustees, including the Chair in situ, is seeking three new trustees.

Trustees who can help us to sharpen our thinking, who bring new and diverse voices and who can help us to refine and deliver our plans for shaping the future of Gregynog with a background in:

Finance and Business, to help develop the next stages of our strategic business and operational planning. Ensuring that our financial systems and processes evolve effectively, enabling us to manage our finances with confidence and foresight.

Estate Management, to develop the potential of our very special estate. Part of which is already designated as a SSSI with a distinctive arboretum, and help guide conservation efforts. Ensuring that our buildings, gardens, landscape and woodlands are appropriately used, properly maintained and protected.

Event & Programme Planning, to support the development of culture, learning and the arts at Gregynog. Guiding the development of our cultural and educational programmes, events and experiences to help optimise event planning and attract larger audiences.

We are equally keen to hear from candidates who do not meet these specific criteria but believe they could contribute to our thinking and our future success and resilience.

Previous experience as a Trustee is not necessary, as we are committed to full and appropriate induction, mentoring, training, and support for all new Trustees.

Our Chair

Our present Chair, Carole-Anne Davies, who has played such a pivotal role in forming the Trust and guiding efforts to safeguard Gregynog's legacy and ensure its continued contribution to Wales's cultural and natural heritage, has, as she enters her 10th year in post, recommended that as part of our succession plans, we should seek to identify a trustee through this process who would be interested in taking on this role at a future date.

Board Meetings

Board meetings are held quarterly at Gregynog in person or online, and are supplemented by meetings of the Audit, Finance and Remuneration sub-Committee. Gregynog Enterprises Ltd meets independently with its own non-executive directors and reports quarterly to the Trust board.

Time Commitment

The time commitment is approximately 2 days per month.

Term

As a Trustee, you will be expected to serve at least one and potentially two further three-year terms, subject to review.

Expenses

The role is not remunerated, but Board members are eligible to claim reasonable expenses for attending meetings and events on behalf of the charity, in line with the Trust expenses policy.

Responsibilities

As a Trustee, you will be expected to apply your skills, expertise, knowledge, and networks to further the aims of the Trust and our achieve our vision for Gregynog as Wales' most welcoming home for nature and the arts.

Governance

- Ensure that The Gregynog Trust pursues its stated objects, as defined in our governing document, by developing and agreeing on a long-term strategy.
- Ensure that we apply our resources in pursuance of our charitable objects for the benefit of the public.
- Ensure that we comply with charity law, company law, and all other legislative and regulatory requirements.
- Contribute to Trustee and committee meetings and monitor the implementation and subsequent outcomes of decisions.
- Apply your independent perspective in the context of collective responsibility.

Leadership

- Ensure that we define our goals and evaluate our progress through appropriate measures.
- Ensure the efficient administration of the Trust by applying appropriate policies and procedures.
- Ensure the future organisational sustainability and financial stability of the charity.

Advocacy

- Be an effective advocate for The Gregynog Trust.
- Support our team in seeking financial and in-kind resources where possible and appropriate to our charitable purpose.
- Safeguard the good name, values and reputation of the Trust.
- Represent the Trust at high-profile engagement events.

Internal

- Maintain strategic overview of the activities of the Trust and work with our Chief Executive and team to drive performance.
- Support the development of a learning culture and motivate, encourage, and provide constructive challenge.

The above list is indicative only and not exhaustive. Trustees will be expected to perform all such additional duties as are reasonably commensurate with the role.



Person Specification

Our expectations are high. As a new trustee, you will need to evidence and demonstrate commitment and be engaged and motivated by our vision for Gregynog.

Experience

- Significant senior strategic leadership experience.
- Successful track record of achievement throughout your career.
- Entrepreneurial, with the ability to successfully navigate strategic, financial, operational, and reputational challenges.
- Experience of charity governance and leadership.
- Experience in external representation, delivering presentations, and managing stakeholders.

Knowledge & Skills

- Strong interpersonal and relationship building skills, with the ability to engage with staff, volunteers and our guests and forge strong teamwork.
- Sound independent judgement, strategic vision, and the ability to think creatively.
- Excellent communication, networking and advocacy skills.
- Broad knowledge of the charity sector and current issues impacting it.
- Understanding and acceptance of the role and responsibilities of a trustee.
- Commitment to fairness and to promoting equality and inclusion.

Attributes

- Passion and commitment to Gregynog, our mission and what we aim to achieve.
- Curiosity to interrogate and challenge how we work to drive operational efficiency.
- Willingness to contribute to the work of the Board, optimising your skills, perspectives, experience, and knowledge.
- Ability to commit the necessary time and effort to conduct the role well, including travel, preparing for Committee and Board meetings in advance and attending events outside of office hours.



How to apply

If you would welcome the opportunity to apply and have the privilege of serving alongside a dedicated team of highly committed trustees, staff, and volunteers to create an ever more forward-thinking and dynamic organisation, please forward the following:

- A CV or an extended biography outlining your executive and non-executive appointments, achievements, and academic and professional qualifications.
- A supporting statement (maximum 2 x A4 pages) demonstrating your motivation, skills, and experience relevant to the role, how you can add value to the work of the Board, and any other relevant information.

Your application should be sent to our advising consultant, Philip Nelson, via email to philip.nelson@thehiringdept.com.

Please also let us know if you need any special provisions should you be called forward for an interview.

The appointment will be subject to the receipt of satisfactory references.

Timetable

Closing Date: Monday, 16 June

First Round Interviews: Wednesday, 25 June

Final Panel Assessment: Thursday, 10 July

Queries

For an informal and confidential discussion, to ask a question on any aspect of the appointment process, or for additional information, please get in touch with Philip Nelson on 020 3590 9978 or via email at philip.nelson@thehiringdept.com.





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