

A low-angle photograph of the front of St Martin-in-the-Fields church in London. The image shows the grand portico with its six Corinthian columns and the pediment above. The pediment features a relief sculpture of the Virgin Mary and Child Jesus. Above the pediment is a large clock tower with a blue clock face, and at the very top is a tall, slender spire with a golden cross. A rainbow flag flies from a pole on the left side of the church. The sky is a clear, bright blue.

**St
Martin
in
the
Fields**

**Non-Executive Director Recruitment
(Property and Estates Expertise)**

St Martin-in-the-Fields Ltd

Welcome from our Chair, Mark Bromley



Thank you for your interest in joining the Board for St Martin-in-the-Fields Ltd. I've been Chair of the Board for three years and lead a wonderful diverse group of talented Non-Executive Directors, all of whom share the ethos and values of St Martin's and a commitment to help the CEO and his senior team rebuild a vibrant and agile business following the challenges of the pandemic.

We are actively seeking a new Board member with skills in property development, capital projects and estates management to fill this gap within our Board skillset. You will be joining as we prepare to work with the St Martin's Trust in the launch of a £40m capital fundraising campaign to undertake significant work in enhancing and improving our site. We have exciting and bold ideas to help ensure that we remain accessible and inspiring for visitors old and new and we preserve and maintain our 300 year old building for generations to come.

Your help and expertise will be invaluable to us and I hope you will be inspired to apply for this role. I very much look forward to receiving your application.

Mark Bromley,
Chair





Context

St Martin-in-the-Fields, sitting at the very centre of London, overlooking Trafalgar Square, has a global reputation. More than a place of worship, it is also a place of nourishment and music and a place to meet; above all St Martin's is a creative place, a place where social ideas form and grow.

There are references to a church on the site in 1222; George I built the current St Martin's in 1726. Its design became the template for a thousand churches across the US. St Martin's has generated many social initiatives over the years, including Shelter, Amnesty, Liberty and The Big Issue. The wider organisation includes The Connection at St Martin's, tackling the causes of rough sleeping, and St Martin-in-the-Fields Charity, whose BBC Radio 4 Christmas Appeal generates c.£5m per year.

Before covid, St Martin's greeted around a million visitors a year, through worship, concerts, hospitality, retail, and events. The pandemic forced the commercial arm of the organisation, St Martin-in-the-Fields Ltd (SMITFL), to scale down substantially but the past two years have seen SMITFL rise to the challenge of reimagining and rebuilding.

Our vision is to go far beyond simply generating the necessary levels of profit. It is visibly to embody the things the whole community aspires to – rehabilitation, empowerment, ecological alignment, education, health and social justice – while broadening our customer base. We want St Martin's to be not just an iconic venue, but an iconic institution, drawing customers to enjoy its products and ambience, but also attracting admirers seeking to replicate its commercial activities across the world: a beacon of 'fully alive' business that makes it a destination in its own right. What happens in our crypt should be as dynamic and inspiring as what happens in the church.

Building on existing experience and a global reputation for music and hospitality, we also want St. Martin's to excel as world class concert venue and a café, events (contemporary music, arts, social and meeting space) and retail experience that is the pride and focus of the whole community, and once again attracts visitors from far and wide.

Alongside this, we will be renewing our focus on the longer-term capital development needs of the site by reviewing an ambitious 'Building Futures' project which was started before the pandemic and which sought to identify and scope a range of building development projects to help ensure St Martin's remains fit for the future and best maintains the large estate it occupies, which is all Grade 1 listed.

The support we need

We are looking to attract a Non-Executive Director to our Board with experience in property and estates management and major capital project work, ideally in heritage or listed buildings. We seek someone who is committed to the ethos and values of St Martin's and who is willing to help us in the following principal ways:

- Help us to review our main Building capital development plan (c£40m target project) and act as a critical friend to the process as we review and shape this significant project (this is the main support required)
- Provide strategic guidance to our Estates Manager to assess/prioritise the current priorities for site management, repair and maintenance and capital investment
- Help us objectively review how the ongoing repairs and maintenance work is being delivered
- Help us to consider how we might build the resilience of our estates function and consider how a more unified/site wide property function covering all the St Martin's entities could deliver more efficient and effective property management
- Provide guidance as we develop a major capital refurbishment brief to redevelop the Crypt/Foyer and Shop areas and then act as a critical friend as the project proceeds (funding dependent)





Experience sought

- Experience in overseeing major capital development projects, ideally in a listed or heritage property – especially church buildings.
- Project management of complex buildings refurbishment projects.
- Building surveying experience
- An awareness of working within the particular governance requirements set out in the management of Diocesan properties would be helpful but not essential.
- Previous Board experience would be helpful but not essential as any training needs will be provided along with a comprehensive induction.

Time commitment

The SMITFL Board meets six times each year with one session being an extended strategy discussion. Meetings are usually 90 minutes long and are held at St Martin-in-the-Fields in London. You may occasionally join meetings remotely and we are happy to accommodate this, although would ask that in person attendance is possible for at least three meetings each year.

We would expect you to be available to attend occasional meetings with relevant senior staff within the leadership team to help provide guidance and support where necessary. There would also be the opportunity for you also to join the strategic group leading the property development plans for St Martin's and to provide sector knowledge and guidance to that group.

Remuneration

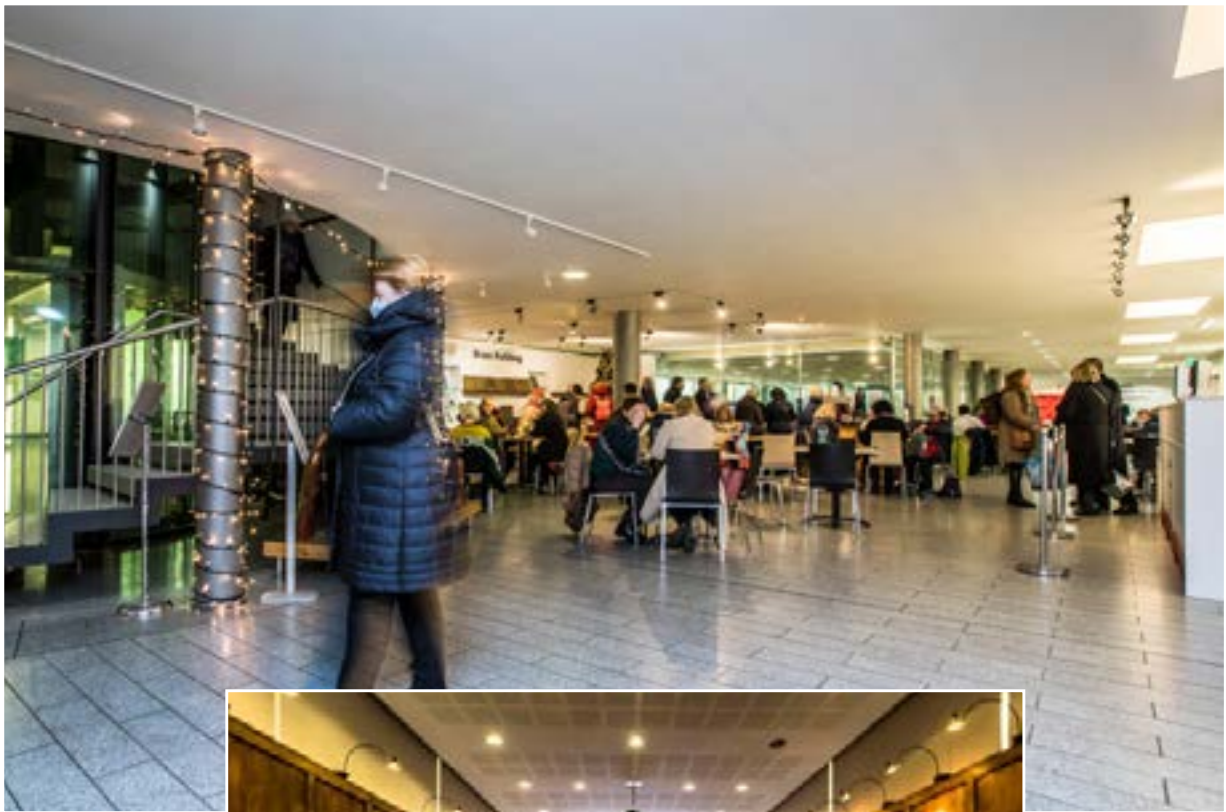
This position is not remunerated however reasonable travel expenses will be reimbursed.

Accessibility

We understand that different members of the community have different access needs, and we will make modifications to the way we do business in order to accommodate people with particular access needs. Our buildings are fully accessible, and we offer a range of methods to assist if required.

We can offer the following amenities:

- Lift/step free access to the building, all key meeting rooms and bathrooms.
- Accessibility dogs are welcome.
- Papers and materials can be presented in different formats.
- Hybrid meeting options.





Diversity and inclusion

St Martin's welcomes applications from all sections of the community and is committed to maintaining an inclusive working environment, with a diverse workforce. We value individuality, equality and representation and appoint on merit.

How to apply

Please send us a short letter of application setting out why you are interested in the role along with your CV. Please email this by Friday 7 July to peopleandculture@smidf.org.

Further information

If you would like an informal chat about this role, please email our Chief Executive, Chris Denton at chris.denton@smidf.org to arrange a time to talk. Our Chair, Mark Bromley, is also available for a chat.