



Crystal Palace Park Trust - Trustee Recruitment Pack September 2026

Role Title: Crystal Palace Park Trust Trustee

Organisation Type: Urban Park and Grade II* listed Heritage site

Reports to: Co-Chairs of Crystal Palace Park Board of Trustees: Martin Tempia and Philip Kolvin KC

Term: Typically, 3–4 years (renewable)

Location: Voluntary role; Board meetings held on site / committee meetings online

1. Welcome

Thank you for your interest in becoming a Trustee of Crystal Palace Park Trust.

At over 200 acres Crystal Palace Park is far larger than most urban parks and is registered as Grade II* on the Historic England Register of Historic Parks and Gardens. Beloved as a 'back garden' to many people in the surrounding neighbourhoods, it is also a site of national and international historical significance due to its design by Sir Joseph Paxton as the grounds to the Victorian architectural masterpiece, The Crystal Palace, following its move from Hyde Park in 1854 and was known by many as the country's first theme park.

As a result - as well as being home to a wide variety of plants, trees and animals - the park is rich in unique heritage including the 172- year-old world-famous dinosaurs, sphinxes, and Italian Terraces, a glorious Victorian Subway, as well as a younger, but no less unique, architect-designed outdoor concert venue. Today, around one million people visit the park every year, to relax and meet friends and family, take part in sports and physical exercise, enjoy world-class acts during summer festivals, or simply have a moment of peace and enjoyment of nature.

In September 2023, after 25 years of community campaigning, Crystal Palace Park Trust took over custodianship of this internationally significant South London Park via a 125-year lease from the London Borough of Bromley (LBB).

As a charity dedicated to Crystal Palace Park and its London communities, every penny we raise is invested straight back into the care and enhancement of the park and its heritage, alongside the delivery of sporting, cultural, education and engagement programmes for the local community. Overall, we have ambitions to restore the park to a world-class visitor destination, as it once was in its heyday, and will soon embark on a visioning programme under the banner 'Project 54' designed to imagine the park at its bicentenary in 2054.

Our growing professional team based within the park offer expertise across a range of operations including estates, capital projects and horticulture; event operations, venue hire/filming, commercial and visitor experience; finance and corporate services;

fundraising and communications; and content, education and community engagement. We also are supported by a dedicated network of volunteers and have robust contracts in place with specialist suppliers who help us maintain the park, conducting heritage and arboriculture risk assessments and monitoring historic assets, keeping our venues welcoming and accessible and our visitors safe and happy. See our [Corporate Strategy 25-27](#) and our [Impact Report 2025](#).

The Trust is governed by an effective and knowledgeable Board of Trustees, a trading subsidiary and specialist sub-committees. Trustees play a vital role in ensuring our charity remains true to its purpose, financially sustainable, well governed, and able to make the greatest possible impact for the communities we serve.

We are now seeking enthusiastic, committed individuals to join our charity's Trustee Board who share our values and are willing to contribute their skills, knowledge, and experience to help guide the future direction of our organisation.

Whether you are an experienced trustee or considering your first board role, we welcome applications from people with diverse backgrounds and perspectives. We look forward to hearing from you.

2. Background

2.1 Our Vision and Mission

Our Vision: To make Crystal Palace Park an outstanding modern park for London, while retelling the history of the park for the nation.'

Our Mission: To protect, manage and improve Crystal Palace Park as a green, historic, ecological, recreational, sporting, cultural, and educational resource in the interests of the community and other park users.

2.2 Our Charitable Objectives and Strategic Principles

Charitable Objectives

- To preserve, protect, manage, and improve the physical and natural environment of Crystal Palace Park.
- To promote recreation in the park, including arts, culture, and heritage.
- To promote sporting activities.
- To advance the education of the public, including the history and heritage of the park.

Strategic Principles

- **Welcoming for all:** Provide infrastructure, activities and events in the park that are safe, accessible, and inclusive, and are available to all its users regardless of age, gender, ethnicity, belief or physical ability.
- **Conservation:** Protect, conserve, enhance and adapt the historic and natural environment of the park. Restore, renew and enhance the historic structures, monuments and landscapes, in keeping with Sir Joseph Paxton's original vision.

- **Environment:** Promote biodiversity and nature conservation, develop a climate-change resilient environment, reduce and mitigate its carbon footprint, and enhance its open and green spaces.
 - **Educate:** Make the park a place for learning. Support the regeneration and restoration of the park as a resource for discovery, interpretation and educational opportunities, including local museums and other institutions. Support skills and economic development.
 - **Create a place for recreation and enjoyment:** Coordinate the development and management of events and activities within the park, its cultural, sporting, play and leisure facilities, and spaces for informal uses of the park.
 - **Organisational resilience and economic impact:** Effectively managing our resources including being a good employer, partner and client whilst providing sustainable financial stewardship so that we can continue to care for, develop and share our Park for the widest public benefit.
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3. Purpose of the Role

Trustees are jointly responsible for the effective governance and strategic direction of Crystal Palace Park Trust in line with its charitable objectives. The board ensures the organisation protects and enhances its natural environment, historic assets, and cultural significance while delivering public benefit, education, and enjoyment for present and future generations.

4. Key Responsibilities

The Board of Trustees collectively:

Strategic Leadership

- Set and monitor the organisation's strategy
- Review organisational performance
- Ensure services remain aligned with charitable objectives

Governance and compliance

- Act in the charity's best interests and uphold the charity's governing document
- Ensure compliance with charity law and regulations
- Maintain high standards of governance
- Manage conflicts of interest appropriately
- Maintain oversight of safeguarding provisions for children, vulnerable adults, staff, volunteers, and visitors.

Financial Oversight

- Safeguard charitable assets

- Manage resources responsibly
- Approve budgets and financial plans
- Monitor financial performance and risk

Risk Management

- Identify and oversee strategic risks
- Ensure appropriate controls and policies are in place

Organisational Culture

- Promote the charity's values
- Champion diversity, equity and inclusion
- Support a culture of accountability and learning

Board Contribution and Effectiveness

- Attend and actively participate in trustee meetings and relevant sub-committees (e.g. finance, capital projects, trading board).
- Prepare thoroughly for meetings and contribute informed, constructive challenge.
- Support strong governance culture, trustee development and training, and succession planning.

Advocacy, Representation and Engagement

- Act as an ambassador for the park and its vision and mission.
- Champion environmental and heritage education, arts, cultural and sporting programming, community engagement and income generating initiatives.
- Use networks, skills, or experience to support partnerships with local communities, funders, regulators, and sector bodies.

5. Person Specification

For this trustee recruitment round we are looking to appoint two Trustees, one of whom will also become a Director of our Trading Board Crystal Palace Park Enterprises Ltd.

Essential Criteria

We are seeking individuals who can demonstrate:

- Commitment to the charity's mission and values
- Strategic thinking and sound judgement
- Integrity and professionalism
- Ability to work collaboratively

- Willingness to devote sufficient time to the role
- Understanding of confidentiality and collective responsibility
- A commitment to Nolan's seven principles of public life.

Alongside the above, we are keen to welcome interest from candidates with **a strong connection to the local area or communities served**, and are particularly interested in candidates offering experience and expertise in the following:

a. Senior leadership in a cultural venue, park, or visitor attraction ideally with a background in one or more of the following:

- Heritage, conservation, and historic estate management;
- Curatorial and/or creative and artistic programming;
- Fundraising, grant-making, and philanthropy.

b. Commercial management and income generation in one or more of the following sectors:

- cultural or sporting venue, park, or visitor attraction;
- festival and events;
- hospitality;
- marketing and tourism.

Time Commitment

- Approximately four trustee meetings per year (typically 2–3 hours each) and four director meetings per year (typically 90 minutes online) for CPPEL as relevant. You may also be encouraged to join one of the Trust's sub-committees depending on experience.
- Additional time for preparation, site visits, sub-committee work, and occasional events or openings.

Remuneration

- The trustee role is unpaid. Reasonable out-of-pocket expenses may be reimbursed in accordance with the charity's expenses policy.

Equality, Diversity and Inclusion

The Trust is committed to equality, diversity and inclusion and to ensuring that the stewardship of Crystal Palace Park reflects the communities it serves. Applications are welcomed from people of all backgrounds, and particularly from those currently underrepresented in arts, environmental and heritage governance including individuals from the global majority, economically or educationally disadvantaged backgrounds, younger trustees and those with disabilities.

Appointments are made on merit following a fair and transparent recruitment process.

6. How to apply

Stage 1: Application

Submit the following documents as separate .pdf files:

- CV
- A cover letter (of not more than 2 pages) explaining why you want the role and how you meet the person specification
- Equal opportunities form.

Submit the three documents above to jobs@crystalpalaceparktrust.org quoting 'Role: Crystal Palace Park Trustee' in the subject line.

Deadline Monday 19th October @ 10am

Stage 2: Informal Conversation

Shortlisted candidates may be invited to an informal discussion with one of the Chairs or a Trustee.

Stage 3: Interview

Panel interview with representatives of the Board.

Stage 4: Appointment

Successful candidates will be subject to:

- Reference checks
- Basic DBS check
- Formal board approval

Key Dates

Activity	Date
Recruitment opens	22 nd September 2026
Closing date	19 th October 2026 @ 10am
Interviews	w/c 9 November 2026
Board approval	8 th December 2026
Trustee induction	Dec 2026/January 2027
