

A close-up photograph of a conservator's hand holding a fine-tipped paintbrush, applying blue paint to a dark sculpture. The conservator is wearing a dark blue sweater. The background is slightly blurred, showing more of the sculpture and the conservator's face.

ELECTED TRUSTEES:

INFORMATION FOR CANDIDATES 2024

ABOUT ICON

Who we are

The Institute of Conservation (Icon) is the professional body representing and supporting the practice and profession of conservation. Icon champions excellence in conservation and promotes the value of caring for cultural heritage. Members are supported through skills development, networking opportunities, advocacy, education and training. We are the authoritative source of information on conservation practice, policy and the profession. Please visit [our website](#) to find out more.

What we do

Icon is an ambitious advocacy body and thought leader for cultural heritage conservation. We represent the interests of conservation and conservators to Government and policy makers on the issues that affect our cultural heritage most, from skills to education to funding.

We lead and uphold the highest standards and ethics of practice through our widely-respected Professional Standards, rigorous Accreditation framework and publicly accessible Conservation Register. Through this work we bring confidence to the public that cultural heritage is protected for future generations.

We encourage the exchange of knowledge and lifelong learning. Icon's UK-wide events programme, accessible professional progression and access to information support a sustainable and skilled workforce that is resilient to today's challenges.



VISION, MISSION AND STRATEGY

Icon's vision is to protect, preserve and promote our treasured cultural heritage through cultivating skilled conservation professionals, supporting meaningful collaboration across the cultural heritage sector, and delivering public benefit through engagement and advocacy.

Icon's mission is to represent and support the practice and profession of conservation by promoting the public value of caring for cultural heritage and upholding high standards and ethics in conservation practice. Icon ensures that the guardians and owners of objects, buildings and collections can access knowledgeable and passionate professionals who will help them safeguard the physical remains of our past for the future.

Our current corporate strategy aims to achieve wider recognition of the value that conservation brings to society, and to ensure that the work of conservation professionals is recognized and respected.

To achieve this, we work towards five key outcomes:

- Champion cultural heritage and the value of conservation
- Extend our reach within the UK and internationally
- Maintain high standards in conservation practice
- Develop conservation as an inclusive and rewarding career
- Strengthen our institute

You can read more about the current Icon Strategy on [our website](#).





We place great importance on our values, so we will:

- **Work with integrity:** We are open and honest and do what we believe is best for our shared cultural heritage, the public and our members.
- **Be inclusive:** We value diversity and ensure that opportunities are open to all those who want to care for our heritage.
- **Be forward-looking and outward-looking:** We keep our eyes on the horizon and on the world around us
- **Be ambitious:** Both for our organisation and the things we believe in
- **Be collaborative and generous:** We work with our members and partners to share learning and achieve the best results together
- **Uphold high standards:** We value, support and promote the expertise and professionalism of our members and partners

THE BOARD OF TRUSTEES

There are five vacancies in Icon's 2024 election (three unreserved, one reserved for an Emerging Professional and one reserved for Wales). Three of Icon's current trustees will be standing for re-election for their second term. The successful candidates will become trustees at the end of the AGM on 6th November 2024. Elected trustees serve an initial three-year term (until the end of the 2027 AGM) and may be re-elected for a second term.

On the Icon website, you can find [biographies of the current trustees](#), along with [an in-depth look at what it's like being an Icon Trustee](#).

You can also take a look at the [Icon Trustee Role Description](#), which sets out responsibilities, expectations and time commitment.

SKILLS AND EXPERIENCE

Candidates must be paid-up Accredited, Pathway, Associate or Student members of Icon, but you do not need to have specific knowledge or previous experience of being a trustee. However, an effective board of trustees should be able to draw on a diverse range of skills, knowledge, qualities, and experience to help it fulfil its role. These might include:

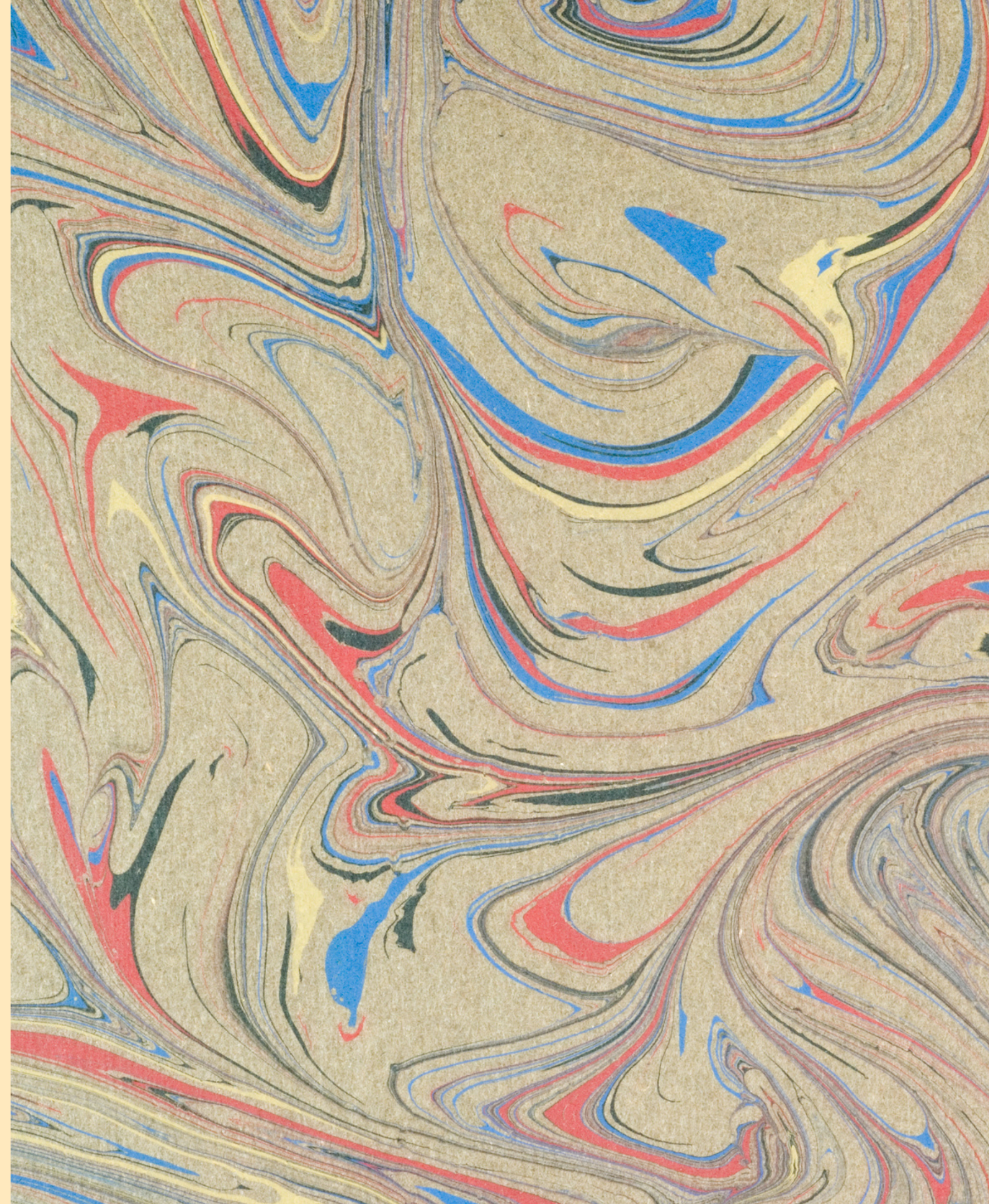
- 'hard' skills such as legal or financial knowledge
- 'soft' skills such as team working or negotiation
- knowledge of the services the organisation provides and the activities that it undertakes

You can find the current Trustee Role Description [on the website](#).

In preparing your nomination form we recommend that you consider the skills that are already present amongst the current trustees and think about how your skills would complement them. Your proposer and seconder may be able to help, as they may recognise strengths that you have but are not aware of.

Before you submit your nomination, you might also find it helpful to find out more about what it means to be a charity trustee. We recommend the following online resources:

- [NCVO Good Trustee Guide: Summary](#)
- [The Good Trustee Guide: How trustees look after the charity – an easy read version](#)





TIME COMMITMENT

The trustee role is non-executive, and it is anticipated to **require the equivalent of 1 to 2 days per month**. This includes Board meetings, which currently take place four times per year on weekday afternoons, plus an annual strategic planning meeting. We also expect trustees to attend our AGM, and to play a role in Board committees or working groups that fit their interests and skills.

REMUNERATION

Charity trustees are not paid, but reasonable travel and subsistence expenses will be reimbursed.

DIVERSITY

Being inclusive is one of Icon's core values. We value diversity and aim to ensure that opportunities are open to all those who want to care for our heritage. We would therefore like to ensure that this aspiration is reflected at Board level. Nominations from Icon members from all backgrounds will be welcomed, and are particularly encouraged from those with protected characteristics. The protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex. Trustees are also aware that socio-economic barriers are a concern in the profession, and so we choose to include socio-economic background in our definition of diversity.

HOW TO APPLY

If you would like to nominate yourself as a trustee, then please apply through our [nominations portal](#). Your nomination must be submitted through the portal no later than **23:59 on 3rd October**. Receipt of your nomination will be acknowledged.

- You should supply accurate contact information for yourself, your proposer and seconder, as well as a personal statement. Candidates, proposers and seconders must be current, paid-up members of the Institute of Conservation. These details will be checked for eligibility. Please ensure that your proposer and seconder have agreed to support your nomination and that they confirm this to office@icon.org.uk.
- Nominations for the reserved seat for Wales will only be accepted from members whose main residential address is in Wales and your proposer and seconder must also have their main residential address in Wales.
- Nominations for the reserved Emerging Professional seat will only be accepted from members at the beginning of a career in conservation who are undertaking relevant training or within the first five years of relevant work experience. This includes student members.
- When it comes to voting, the voters will only see your name; your personal statement and biography; your photograph; the names of your proposer and seconder; your CV; your membership of any Icon Groups and whether you are standing for a reserved or unreserved seat. All other information is only held for administration and in accordance with the Data Protection Act 2018.
- You must complete a Personal Statement (up to 500 words). Please state why you think you would be a good trustee of Icon and why you would like to be elected. You may wish to mention relevant skills and experience, including any experience and knowledge of charity governance. The Trustee Role Description details the trustee's duties and responsibilities, and experience in any of these areas may be valuable, but equally important is your passion for conservation and your commitment to Icon.





Icon is a dynamic, engaging organisation but, like many small bodies, it must be agile and forward-looking if it is to grow and prosper in the current economic environment. We look forward very much to welcoming new trustees who will help us to meet these challenges to our Board.

**Thank you for your interest
in becoming an Icon trustee.**

Icon

THE INSTITUTE OF CONSERVATION