



**AUT  GRAPH**

## **Trustee Recruitment Pack**

Closing date: 16 March 2026

# Hello!

Thank you for your interest in joining the Trustee team at Autograph.

In this pack you'll find information about who we are, what Autograph does and the roles and responsibilities of Trustees. We are looking for new people to join our governance team with a range of different areas of expertise to inform the charity's development.

We need our governance team to help us plan strategically and to operate successfully in a dynamic and complex environment, sharing specialist knowledge with us, so that we can amplify the local and global reach of our artists' projects and engage as many people as possible with our mission.

## Do you have any of the following?

- Higher Education leadership experience in visual arts in the UK and internationally delivering multi-partner research projects.
- Legal experience in the field of civil law/human rights.
- Strategic experience in fundraising, cultivating and securing donors and patrons for arts projects.
- Financial expertise and knowledge of charitable regulation either in the arts sector or the wider charity sector.
- Knowledge and experience of property development.

And a very strong commitment to social justice and inclusion? If so, we would love to hear from you!

## In this application pack:

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If you have any questions about the application process or need this pack in a form more accessible to you, we are here to help. Please get in touch at [info@autograph-abp.co.uk](mailto:info@autograph-abp.co.uk)



## *The Role at a Glance*



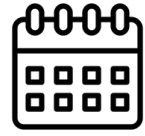
### **VOLUNTARY**

This is an unpaid, voluntary role



### **LOCATION**

Autograph's gallery is in the heart of Shoreditch, East London



### **TERM LENGTH**

Term of 4 years, with possibility of renewal



### **BOARD MEETINGS**

Four meetings each year: two online and two at Autograph



### **DEVELOPMENT**

You'll also take part in an annual development day



### **SUBCOMMITTEE**

Your expertise will shine on one of the subcommittees guiding the charity's work









## About Autograph

Since 1988, Autograph has been shaping a more inclusive future in the visual arts and beyond. We champion artists who explore race, representation, human rights and social justice through photography. Autograph's work ensures these stories are seen and celebrated, deepening understanding of ourselves and others.

We have built an internationally recognised track record for commissioning and representing global majority\* artists through securing major gallery and museum partners, directing biennales and major festivals of photography, publishing and lending artworks from our collection.

“More than just an art gallery, it's a research centre  
and advocacy charity ... heavy hitting, essential stuff”  
- *Time Out*

We are the longest established diverse visual arts organisation in England with consistent black leadership. We play a key strategic role in making diverse photographic content available through many different routes – from lending to major museums like Tate to making exhibitions in a box kits and learning resources for free use to local libraries and schools. We hold an extensive network of peers, partners and advocates in the UK and abroad.

Our iconic building is the first permanent public space dedicated to diversity in the visual arts. It houses galleries, an education studio, offices and our unique photography collection. Our exhibitions, commissions, digital projects, community partnerships and events feed a circuit of energy and exchange between our hyperlocal neighbourhood in Hackney and major world cities. We produce projects and show at many different scales: from city-wide billboard projects on public transit systems as part of global photography festivals to non-specialist settings like Great Ormond Street Hospital.

We have built robust financial foundations and have enjoyed recurrent support from public and philanthropic funders as well as generating earned income from a range of activities. The parent charity Autograph ABP has two trading subsidiaries: one for our building, the other for print and publication sales. Our annual turnover is circa £1.6m and a current staff of 14 FTE.

*\*Global majority in this context refers to people who identify as Black, Asian, mixed and/or have been racialised as 'ethnic minorities'; these groups represent over 80% of the world's population.*

## Select Recent Projects

### I Still Dream of Lost Vocabularies

Autograph's critically-acclaimed exhibition examining political dissent and erasure through the idea of collage.

[Find out more](#)



### Family SEND Programme

Award-winning, free workshops bringing the benefits of creative play and expression to London families with disabled children.

[Find out more](#)

### Common Ground

An annual partnership with University of the Arts London to support a new generation of makers in pursuing a creative career.

[Find out more](#)



### Triennial of Photography Hamburg

Autograph's Director, Professor Mark Sealy OBE, is the Artistic Director of this major international festival in 2026.

[Read more](#)



## Select Recent Projects

### Visible Practice Residency

A 3-year project supporting global majority artist teachers within and beyond the classroom environment.

[Find out more](#)



### Acts of Solidarity

Bringing together grassroots communities and artists with experiences of displacement to challenge inequality through arts and culture.

[Find out more](#)



### Black Chronicles

A groundbreaking book that radically shifts our understanding of the presence and identities of the Black subject in Victorian Britain.

[Find out more](#)



### Open Calls

Inviting the public to submit their art, writing and event ideas. We share the results online, on billboards, in national press and through our events programme.

[See an example](#)



## *Some Recent Impact From Our Work*



### **CHANGING HOW PEOPLE THINK ABOUT IMAGES**

86% of recent visitors thought differently about the way they make or look at images in everyday life, after visiting Autograph



### **HELPING LONDON PUPILS EXPRESS THEIR IDENTITY**

All of the teachers whose pupils took part in our current schools workshops said it helped students explore and express their identity



### **ADDRESSING GAPS IN VISUAL REPRESENTATION**

84% of museums and galleries we've loaned artwork to since 2024 reported that it helped their venue to address gaps in representation



### **CHALLENGING THE CANON**

Our Eileen Perrier retrospective had an estimated 1.2m press coverage views, affirming the artist in the discourse of contemporary photography



### **PRESERVING DIVERSE PHOTOGRAPHIC HISTORY**

This summer, 10 photographs from a nearly-lost archive of Lagos studio photography entered Autograph's permanent collection



### **RELIEVING ANXIETY TRIGGERS FOR FAMILIES**

95% of parents who attended Autograph's Family SEND Workshops last year said the support we offered helped relieve anxiety triggers



## *What Lies Ahead for Autograph?*

After ten years of dynamic growth and expansion of our staff team, we are now looking forward to the next phase of our development. Strategic opportunities we identify which will inform our next business planning cycle which will involve Trustees include:

- Consolidating how we share and make use of all our resources and expertise in diverse photographic practice and histories particularly in formal education contexts to support new generations of artists and scholars.
- Expanding public access to and engagement with the many and rapidly evolving applications of photography in the world including the production and 'reading' of images using new technologies, to empower people.
- Exploring how we can diversify income streams further and build new sources of support to maintain our operations and expand our activity further.
- Connecting with rights-focused organisations beyond the arts who hold similar values and goals.
- Operating in ways which recognise and respond to the deep seated injustice of climate change and colonial legacies, and are inclusive - particularly for the most marginalised of our beneficiaries.
- Protecting and developing our internationally unique photography collection through research, acquisition and digital access.

## *Find out more about us*

Below are some helpful links to learn more about Autograph's work:

[Visit Autograph's website](#)

[Our mission and values](#)

[History of Autograph](#)

[Our collection of photography](#)

[Current staff, trustees + ambassadors](#)

[Trustees Annual Report to the Charity Commission](#)





Lagos, 1979



Mr Vese's cosmetics shop, Oyedele Street,  
Anthony Village, Lagos, 1976



Anthony Village, Lagos, 1975



Opodun Street, Shogunle, Lagos, 1975





## ***What is a Charity Trustee?***

Charity trustees are the people who share ultimate responsibility for governing a charity and directing how it is managed and run. Trustees have independent control over, and legal responsibility for, a charity's management and administration.

You don't have to have prior experience of being as a Trustee to apply, however all applicants should understand what's required of a charity trustee and your duties and responsibilities in the role.

**We recommend reviewing The Charity Commission's guidance prior to making an application:**

- [Charity Trustee: What's Involved](#)
- [The essential trustee: what you need to know, what you need to do](#)

By law, not everyone is eligible to be as a Trustee. Trustees must be aged 18+, and not disqualified to serve as a Trustee.

Prospective Trustees will be vetted to ensure that they are legally eligible to be a Trustee. We may also do further vetting to learn more about a prospective Trustee and ensure they are a good fit for the charity.



## *About the Trustee Role at Autograph*

Autograph's Trustees collectively provide oversight for the strategic direction, operational and financial effectiveness in support of Autograph's leadership team and are responsible for overall governance.

All Trustees engage with subcommittees, known as reference groups. These include access and inclusion, quality assurance, fundraising, collection development and environmental performance as well as our two trading subsidiaries.

### **We ask all Trustees to:**

- Attend four board meetings per year (two in person and two online) plus one development day annually. These meetings will include reading and reviewing papers and plans in advance.
- Ensure that key risks are identified monitored and controlled properly.
- Promote, represent and advocate Autograph effectively to external stakeholders.
- Contribute to policy setting, strategic direction and review of performance in delivering charitable objectives.
- Approve and oversee financial plans and budgets and monitor progress.
- Join one reference group or subcommittee to offer expertise which matches a particular area of the charity's activity.
- Support the Chair and the Leadership team.

## *Terms of Appointment*

The role is unpaid. However attendance expenses and cost of access support if relevant, are always met.

Appointment are made for an initial 4 year term with the possibility to renew for a further term in the first instance.

Board meetings are held in February, June, September and November. Two meetings take place at Autograph's home in London each year. Development days are also held in person at our gallery. Subcommittee meetings are mainly held online, with occasional in person attendance required.





## ***Our Offer to You***

As a Trustee of Autograph you hold a key role in helping us to realise social change through supporting us to deliver our mission and guiding our strategic development and growth through your oversight role.

You will have the opportunity to meet artists, participants and partners, join events, attend exhibition launches, get to know our collection of photography, and engage with selected projects if you want to. You'll also meet and work with members of our extraordinary staff team who deliver the charity's activity.

**"It's been a privilege to work alongside such a talented and passionate group of people who care so deeply about the arts and our community."**

**- Carol Tulloch, Former Trustee**

## *Person Specification*

### **We are seeking Trustees with:**

- Higher Education leadership experience in visual arts in the UK and internationally delivering multi-partner research projects.
- Legal experience in the field of civil law/human rights.
- Strategic experience in fundraising, cultivating and securing donors and patrons for arts projects.
- Financial expertise and knowledge of charitable regulation either in the arts sector or the wider charity sector.
- Knowledge and experience of property development.

### **We are looking for people who can demonstrate they:**

- Have a passion for and commitment to Autograph's mission, key purpose and values.
- Are personally interested in photography and the visual arts.
- Exhibit strong interpersonal and relationship building abilities, enjoy and are comfortable with playing an advocacy and promotional role.
- Have enough time to conduct the role effectively and a clear understanding of the duties and responsibilities of a charity Trustee.
- Want to make a difference to our beneficiaries.
- Have direct experience in one or more of the areas of expertise we are looking for.

### **Autograph aims for a diverse and inclusive Trustee team, reflecting our work as a charity and the beneficiaries we serve.**

We strive to be an inclusive space where we can all be ourselves. We strongly encourage applications from people who are underrepresented in governance roles in the arts and cultural sector, global majority candidates\*, women, and those who have lived experience of the key issues Autograph addresses in our programmes: race, identity, representation, human rights and social justice.

You don't have to have prior experience of charity governance, or working as part of a board, to apply.

Successful applicants will be required to undergo a DBS check.

*\*Global majority in this context refers to people who identify as Black, Asian, mixed and/or have been racialised as 'ethnic minorities'; these groups represent over 80% of the world's population.*



## How to Apply

### Before Applying

If you would like to speak with a member of the executive team about the role, Autograph's work, or any other questions before making an application, please email [info@autograph-abp.co.uk](mailto:info@autograph-abp.co.uk) to arrange a time for telephone or zoom conversation.

### How to Apply

Email a CV and a short cover letter, or a two minute video or audio clip, telling us why you would like to join our board and what you could bring bearing in mind the person specification.

Email your application to [info@autograph-abp.co.uk](mailto:info@autograph-abp.co.uk) by **5pm (GMT) on Monday 16 March 2026**. The subject line for the email should be Trustee Application.

We regret that applications received after the deadline will not be considered.

### Meet and Greet

Shortlisted prospective Trustees will be invited to an informal meeting with the executive team. This can take place at Autograph's gallery or online, and a mutually convenient date will be arranged directly with each prospective Trustee.





## ***Equal Opportunities Policy Statement***

Autograph is committed to a policy of equality of opportunity in its employment and artistic practices.

In particular, the organisation aims to ensure that no staff or Trustees receive more or less favourable treatment on the grounds of race, colour, ethnic or national origins, marital status, sex, sexual orientation, disability, religious beliefs or age.

Selection criteria and procedures are regularly reviewed to ensure that individuals are selected on the basis of their relevant merits and abilities.

It is the duty of all employees to accept their personal responsibility for the practical application of the policy but at the same time the organisation acknowledges that specific responsibilities fall upon management, supervisory staff and individuals professionally involved in recruitment and administration.

To ensure this Policy is consistently applied, responsibilities have been assigned to the director who will monitor the operation of the Policy.

The organisation will not tolerate unfair discrimination against any members of its staff or Trustees by any of its employees or other persons appointed to the service of the organisation.

The organisation is committed to making this Policy properly effective.



## Data Protection

Information provided by you as part of your application will be used in the Trustee recruitment and vetting process. Any data about you will be held securely and in accordance with General Data Protection Regulations with access restricted to those involved in dealing with your application and in the Trustee recruitment process.

### **If you are invited to become a Trustee:**

You will be required to share personal data in order to complete the vetting process to ensure you are legally eligible to serve as a trustee. You would also be asked to share personal data in order to fulfill the functions of your role. This would include providing information to the Charity Commission and Companies House as a legal requirement. Some data, such as your name, would be publicly visible on these registers.

We also are periodically required to provide Trustee's details to our bank and building society to comply with anti-money laundering regulations, and we would request consent for your information to be shared on appointment for data processing purposes. As a publicly funded organisation, we are required to collect workforce demographic data about staff and Trustees on an annual basis. This data is confidential and held securely.

For further details on how Autograph uses personal data, please see our Privacy Policy at: [autograph.org.uk/privacy-notice](https://autograph.org.uk/privacy-notice)

### Images in this job pack

1) *I Still Dream of Lost Vocabularies* exhibition at Autograph, London. 10 October 2025 – 21 March 2026. Curated by Bindi Vora. Photograph by Kate Elliott. 2) *Lola Flash: [sur]passing* exhibition at Autograph, London. 26 April - 17 August 2019. Curated by Renée Mussai and Bindi Vora. Photograph by Zoë Maxwell. 3) *Eric Gyamfi: Fixing Shadows – Julius and I* exhibition at Autograph, London. 28 April – 2 September 2023. Curated by Bindi Vora. Photograph by Kate Elliott. 4) *I Still Dream of Lost Vocabularies* exhibition at Autograph, London. 10 October 2025 – 21 March 2026. Curated by Bindi Vora. Photograph by Kate Elliott. 5) From Family SEND Workshop at Autograph, London. 6) Studio portrait workshop at LCC from Common Ground project. 7) Rotimi Fani-Kayode, *Adebiyi* [detail], 1989. Courtesy Autograph, London. 8) *Dianne Minnicucci: Belonging and Beyond* exhibition at Autograph, London. 17 April - 13 September 2025. Curated by Jolie Hockings. Photograph by Jannell Adufo. 9) Courtesy Autograph, London. 10) *John Xiniwe and Albert Jonas*, London Stereoscopic Company studios, 1891. Courtesy of © Hulton Archive/Getty Images. 11) Francesca Hummler, *Der Stammbaum* [detail] from the series *Unsere Puppenstube*, 2021. © and courtesy the artist. 12) *Abi Morocco Photos: Spirit of Lagos* exhibition at Autograph, London. 31 October 2024 - 22 March 2025. Curated by Lagos Studio Archives and Bindi Vora. Photograph by Jannell Adufo. 13) *Eileen Perrier: A Thousand Small Stories* exhibition at Autograph, London. 17 April - 13 September 2025. Curated by Bindi Vora. Photograph by Jannell Adufo. 14) *Armet Francis: Beyond The Black Triangle* exhibition at Autograph, London. 22 September 2023 - 20 January 2024. Curated by Mark Sealy. Photograph by Kate Elliott. 15) *Omar Victor Diop: Liberty / Diaspora* exhibition at Autograph, London. 20 July – 3 November 2018. Curated by Renée Mussai and Mark Sealy. Photograph by Zoë Maxwell.