



Recruitment Pack

Trustee

The Gefrin Trust

February 2025



Fowberry Mains Barns, Nr Wooler, Northumberland, NE71 6EN, United Kingdom
<https://gefrintrust.org/>
Chair: K Wilson. Secretary: R Miket
Registered Charity 1160711. Registered Company 5306702

Welcome

Thank you for your interest in the role of trustee at the Gefrin Trust.

The Gefrin Trust was formed in 2002 to ensure the preservation of the internationally renowned site of Ad Gefrin in Northumberland.

The work of the Trust over the last two decades has focused on securing free, public access to this important site through sympathetic, management, conservation and investigation. We have published an archaeological research framework to help direct research on the protected site and in the surrounding, wider landscape. Now our programme of research-led investigation is underway (including archaeological excavation) we are turning our attention to developing other aspects of the Trust's work with the local community, exploring the potential for volunteering and learning opportunities and developing a visitor destination with local partners.

The Trust has ownership of an important paper and photographic archive relating to the site of Ad Gefrin, supplementing the internationally important archive held by Historic Environment Scotland. The Trust also has ownership of the artefacts and organic samples relating primarily to prehistoric and early medieval settlement that were recovered during archaeological investigations by Brian Hope-Taylor between 1953-1962 and Dr Anthony Harding in 1976. The new phase of archaeological investigation at the site begun in 2021 is currently adding additional material to this archive.

We are now embarking on a new adventure to develop local partnerships and deliver new initiatives. We will continue with our core functions of site management and protection while working towards a business model that transforms our profile, engages new audiences and enables us to raise the necessary funds to deliver our priorities. We already have a close working relationship with the Ad Gefrin Anglo-Saxon Museum and Whisky Distillery and proposals for several new initiatives are under development.

Importantly we aim to develop and deliver projects that will attract visitors to the area, create volunteering opportunities and curriculum-linked learning programmes to schoolchildren in the locality (supporting the Northumberland National Park Authority and schools at primary and secondary level). We also want to work with tourism and creative partners to develop a vibrant annual events programme, through research, loans and skills-sharing to engage the wider community.

Vision, mission and aims

Our Vision:

Ad Gefrin is rooted in history, a place where myth, archaeology and tranquillity come together. We aim to inspire everyone with the extraordinary story of Ad Gefrin (Yeavinger), by giving people the power to experience something of the magic of this place and its people.

Our Mission:

To explore and communicate the contribution Ad Gefrin (Yeavinger) has made to our understanding of the heritage and history of Northumberland and the British Isles. We are building on the archaeological and historical investigations of the past, by supporting and promoting an increase in knowledge and understanding of the site and environs.

Our Aims:

Protect and manage the site of Ad Gefrin: *You cannot protect and manage what you do not understand.*

Understanding the significance, needs and vulnerabilities of a fragile heritage asset is fundamental to its care and protection, and we know that significant remains survive buried below ground at Ad Gefrin.

For millennia we have shaped our rural landscapes and the remnants of our shared past are all around us. We live and work in this landscape, actively managing and safeguarding it for future generations.

Provide access to secure our future: *Encouraging public access reaffirms a sense of shared ownership.*

The Gefrin Trust is the temporary custodian of a public space for all to visit and reflect both on their past and of their place in the present. It's not just the natural beauty of this countryside that makes it so special but also its heritage.

Heritage makes a significant contribution to our daily lives and reflects the diversity of both past and present communities. It contributes to a sense of identity; the value it has for our national and local economy, and it promotes wellbeing, and strengthens, connects and empowers our communities.

Create opportunities for research and its dissemination: *Discovery and revelation are at the heart of what we do, but meaningless until shared.*

Only high-quality imaginatively applied research can unlock the site's unique story, but the real joy comes from sharing that story with others. Our research should unlock the wider landscape context and be wide-ranging to highlight new discoveries and provide greater understanding of this wonderful place.

The results of all research carried out at Ad Gefrin should be disseminated and made accessible to a wide audience, knowing that people learn in many different ways.

Governance and funding

The Gefrin Trust is an independent charitable company limited by guarantee and a registered charity (Registered Company (Reg. No. 5306702) Registered Charity number 1160711).

The Gefrin Trust holds a 999 year lease to the site, with a guaranteed option of freehold ownership. The field has an ongoing Farm Business Tenancy agreement for grazing and a Higher-Level Countryside Stewardship Scheme in operation. The latter was due to expire in 2024 but is currently being extended by two years.

Our core funding for the day-to-day management of the site comes from the Farm Tenancy and the Stewardship Scheme. All research and investigation projects have their own budget specifically for that work. The Trust will contribute financially to these project when appropriate.

The opportunity

The Gefrin Trust is currently looking to recruit a new trustee.

Candidates with a background in/experience of the following are particularly welcome:

- Digital media and website development
- Communication, visitor and volunteer engagement

In addition to the above, we are particularly interested in candidates who would bring any of the following to the Board of Trustees:

- Experience within the charity or not-for-profit sector
- Fundraising and community engagement

Our Board works collaboratively and openly to ensure we are building on the best advice and good practice available. We wish to become a more equal, diverse and inclusive organisation and welcome applications from people who have been historically excluded or under recognised on Boards.

Role description

Your role as a trustee will be to:

- Ensure that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy.
- Ensure that the organisation complies with its governing document (memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.
- Ensure that the organisation applies its resources exclusively in pursuance of its charitable objects (ie the charity must not spend money on activities that are not included in its own objectives, however worthwhile or charitable those activities are) for the benefit of the public.

- Ensure that the organisation defines its goals and evaluates performance against agreed targets.
- Safeguard the good name and values of the organisation.
- Ensuring we become a more equal, diverse and inclusive organisation.
- Ensure the effective and efficient administration of the organisation. including having appropriate policies and procedures in place.
- Ensure the financial stability of the organisation.
- Protect and manage the property of the charity and ensure the proper investment of the charity's funds.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions or chairing subcommittees, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

Trustees should also be aware of their wider responsibility as members of the Board, namely:

- Comply at all times with the [Code of Conduct for Board Members of Public Bodies](#), the [Nolan Principles](#), and with the rules relating to the use of public funds and conflicts of interest.
- Not misuse information gained in the course of their public service for personal gain or for political profit, nor seek to use the opportunity of public service to promote their private interests or those of connected persons or organisations.
- Comply with the Board's rules on the acceptance of gifts and hospitality, and of business appointments.
- Commit to act in good faith and in the best interests of the Gefrin Trust, without regard to personal interest or benefit.

Person specification

Candidates will ideally bring all or most of the following qualities:

- An understanding of, commitment to and enthusiasm for the work of the Gefrin Trust along with a commitment to its strategic aims and objectives.
- Objectivity, fairness, independence of mind, integrity, discretion and good judgement.
- An ability to work on a board, a team player – readiness to take and then be accountable for decisions.
- An appreciation of the wider public and historic environment in which the Trust operates.
- An awareness of the needs of a diverse audience in a changing world, socially, politically and economically.
- Good communication skills and the ability to work constructively with the other trustees and wider stakeholders.
- An understanding of the need to build self-generated income and a willingness and ability to support fundraising initiatives.
- A willingness to roll-up their sleeves, get actively involved.
- The necessary time to be an effective trustee.
- No significant conflicts of interest.

- An acceptance of the principles of equality and diversity.

Terms of appointment

Trustees will be required to attend three Board meetings per year and other subcommittee meetings as agreed. Additional time will be required to study papers and attend events and other engagements where you will be representing the organisation. The minimum time commitment is c. 6-8 days per annum for the majority of trustees but may be greater for those involved in subcommittees or other projects.

Board meetings are held near Wooler (Northumberland), on site at Ad Gefrin (Yeavinger) or at Durham University. The posts are unpaid, but all reasonable expenses will be considered for reimbursement. Trustees will be appointed for a term of three years, which may be renewed for two additional terms.

How to apply

The deadline for applications is the 17th March 2025 and interviews will be arranged to take place the week commencing 24th March 2024 (online meeting using the [Zoom](#) platform).

In the first instance please submit a CV and a short supporting statement of no more than two side of A4 to kate.wilson@gefrintrust.org
Any personal information that we collect as part of this application will not be shared with third parties.

Thank you for your interest in the Gefrin Trust.