



Trustee Recruitment

2026

Join the Board of Phoenix Art Space, a much-loved Brighton and Hove charity, at one of the most significant moments in its thirty-year history. We are looking for new Trustees to help us shape a new ten-year vision, deliver a landmark retrofit of our building, and continue building a more equitable future for the artists, communities and audiences we exist to serve.

Find out more inside.



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01 / WELCOME

From our Chair

Thank you for considering joining the Board of Phoenix Art Space.

This is an era-defining moment for the charity. We are working to secure our holistically sustainable long-term future through a new ten-year plan, and we are preparing a landmark retrofit of the building that has been home to our artists, our exhibitions and our communities for thirty years.

To do that well, we need to widen the experience, networks and perspectives around our Board table. We are looking for people who will bring strategic insight, sector relationships, lived experience and a real appetite to help shape what Phoenix Art Space becomes next.

Being a Trustee here is, in my own experience, unusually rewarding. You join a charity that is creatively alive, civically engaged, and ambitious about the role art plays in everyday life. You sit alongside colleagues who treat governance as a craft. And you arrive at a moment where the decisions we take together will shape the organisation for the next generation.

We are not looking for a long list of credentials. We are looking for the right mix of skill, judgement, generosity and curiosity. If something in this pack speaks to you, we would love to hear from you, even if you have never sat on a Board before.



Dr Cara Courage

Chair, Phoenix Art Space

02 / WELCOME

From our Executive and Artistic Director

Phoenix Art Space is extraordinary. We rose from the DIY arts culture of the 1990s and grew, through artistic creativity, commitment and a fair amount of ingenuity, into the dynamic charity we are today.

Today, Phoenix Art Space is home to over 130 artists across 100 studios, four gallery and project spaces, a year-round programme of exhibitions, a busy learning and community engagement programme, and around 17,000 visitors a year. We have deep roots in the city of Brighton and Hove, and a thirty-year history of supporting artists and communities here.

The next few years matter. We are stepping into a new business plan, preparing a significant capital retrofit of our home, and continuing the work of becoming a more inclusive, accessible and environmentally responsible organisation. None of that happens without a strong Board: people who can think long term, ask good questions, open doors, and hold us to our values.

If you bring expertise we currently need, and a willingness to engage with us as a critical and caring friend, you will find a warm welcome at Phoenix Art Space and real scope to make a difference.



Lucy Day
Executive and Artistic Director, Phoenix Art Space

03 / ABOUT US

Phoenix Art Space today



Located in the heart of Brighton and Hove, Phoenix Art Space is a thriving community of artists, a public-facing cultural venue, and a registered charity that has been serving the city since 1995.

Our charitable purpose is to promote the arts, to promote equality and diversity in the arts, and to educate the public in the production and appreciation of the arts. We do this in particular, though not exclusively, by providing exhibition and studio spaces for emerging artists and for those in necessitous circumstances, working primarily in Brighton and Hove and the wider South East.

In practice that looks like:

- Over 120 artists across 100 affordable studios in our six-storey city-centre building.
- Four gallery and project spaces, with a free, year-round exhibition programme.
- A learning and community engagement programme reaching schools, families and underserved audiences across the city.
- Around 17,000 visitors a year, with an annual May Open Studios that draws thousands more.
- Partnerships with universities, festivals and sector bodies regionally and nationally.



Our vision

We bring people together through contemporary art to imagine and shape a more inclusive, sustainable and inspiring world.

We believe that art should be part of everyone's life, a way to see the world differently and a means to rethink and rebuild more equitable, connected futures. We believe that access to culture should not be determined by privilege, that artists should be valued and

supported at every stage of their journey, and that a diversity of voices should lead the conversation.

Our values

Creative Innovation

We value curiosity, experimentation and the freedom to try new things. Innovation in creative practice is vital to the health of individuals, communities and culture. We embrace risk as a route to discovery.

Radical Respect

We treat all people with fairness, empathy and dignity. We hold space for difference, and support people to thrive on their own terms, in their own voice.

Responsible Futures

We are committed to environmental and social responsibility within our spaces and the systems we shape. We support climate-conscious, socially just futures through inclusive programming, ethical governance, and by sharing what we learn.

Equity in Action

We believe in the power of diversity and inclusion to drive excellence. We challenge structural inequalities and work to centre underrepresented voices in all that we do.



04 / THE OPPORTUNITY

Why now is a significant moment to join us



Phoenix Art Space is in good shape. Our studios are at full occupancy with a strong waiting list, our public programme is ambitious and well respected, and our community engagement work is deepening year on year. We are a charity preparing for its next chapter.

A new ten-year vision

We have just refreshed our charitable objects, completed a significant governance review, and are developing a new long-range business plan, Securing the Next 30 Years. The Board you join will help shape, test and steward that plan as it moves from intent into delivery.

A landmark retrofit of our building

Towards a Sustainable Future is a major capital programme to transform our six-storey city-centre home into an exemplar of accessible, environmentally responsible design. Modelling indicates the developed scheme will roughly halve our regulated carbon emissions and free up significant operating costs that can be reinvested in artistic and public programmes. It is one of the most significant pieces of work in the history of Phoenix Art Space, and we need Trustees who can help us think clearly and ambitiously about it.

A more outward-facing, more inclusive organisation

We are continuing to broaden the voices that shape Phoenix Art Space, on our Board, in our team, and across our programmes. We want to be a charity that reflects the city we serve, and a national reference point for how creative spaces can do that well.

‘We need Trustees who can help us meet creative ambition with strategic clarity, sound judgement and genuine care.’

Dr Cara Courage, Chair



05 / WHAT IT MEANS TO JOIN US

What you can expect from us

Trusteeship at Phoenix Art Space is a real role, not a name on a letterhead. In return for your time and expertise we will work hard to make it a worthwhile, well supported and genuinely interesting experience.

A seat at a meaningful table

You will be helping to steer one of the most loved cultural organisations in Brighton and Hove at a defining moment. Your judgement will shape decisions that matter: on programme direction, on capital investment, on financial strategy, on how we live our values in practice.

A serious, collegiate Board

Our Board is small, capable and engaged. Trustees prepare for meetings, contribute substantively, and treat one another with respect. The Chair and Executive and Artistic Director are accessible, and challenge is welcomed when it is offered in good faith.

Connection to a creative community

You will get to know the artists who use our studios, the curators who shape our programme, the educators who run our community work, and the audiences who walk through our doors. Phoenix Art Space is a place where strategy and practice sit close together.

Development and visibility

Trusteeship at Phoenix Art Space offers real exposure to charity governance, capital project oversight, fundraising at scale, and cultural sector leadership. We support new Trustees through onboarding, mentoring, and access to training where useful.

Practical support so the role works for you

We reimburse reasonable expenses, including travel to meetings, access costs, and care of children or other dependants while you are with us. We will work with each Trustee on an access rider, so the role works on your terms. We never want affordability or access to be a barrier.

06 / WHO WE ARE LOOKING FOR

Skills, experience and perspectives

We have several places on the Board to fill, and these are the areas in which we are seeking to strengthen the Board at this time. Rather than recruiting to fixed roles, we are looking for people who can add to our collective capability across one or more of the areas below, whether through professional expertise or lived experience. We are particularly interested in candidates whose networks, perspective and influence reach beyond our building and into the wider sectors and systems that Phoenix Art Space is part of.

Applications focused on capabilities outside this list will not be progressed in this round, though we welcome interest in future rounds as our needs evolve.

Philanthropy and sponsorship

Senior fundraising experience, established philanthropic networks, or experience of corporate partnerships and sponsorship at scale. The relationships and instinct that help an ambitious charity meet ambitious plans.

Legal, particularly capital and property

Familiarity with the legal landscape around major capital projects, property, leases, planning, or charity law as it touches buildings and assets. A steady hand as we move into significant project commitments.

Built environment

Experience of architecture, design, construction or major property projects, particularly with a public or cultural dimension. Strategic insight into how buildings serve communities and how complex projects get delivered well.

Education and training

Leadership in education, learning or skills development, whether in formal settings, higher education, community education, or workforce training. Help us think about how Phoenix Art Space supports people to learn, grow and progress.

Impact and evaluation

Designing and using evidence well. Helping us understand and articulate the difference Phoenix Art Space makes for artists, audiences and communities, in ways that are honest, useful and proportionate.

Environmental and regenerative practice

Real expertise in environmental sustainability, regenerative practice, or low-impact design and operations. Someone who can help us hold ourselves to the high environmental ambition we have set.

Local and national strategic and political insight

A working understanding of how decisions are taken in local government, regional bodies, or national arts and culture policy. Trustees who can help us read the landscape, anticipate change, and represent Phoenix Art Space well in those rooms.

07 / VOICES WE PARTICULARLY WELCOME

Who we particularly welcome

We know that Boards are stronger and decisions are better when the people around the table reflect a wider range of experiences than any single sector or background can provide. We also know that there are real, often unspoken, barriers to joining Boards.

We particularly welcome applications from people who are currently underrepresented in the UK arts sector and on charity Boards, including:

- People from Global Ethnic Majority backgrounds.
- D/deaf, disabled or neurodivergent people.
- LGBTQIA+ people.
- People earlier in their careers, or coming to Board service for the first time.
- People from lower socio-economic backgrounds, or living or working in areas of socio-economic deprivation.



You do not need previous Board experience to apply. What matters is the perspective, expertise and integrity you would bring, and your willingness to engage seriously with the role.

As part of our commitment to being a Disability Confident employer, all disabled applicants who meet the essential criteria for a Trustee role will be offered an interview under our guaranteed interview scheme.

If you would like an informal conversation about access, or about whether this role might be right for you, we would be glad to talk before you apply. Contact details are on the final page.

08 / THE PRACTICALITIES

What being a Trustee involves in practice

We want to be straightforward about what the role asks of you, so that you can decide whether the commitment is right for this stage of your life and career.

Time commitment

Trustees attend four Board meetings a year, held at Phoenix Art Space where possible, with the option to join remotely when you need to. Most Trustees also sit on one sub-committee (Finance, Development and Fundraising, or Building), which meets quarterly or as needed.

In total the commitment equates to roughly seven hours per month, including reading time. There will be busier periods around the capital project and the business plan, and quieter periods when the Board's role is to monitor and support.

Term of office

Trustees are appointed for an initial term of three years, with a review at the end of year one. The maximum term is two consecutive three-year terms, after which a Trustee may be reappointed following an interval of at least one year, in line with our governing documents.

What we will ask of you, as part of the Board

You will be asked to contribute to the collective work of the Board, which includes:

- Setting strategic direction and overseeing the activities of the charity.
- Advocating for the vision, mission and values of Phoenix Art Space internally and externally.
- Promoting and enabling equity, inclusion and diversity in everything we do.
- Ensuring compliance with our governing documents, our regulators, and the law.
- Maintaining proper fiscal oversight and overseeing risk to funding, reputation and delivery.
- Working effectively with and respecting the expertise of the Phoenix Art Space staff team.

Voluntary, with expenses

Trustee roles are non-executive and unpaid. We reimburse reasonable expenses, including travel to meetings, access costs, and care of children or other dependants. We work with each Trustee on an access rider to support your participation.



09 / HOW TO APPLY

Next steps

We have designed an application process that is open, accessible and as light-touch as the role allows.

Pre-application conversations

Before you apply, we warmly invite you to an informal one-to-one online conversation with the Chair or the Executive and Artistic Director. These are not assessed, and they are not essential, but most candidates find them useful. We can also offer a tour of Phoenix Art Space if you would like to visit. To arrange either, please email admin@phoenixartspace.org.

Your application

Please send your application to admin@phoenixartspace.org. You can apply in whichever of these formats works best for you:

- A single PDF of no more than two pages, including your contact details, a link to your CV and/or website, and a short statement of up to 500 words on your interest in Phoenix Art Space and what you would bring to the Board.

OR

- An audio or video file of no more than four minutes covering the same ground, with your contact details and a CV or website link sent by email.

We also ask all applicants to complete a short anonymous monitoring survey, which helps us understand who our opportunities are reaching and how we can broaden that. Please confirm in your email that you have completed it.

Indicative timeline

When	What
Late May 2025	Recruitment pack published.
June 2025	Pre-application conversations and tours.
July to October 2025	Open recruitment period; rolling pre-application conversations.
To be confirmed	Application deadline announced via our website and social channels.

After deadline	Interviews with the Chair, Executive and Artistic Director, and a current Trustee.
Following appointment	Onboarding conversations and induction across the following month.

Access and support

We are committed to making this process accessible. If you would like this pack in another format, or you would like to talk through any aspect of the role or the process, please contact Joseph Johnston at admin@phoenixartspace.org.

Thank you

Thank you for considering Phoenix Art Space. We look forward to hearing from you.



Members of

