

the
forum

Trustee Recruitment Pack

January 2026



The Forum Trust is seeking new Trustees to join our Board.

Support the wider team as we approach our 25th anniversary and think about the next stages of our development.

The Forum Trust is an independent, self-financing, cultural and educational charity which manages The Forum, a cultural hub in the heart of Norwich and Norfolk, delivering a wide range of work in the city and across the county.

We're looking for three new Trustees who can bring their skills, fresh perspectives and experience to our Board. As a Trustee you will provide strategic direction and oversight as we deliver our year-round on- and off-site programme of cultural engagement, lifelong learning and entertainment to a huge range of communities.

We welcome applications from people of all backgrounds, and are looking to recruit Trustees who are interested or experienced in the following areas:

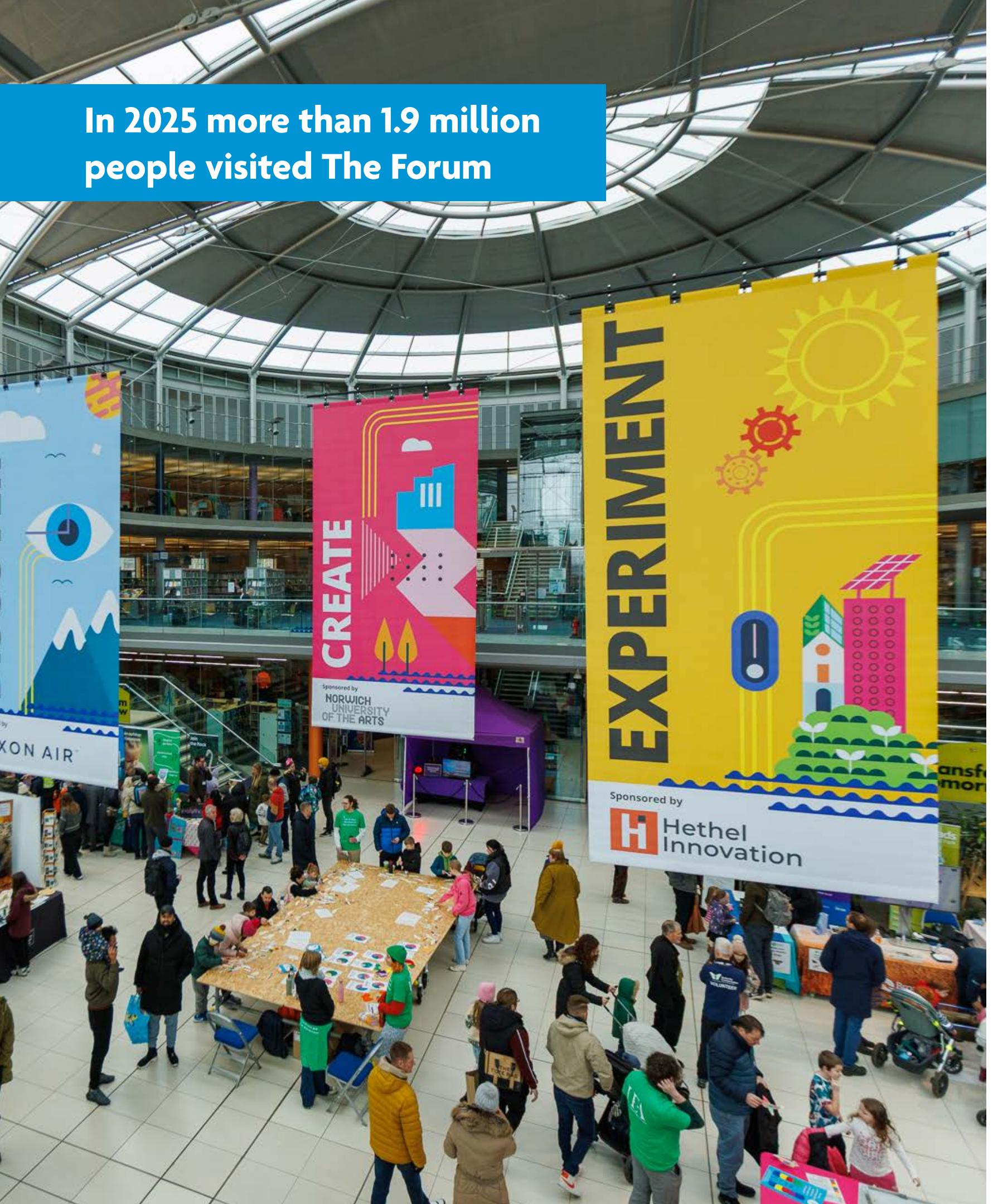
- A Vice Chair: someone with Vice Chair or Chair experience and a track record in either the **voluntary, cultural or allied sectors**.
- A Trustee with experience at a senior level of **estates and building management and/or capital development**.
- A Trustee with experience of **strategic development and fundraising** (from both statutory and non-statutory sources).

Trustee roles are voluntary.

“The Forum is the heart of Norwich in my opinion” Norwich Science Festival visitor



In 2025 more than 1.9 million people visited The Forum



About us

We're about to celebrate our 25th anniversary of providing a vibrant programme of cultural and educational events and activities, in an iconic building open to everyone.

Our flagship events (Norwich Science Festival, Norwich Games Festival, Norfolk Deaf Festival, Norwich Book Festival and Norfolk Heritage Open Days) attract more than 500,000 audience members each year, in a celebration of culture, technology, discovery, history, heritage and creativity.

Many of our events and activities are free of charge. Our festivals, community events and the upkeep of our landmark building are funded primarily by our management of The Forum car park and hosting tenants including BBC East, the Millennium Library and On The Stall City among others.

Collaboration is critical to what we do. Our key stakeholders include Norfolk County Council, Norwich City Council and the National Lottery Community Fund. The UEA, Norwich University of the Arts, City College Norwich and the Norfolk Library and Information Service are among our key partners. We support a range of other organisations, including Norwich Pride, Norfolk and Norwich Festival, Run Norwich, BREAK, and Norfolk and Waveney Mind. We simply could not achieve what we do without these partnerships.

We have a team of approximately 30 permanent staff, along with another 30 casual staff and 20 volunteers to help us deliver our activities.

Image: The Explorium at Norwich Science Festival.



Are you one of our new Trustees?

As a board member you will champion our mission and help secure our long-term sustainability. Our commitment to equity, diversity and inclusion means ensuring our board reflects the communities we serve, and so we'd welcome applications from people of all backgrounds.

We are open to conversations with anyone who has a passion for what we do however we're particularly keen to hear from candidates with skills and experience in:

- estate management
- development, fundraising and/or income generation
- strategic leadership and engagement.



Images left to right: Norwich Science Festival; Nara to Norwich exhibition by the Sainsbury Institute for Japanese Arts and Culture; Norfolk Deaf Festival.

What you'll gain from joining our Board of Trustees

- Using your skills and experience to **make an impact** in improving community access to learning, creative and cultural activities.
- A meaningful opportunity to steer the strategic planning and decision-making of a **well-established charity**.
- Enhanced experience in **charity governance and leadership**.
- The experience of working with a dedicated team and Board as we enter **an exciting new phase of our development**.



Images left to right: Science on Your Doorstep at Waterloo Park; Silver Wings: The US Army Air Forces in WWII Norfolk, Norfolk Heritage Open Days; Patois by Jeanefer Jean-Charles, Norfolk and Norwich Festival.





“Proud and very pleased to live in a creative city” Norwich Book Festival visitor

We’re focusing on driving change in three key areas

The next chapter

Working to plan the next 25 years of this outstandingly successful Millennium Commission venture that has already delivered so much to the communities who live in, work in or visit Norwich and Norfolk.

Development and sustainability

Ensuring that our iconic building remains open, accessible and welcoming for all, with a sustainable business model – including earned, contributed and donated revenue streams – as the engine for our programmes.

Partnerships

Building on our excellent relationships to leverage even stronger partnerships across the city, county, region and country.

Images: Jacqueline Wilson at Norwich Book Festival.

What we'll ask of you

- Attend board meetings in Norwich (or occasionally online). The core Board meets five times a year. In addition, some board members sit on regular sub-committees or task and finish groups.
- To bring your expertise and networks, to act as a critical friend, providing challenge, strategic direction and oversight.
- To champion the Trust and its activities at a local, regional and sometimes national level and to support our fundraising.
- To act in the best interests of the Trust, aligned to our core purpose and goals, and work collaboratively with other Trustees and colleagues.



Images left to right: Norwich Games Festival Quiz; The Forum team at Norwich Pride; Norwich Games Festival.



Next steps

You can find our latest **annual report** and Charity Commission **annual return** on our website.

For an informal chat before applying, contact:

Chris Gribble, CEO: [**chris.gribble@theforumnorwich.co.uk**](mailto:chris.gribble@theforumnorwich.co.uk) or
John Fry, Chair: [**chair@theforumnorwich.co.uk**](mailto:chair@theforumnorwich.co.uk)

To apply, please email a brief CV (up to 2 pages), along with a short covering letter outlining what you would be able to contribute to our Board to [**info@theforumnorwich.co.uk**](mailto:info@theforumnorwich.co.uk).

Deadline for applications: **Monday 9 March 2026**

Image: Hocus Pocus Theatre at Norwich Book Festival.

[The Forum, Millennium Plain, Norwich NR2 1TF](http://The%20Forum,%20Millennium%20Plain,%20Norwich%20NR2%201TF)
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The Forum Trust is an independent charity. Our Charity Number is 1074619.