

# Spike Island

Trustee Recruitment Pack  
2025



Spike Island is seeking new Trustees to join our Board.

Founded in 1976, Spike Island supports, produces and presents contemporary art across an 80,000 square foot former industrial building in Bristol. Our artistic programme presents major exhibitions of international art, events and engagement activities, enhancing access to contemporary art for audiences from all backgrounds, with free admission for all.

## Join our Board of Trustees

Our community is built to support artists to develop their careers, gain new knowledge and grow their networks. Alongside our public offer, we provide essential infrastructure for artistic development through new commissions, over 70 subsidised artist studios and sector-leading professional development opportunities. We are also a site for learning and home to the University of the West of England's Fine Art courses, as well as over 35 creative businesses.

We are at an important moment in Spike Island's history as we embark on a transformative process of rearticulating our purpose and shaping our future with our new executive team: Director, Nicole Yip and Deputy Director, Kate Ward.

Key priorities over the next three years include:

- fostering greater internal cohesion across a multi-faceted organisation
- building a stronger profile in the city
- creating a more welcoming and accessible visitor experience through an ambitious capital redevelopment project
- cultivating financial resilience by growing diverse income streams
- sustaining international connections and dialogue

The Board of Trustees is critical in setting and overseeing Spike Island's mission, and working with the executive team to lead on and enact the vision for the organisation's future.

# Role Description



Pacita Abad *Life in the Margins* (2020) Installation view, Spike Island. Photograph by Lisa Whiting

## SPIKE ISLAND

Spike Island Artspace is a company limited by guarantee and a registered charity.

## THE BOARD

The Board has between 7 and 15 members, plus 3 co-opted members.

All members of the Board serve in an individual capacity. They have a duty to support the work of Spike Island as a whole, rather than to act as representatives of a particular interest group.

All members are unpaid, non-executive Directors of the Limited Company, Spike Island Artspace. Though these positions are voluntary, travel expenses may be reimbursed for travel outside Bristol. Spike Island is also a registered charity, so Board members are also Trustees and subject to charity law. The Board is supported by a small professional staff team led by the Director.

## THE ROLE AND DUTIES OF THE BOARD

The role of the Board is to provide leadership, continuity of purpose and accountability. The primary duty of Trustees is to act with honesty and good faith in the best interests of the organisation. The Board's duties also include:

- setting strategic policy
- setting budgets
- monitoring performance against aims and objectives
- financial, legal and charitable responsibilities
- appointing and supporting senior staff
- advocacy and fundraising

## SKILLS AND EXPERIENCE

The Board is currently seeking applications for new Trustees, with a particular focus on the following areas of expertise:

- visual arts sector experience, and / or a practising artist
- capital campaigns, strategic planning and fundraising
- finance and management accounting (Treasurer role)

If you feel your skills and experience might align with one of these areas, we encourage you to apply. You don't have to have previous experience as a Board member or Trustee, but you will believe in the fundamental value of arts and culture, and be committed to applying your particular skills and lived experience to our dynamic organisation and its broad business model.

We also want our Board of Trustees to be representative of our city, the artists and arts professionals we work with, and the audiences we seek to engage. We therefore strongly encourage applications from people who identify as being from any of the following groups, which are currently underrepresented on our Board: D/deaf, disabled or neurodivergent, disadvantaged socio-economic backgrounds, and/or people of the Global Majority.



# Role description



Jo Lathwood: FACTORY Open Studios (2018)

We are seeking applicants who are able to:

- act as an advocate for Spike Island and operate as an effective Board member at formal meetings, remaining loyal to Board decisions, maintaining confidentiality and serving the organisation as a whole rather than a particular interest group within it.
- discuss, listen to, evaluate and have respect for different views and be willing and able to make time to attend quarterly Board meetings; be prepared to offer advice and expertise in your specialist area.
- participate in additional regular subcommittee meetings, as well as events and interviews from time to time.
- remain aware of developments in the fields relevant to the organisation and provide appropriate levels of critical support to senior staff.
- avoid any conflicts of interest in relation to any matters of personal interest.

## OUR CURRENT TRUSTEES:

**LUCY BAILEY**  
Legal Counsel at the  
National Theatre

**HARRIET BOWMAN**  
Artist and Studio Holder

**LOUISE O'DONNELL**  
Former Chief Executive of John  
James Bristol Foundation

**CATHERINE FRANKPITT**  
Founder and Director, Strike  
Communications

**PROFESSOR BILL GETHING**  
Bill Gething: Sustainability +  
Architecture

**ROSA CORBISHLEY**  
Executive Director, Creative Wiltshire

**PAULA NEWPORT**  
Director of People and Culture,  
Aardman Animations Ltd

**PROFESSOR JUDITH SQUIRES  
(CHAIR)**  
Deputy Vice-Chancellor and Provost,  
University of Bristol (Chair of the  
Board)

**TAMSIN HONG**  
Curator at Serpentine Gallery

**LENACHA LEMA**  
Artist

**JANE SILLIS**  
Director of Engage, the National  
Association for Gallery Education

**PIERS TINCKNELL**  
CEO of Atomic Smash and former  
Spike Island Workspace tenant

# How to apply

To apply, please visit [spikeisland.org.uk/join-our-board](https://spikeisland.org.uk/join-our-board) and complete an online application and equal opportunities form.

The deadline to apply is 12pm on Wednesday 7 May. Interviews will be held on Tuesday 20 and Wednesday 21 May 2025.

The application asks for:

- your contact details; your particular skills and experiences; an outline of your reasons for wanting to become a Trustee of Spike Island;
- how you meet the skills and experience we're looking for; and how you would act as an advocate for Spike Island and the charity's interests;
- an up-to-date CV.

If you would like to know more about this opportunity, please contact Nicole Yip, Director via [recruit@spikeisland.org.uk](mailto:recruit@spikeisland.org.uk) (with the subject line, 'Trustee application query') in advance of applying.

If you would rather submit a video or audio file application, please contact the Office & HR Manager by emailing [recruit@spikeisland.org.uk](mailto:recruit@spikeisland.org.uk) or calling 0117 929 2266. Your application will need to include the same details as required by the online application form.

Shortlisted prospective Trustees will be invited to interview with a small group of Trustees and will meet with the Executive Team.



Maeve Brennan *The Drift* (2017) Installation view, Spike Island. Photograph by Stuart Whipps

If you require this information  
pack in a different format  
please get in touch  
[recruit@spikeisland.org.uk](mailto:recruit@spikeisland.org.uk)

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**ARTS COUNCIL  
ENGLAND**

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