

Liverpool Biennial

Trustees

Deadline for applications: 11.59pm, Sunday 24 May 2026



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Welcome

Thank you for your interest in the roles of Trustee at Liverpool Biennial.

Our organisation is one that firmly believes in the power of connecting extraordinary international art and artists to the city of Liverpool and its region. Working without a permanent exhibition space of our own, our success is dependent upon our strong relationships across the city, the country, and the world, and all the people who collaborate with us to make the UK's largest and longest running free festival of contemporary visual art. This is even more pressing given the complex and challenging times in which we find ourselves. However, this context also reminds us of the potential of art to create connection, aspiration and understanding. We can only do this with the support, advocacy and hard work of many, many people. I hope you will consider becoming one of them.

Sam Lackey
Director, Liverpool Biennial

**Liverpool
Biennial**



Welcome

Thank you again for your interest in the role of Trustee at Liverpool Biennial. On the following pages you can find out more about us and the work that we do, further details about the role, and information on how to apply.

We are seeking inspiring and engaged individuals who share our values, will champion best practice across the organisation's activities, and contribute to continuing to raise our profile nationally and internationally.

As Liverpool Biennial enters a pivotal moment in its development and ambition, we are particularly looking for trustees who are committed to working collaboratively as part of a focused and supportive team, and who are willing to contribute their time, insight and energy to help us realise our next phase of growth. You would be joining a strong Board of proactive trustees and a passionate team of staff, all dedicated to shaping the future of the Biennial.

Cathryn Wright
Chair, Liverpool Biennial

**Liverpool
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About Liverpool Biennial

Liverpool Biennial is a visual arts organisation and a platform for commissioning and presenting ground-breaking and powerful contemporary art. The organisation stands for positive change and has been transforming the city of Liverpool through public art commissions, learning projects, talent development programmes, and a legacy of Biennial exhibitions for over 25 years.

Every two years the Liverpool Biennial festival brings together international artists, arts professionals, communities and audiences to experience exhibitions across the city and region, alongside a programme of talks, performances and events. In our non-Biennial years, we work to present a programme of public art commissions, community engagement and research which contributes to the development of the forthcoming festival, as well as providing support for the city and communities with who we work.

Since our foundation in 1998, we have commissioned 392 new artworks, presented work by over 560 leading artists, delivered 34 collaborative neighbourhood projects, and received over 50 million visits.

**Liverpool
Biennial**



A Biennial for Everybody

Over the past 3 years the team and Board have been thinking about the kind of organisation we want to be and how we best serve our audiences, artists, communities and team. Our aim is to think about the intention and impact of all our work, aiming to create A Biennial for Everybody, that breaks down barriers to experiencing art. We know that to thrive in the complex and volatile conditions within which we are working that we need to listen, reflect and change how we operate, acknowledging our connected role within local, national and international ecosystems and contributing positively to the world in which we operate.



Liverpool Biennial 2025

OUR VISITORS DESCRIBED LB2025 AS....

'FUN'

'THOUGHT-PROVOKING'

'INSPIRING'

'INTERESTING'

'WELCOMING'

'STIMULATING'

'DIVERSE'

1,391,730

TOTAL VISITS

154,569

TOTAL VISITORS

60%

ATTENDED WITH FRIENDS OR FAMILY

43%

FIRST-TIME VISITORS

£17.4 MILLION

ECONOMIC IMPACT

REASONS FOR VISITING

59% 'to be intellectually stimulated'

50% 'for enjoyment'

47% 'to be inspired'

45% 'to learn something'

IMPACT ON AUDIENCES

95% agreed that LB2025 was enjoyable

93% rated the quality of LB2025 as 'good' or 'very good'

88% agreed that LB2025 made them feel interested in new things

66% agreed that LB2025 had a strong impact on their sense of wellbeing

IMPACT ON LIVERPOOL

97% agreed that it's important for Liverpool to stage events like this

95% agreed that Liverpool Biennial has a positive impact on the city's cultural offer

83% agreed that Liverpool Biennial presents exceptional work

70% are more likely to visit Liverpool again as a result of their experience

DEMOGRAPHICS

25-39

MAIN AGE RANGE OF VISITORS

21%

FROM THE GLOBAL MAJORITY

10%

IDENTIFIED AS D/DEAF OR DISABLED OR HAVING A LONG-TERM HEALTH CONDITION

19%

IDENTIFIED AS NEURODIVERGENT

TRAVEL & LOCATION

38% TRAVELLED FROM WITHIN THE LOCAL AREA (LIVERPOOL CITY REGION)

13% TRAVELLED FROM OTHER AREAS OF THE NORTH WEST

26% TRAVELLED FROM OTHER AREAS OF THE UK, OUTSIDE THE NORTH WEST

23% TRAVELLED INTERNATIONALLY

HOW DID PEOPLE TRAVEL TO LB2025?

42% TRAIN **16%** CAR **15%** WALKED **13%** BUS

96% VISITORS TRAVELLED BETWEEN VENUES ON FOOT

44% specifically planned their trip to Liverpool from outside the area to visit Liverpool Biennial.

36% were staying overnight away from home, and **62%** of these respondents stayed in a hotel.

GENDER BREAKDOWN

61% WOMEN

29% MEN

6% SELF-DESCRIBED / PREFER NOT TO SAY

4% NON-BINARY

The Role

The overall objective of the post is to provide leadership, governance and strategic direction with a focus on financial matters to the Trustees of Liverpool Biennial and to support the Director in their role.

Title:

Trustee

Salary:

The role is unremunerated, a voluntary and unpaid role, but role travel and other reasonable expenses, including access support, will be reimbursed

Tenure:

The appointment is for an initial term of three years with two optional additional appointments of three years each.

Location:

We welcome applicants from or with a strong connection to the North West, although location will not be considered a barrier to applying



Commitment

- **Four board meetings a year** – currently we meet on a Thursday afternoon 4-6 pm - 3 in person and 1 online
- **Four Finance and Human Resources Committee (FHRC) meetings a year**, currently we meet on a Thursday afternoon 4-6 pm (dependent on membership of FHRC)
- **One Board/Staff Development Day in person**
- **Attendance at the opening of Liverpool Biennial every 2 years in early June**
- **Occasional sub-committees** of working groups held virtually/hybrid
- As we have a proactive Board, who are actively involved in supporting the organisation's ambition to scale, contributing their individual skills, experience and networks the overall time commitment for this role is expected to be **up to 1 day a month**

Responsibilities

Trustees work with the Chair of the Board, the Director and Senior Leadership Team to:

- Provide entrepreneurial leadership within a framework of prudent and effective controls which enable risk to be assessed and managed
- Set the Liverpool Biennial's strategic aims with the Executive and ensures that the necessary financial and human resources are in place for the Company to meet its objectives, and review management performance
- Set the Liverpool Biennial's values and standards and ensures that its obligations to its stakeholders and others are understood and met



Responsibilities

The Trustees

- Constructively contribute to the overall strategic direction, policy, objectives, and targets
- Take an active role in the preparation and approval of the business plan, ensuring progress against key performance indicators
- Observe the Liverpool Biennial Board's articles of association, charity and company law and other regulatory requirements
- To support and guide our activities by attending/chairing Board meetings, committee meetings and working groups, and by attending other relevant events
- Participate in the Liverpool Biennial Board's various sub-committees
- Take an active role in fundraising activity
- To adopt, monitor and comply with the Liverpool Biennial's Equity, Diversity & Inclusion and Environment & Sustainability policies and Code of Conduct ensuring their implementation
- Safeguard the Biennial's financial stability, including approval of the annual accounts and budgets, ensuring that adequate resources exist to delivery our current and future activities
- Ensure prudent financial management in accordance with our charitable aims
- Approve the biennial budget and advise on major resource issues
- To act as ambassadors for Liverpool Biennial's activities and to network on its behalf
- To review the main risks and to see that appropriate measures to eliminate them or to minimize their impact are adopted

Qualities & Experience

We are seeking inspiring and engaged individuals who will share our values and ensure best practice across the organisation's financial activities. We anticipate that applicants will not necessarily hold experience in all areas listed below but would look for a willingness to learn, develop and share expertise.

- Previous experience of a Board and an understanding of good governance in business, the public or not-for profit sector and the duties and responsibilities of trustees.
- Strategic vision, creative thinking, independent judgement and ability to focus on practical issues
- Passion for the visual arts and the power of art to transform lives
- A willingness to play an active role in fundraising
- An understanding of the financial drivers at play in arts organisations
- A connection to the city of Liverpool or the wider city region

- An understanding of and commitment to Liverpool Biennial
- A desire to work in the best interests of Liverpool Biennial, without regard to personal interest or benefit
- No significant conflicts of interest

We are particularly interested in those who might be able to bring experience in, and an understanding of areas such as:

- Marketing, communications and PR
- Fundraising
- Environment & Sustainability
- Higher Education
- Festivals and Biennials
- Working as a practicing artist

Eligibility

The law places certain restrictions on becoming a charity trustee. For example, you cannot be under the age of 18, previously been removed from trusteeship of a charity by a Court or the Charity Commission, disqualified under the Company Director's Disqualification Act 1986, or been convicted of an offence involving deception or dishonesty (unless the conviction is spent). You must not have any significant conflicts of interest.

If you are in any doubt about your eligibility, visit the Charity Commission website at www.charitycommission.gov.uk.

Although selection as a Trustee is not a public appointment, the seven principles of public life as defined by the Nolan Commission (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) are applicable to this role. Further details about Liverpool Biennial can be found on our website at www.biennial.com



How To Apply

If you would like to express your interest, please email a covering letter addressing how you will be contributing towards the ambition and oversight of Liverpool Biennial and a cv to board-recruitment@biennial.com. You may choose to send us a three-minute video instead of a CV and letter, highlighting your skills and telling us why you think you would make a good Trustee. If you want to use this method of application, please email your full contact details and a three-minute video to board-recruitment@biennial.com.

It would be helpful if you could complete a separate Equality & Diversity Monitoring Questionnaire, which we will send to you on receipt of your application. This will enable us to monitor the effectiveness of our selection policy and processes and ensure that our recruitment is reaching an optimally diverse audience. The information you provide will also help us identify any barriers to fair and diverse selection. Your answers will be treated in confidence and used for statistical monitoring purposes only and will not be seen by the interview panel.

Diversity and inclusion are core values at Liverpool Biennial. We want our Board, Team and Audiences to represent the communities we work with and for. We encourage applications from all sectors of the community, especially from those who are currently underrepresented in our organisation and the wider arts sector, including people of colour, Black, Asian and global majority groups, people of all social backgrounds, individuals living with disabilities, people with caring responsibilities, and LGBTQIA+ people.

If you are interested in this opportunity but feel that there are barriers that may prevent you from applying, please contact marta@biennial.com. We are also happy to make the application process easier for you if you have any access requirements, so if you need to have these details in a different format, please do email and we can discuss your needs confidentially and find the best way for you to apply.

The position is unpaid, although reasonable travel and other expenses will be reimbursed.

The closing date for expressions of interest is **11.59pm on Sunday 24th May 2026**

Interviews are currently scheduled for the

If you have any further queries about the role or Liverpool Biennial, please email our Executive Assistant and Operations Manager (marta@biennial.com) and we will arrange a mutually convenient time for you to have a conversation about the role with our Director, Sam Lackey or Chair, Cathryn Wright.

Further details about Liverpool Biennial can be found on our website at www.biennial.com and information on our current Board and Team can be found here www.biennial.com/who-we-are/team-trustees/



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Antony Gormley, Another Place, 2005. Photo Chris Howells.