

A red-tinted photograph of York Minster, a large Gothic cathedral, serves as the background for the lower two-thirds of the page. The image shows the cathedral's towers and spires against a cloudy sky, with some surrounding city buildings visible in the foreground.

Recruitment Pack for the position of Trustee

**York Archaeology
47 Aldwark
York
YO1 7BX**

**www.yorkarchaeology.co.uk
trustee.recruitment@yorkat.co.uk
Telephone: 01904 663000**

Welcome to York Archaeology

Thank you for your interest in becoming a trustee with York Archaeology.

As an educational charity, our overriding aim is to enable people to connect with the past, through our archaeological investigations, and through our visitor Attractions, including the internationally renowned Jorvik Viking Centre. We want to make a difference to people's lives by providing open access to the past; the public benefits of archaeology and history are therefore at the heart of what we do.

This is an exciting and formative time for the Trust as we look to refresh and reimagine our visitor attractions, develop our education strategy, build on our reputation for community engagement and build process improvements into our commercial archaeology work. Partnership working in the city and beyond is very important to us; we have worked with the York Museums Trust, the University of York, York Minster and York Civic Trust in the delivery of a successful Roman festival earlier this year. We are also proud of a growing reputation for science-led archaeology, including geoarchaeology.

We believe that a diverse Board is good for decision-making and helps to ensure that we can engage with fresh perspectives. Some specific financial skills in which we are interested are noted in the advert, but, above all we're looking for someone who will help support the achievement of the organisation's strategy, and who is also supportive of the Trust's overall educational mission.

I look forward to hearing from you.

Ellen Roberts

Chair of Trustees



Who we are

York Archaeology is a registered charity and is also listed with Companies House. While its formal charity title is York Archaeological Trust for Excavation and Research Limited, its trading name is York Archaeology.

The organisation was founded in 1972 to help preserve the vast collection of archaeological deposits that lay within 2,000 years of York's history, in response to threats posed to the City's archaeological heritage at the time. As an independent, educational charity, its core role is to investigate and interpret the past for the benefit of the public. It employs nearly 200 people, together with a team of 200 volunteers, and has offices in York, Nottingham and Sheffield. It carries out archaeological excavation, recording, research and conservation for a broad range of partners and clients, manages the internationally recognised Jorvik Viking centre together with other attractions in the city of York, and has an ongoing commitment to community involvement, education and training.

York Archaeology receives no direct grant funding or subsidy for its work, relying heavily on its commercial work, donations and fee income from visitors to its Attractions. It is a membership organisation, with approximately 50 Members, including eight Trustees (who are also Members). There is also a Friends network who provide invaluable support to the Trust.

The activities of the Trust comprise:



Archaeology

The Trust's archaeology work spans a wide range of clients nationwide, offering a comprehensive range of services across a host of sectors, from support with pre-planning consultancy to full site investigations, geoarchaeology, research, reporting and conservation. The operations are organised into geographical operating centres, York (Fieldwork, Conservation and Community), Nottingham (Fieldwork, Geoarchaeology and Community) and Sheffield, although projects are undertaken throughout the UK. This team also delivers an important programme of community engagement projects, including training excavations and other community events. York Archaeology's internationally renowned conservation work with waterlogged wood and other materials was highlighted in the BBC 2 series 'Digging for Britain'.

York Archaeology also works with local higher education institutions, including the University of York, York St John University and York College, on wider archaeological projects aimed at sixth form students, undergraduates and postgraduates, as well as wider community-based initiatives. Opportunities for student and amateur archaeologists are often incorporated into excavation projects, with volunteering schemes enabling enthusiasts to work alongside researchers and archivists in post-dig research. York Archaeology recently led an innovative 'Archaeology on Prescription' initiative that enabled participants to work with archaeologists to improve their health and well-being, as well as learn new skills in archaeology.



Attractions and Public Engagement

It is through its public presentation expertise that York Archaeology has developed one of its most successful projects to date. One of its first excavations was a small project near Coppergate in York, which led to an opportunity to excavate an area of 1,000 square metres reaching back through 2,000 years of history. In total 40,000 Viking-Age artefacts were excavated, ranging from Viking houses, weapons, a coin dye, ice skates and even a sock! When the extent of these exciting discoveries was realised, plans were created to put these remains on display on the site of the Coppergate dig. The result was JORVIK Viking Centre which opened to the public in 1984 and which has welcomed over 19 million visitors from across the world, contributing over £28 million to the local economy.

In addition to the JORVIK Viking Centre, York Archaeology has been able to draw on this expertise in public engagement to develop two other city centre attractions within York: DIG, which provides young explorers aged 5 to 12 years with first-hand experience of archaeology; and Barley Hall, a medieval townhouse which was rediscovered and restored in the 1980s. The team also works with partners across Europe on exhibitions and research, manages York Archaeology's collections and archives, and works extensively with schools, colleges, universities and research programmes.





Our strategic aims and priorities

The Trust's strategic aims are set out in its Strategic Plan 2022-27:

- Discovering archaeology from 'dig to display' and beyond.
- To work as one cohesive organisation
- To be economically, environmentally and socially sustainable and grow.

Current **priorities** include:

- Stabilising the Trust's financial position in challenging economic circumstances
- Reimagining and refreshing our major visitor attractions, to ensure that they meet the needs of current and future audiences
- Reviewing and developing our education strategy, and its alignment with the Key Stages curriculum
- Building on and raising the visibility of our community engagement work, in York and elsewhere
- Taking forward business process improvements in our commercial archaeology work
- Deepening our collaborative ties with other heritage partners in the city, (the University of York, York Museums Trust, York Minster and York Civic Trust) having worked together to deliver a successful Roman Festival this year
- Strengthening our capacity for fund-raising
- Investing in staff development and talent management.

[Read our impact brochure for more information](#)

The Trustee role

In line with the Charity Commission's guidance, York Archaeology's trustees are responsible for providing oversight, governance and leadership to the charity in the pursuit of its strategies, and for ensuring that the organisation fulfils its charitable purposes. Day to day management of the Trust is the responsibility of the Executive Team, led by the Chief Operating Officer, the Chief Financial Officer and the Director for Public Engagement. There are four Board meetings per year, attended by the trustees and Executive Team and an Annual General Meeting. Sub-Committees and ad hoc project groups are also established as necessary, with input from trustees and members of the Executive Team and wider senior leadership team as appropriate.

Current committees include Finance and Audit Committee, Risk and Governance Committee and Remuneration Committee. There are also currently Steering Groups overseeing Public Engagement, Archaeology, and Strategy Development and Implementation. In addition there are also ongoing opportunities to act as mentors for Trust staff as required.

Person specification

- We are looking for a trustee who is:
- Experienced in analysing and interpreting complex financial information at a strategic level, and able to ask challenging questions as necessary
- Able to contribute to guiding the achievement of York Archaeology's strategy
- Committed to the principles of equality, diversity and inclusion
- Willing to devote time to the trustee role, including participating in committees or project groups as appropriate
- Able to attend Board meetings in York in person as often as possible.