



NI
Museums
Council

Board Recruitment Opportunity

Independent Museum Members – 2023

Information Booklet



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Photography

Cover: Reimagine, Remake, Replay event at Ballycastle Museum.

Page 2: NI Science Festival Climate Tour event at Down County Museum (by Neil Keery, www.keerr.com).

Page 3: Exhibition at the F.E.McWilliam Gallery and Studio & portrait of NIMC Chairperson, Nora Douds (by Neil Keery)





Thank you for your interest in becoming involved with the NI Museums Council (NIMC) as a Non-Executive Director. NIMC is the lead development agency for local museums and is a registered charity and Arm's Length Body sponsored by the Department for Communities.

You may already have some idea about its work, but the following pages will provide you with more information about the role it plays in supporting a unique and vibrant local museum sector across Northern Ireland. As a membership organisation, NIMC exists to support and promote our member museums and museum professionals. At present, NIMC supports over 90 members, comprising museums, museum services, local authorities and individuals.

NIMC encourages a dynamic, inclusive, and sustainable museum sector through initiatives such as 'Playful Museums', 'Reimagine, Remake, Replay' and our recent 'Climate Tour' events in collaboration with the NI Science Festival. NIMC also manages the museum accreditation scheme for local museums in Northern Ireland, which ensures a high standard of service provision across the sector. You can get a better sense of the breadth and depth of NIMC's service provision through our website: www.nimc.co.uk.

The Board ensures that the work of NIMC is fully advanced in line with its key policies and strategies, whilst accounting for good governance and effective use of resources in the organisation.

NIMC now seeks to appoint a representative of our Independent Museum members, with the relevant experience, enthusiasm, and drive, to the Board of Non-Executive Directors. In particular, we are keen for nominees with experience in audience development, best practice in independent museums, and strategic planning. We recognise the importance of having a diverse range of individuals on the Board and would welcome nominees with expertise in cultural heritage research and / or impact assessment and reporting. This is a particularly opportune time to recruit for this role as we seek to develop a research strategy and impact framework for the local museum sector.

I hope the information enclosed encourages you to consider joining the NIMC Board.

Nora Douds,
Chair, Northern Ireland Museums Council

Equality of Opportunity and Diversity

The Northern Ireland Museums Council (NIMC) is committed to equality of opportunity and welcomes applications from all suitably qualified people irrespective of religious belief, gender, disability, ethnic origin, political opinion, age, marital status, sexual orientation, or whether or not they have dependants. Nominations from men, and people with disability are especially encouraged. All reasonable adjustments will be made to accommodate the needs of applicants with a disability.

Nominations should be returned by email to the NIMC Director, johnathan.dalzell@nimc.co.uk ideally on or before 30 August 2023

If you require further information about NIMC or the role of a Board Member, you can contact the Chair of the Board, or Director:

Nora Douds, Chair of the Board:
nora.douds@nimc.co.uk

Johnathan Dalzell, Director:
johnathan.dalzell@nimc.co.uk

Background Information

1. The Northern Ireland Museums Council (NIMC) wishes to appoint one Non-Executive Director from the current Independent Museum members, in line with the organisations Articles of Association, which can be requested by email. The appointment will be for a term of up to three years.

2. NIMC was established in 1993 as a company limited by guarantee charitable status, under a Ministerial Statement and as a company under the Companies (NI) Order 2006 and is governed by its Articles of Association. It is primarily funded by the Department for Communities (DfC) and as such contributes to the Department's goals and objectives.

3. The work of NIMC is driven forward by the Board of Non-Executive Directors, which comprises members and representatives from various bodies including, DfC, Northern Ireland Regional Curators Group, Local Councils with accredited museums, National Museums Northern Ireland, the University sector and Independent Museum sector.

4. NIMC is located at 153 Bangor Road, Holywood, Co. Down. It currently employs four staff (3.8 FTEs) and its grant-in-aid budget from DfC for 2023-24 is £233,000. Its mission is to champion, develop and

support museums through a number of strategic themes embedded within the NIMC Corporate Strategy 2022-2025: Museums at The Heart.

- MUSEUMS ARE CONNECTED TO THEIR COMMUNITIES AND CULTIVATE A SHARED SENSE OF PLACE. To achieve this, we will deliver programmes that:
 - Connect museums with their communities
 - Make museums vibrant, cherished, and inspiring places
 - Engage and involve young people
- MUSEUMS ENRICH PEOPLES LIVES AND CREATE OPPORTUNITIES FOR ENJOYMENT, LEARNING AND FULFILMENT. To achieve this, we will deliver programmes that:
 - Work with target groups to help them live their best lives
 - Support education and outreach
 - Support health and wellbeing
- MUSEUMS DRIVE TRANSFORMATION TO MAKE US MORE SUSTAINABLE, INCLUSIVE AND INNOVATIVE. To achieve this, we will deliver programmes that:
 - Encourage sustainability
 - Support equality, diversity and inclusion
 - Foster innovation and the use of digital technologies
- MUSEUMS DEVELOP, PROTECT AND PROMOTE THEIR COLLECTIONS AND COLLECTIONS KNOWLEDGE FOR THE BENEFIT OF THEIR AUDIENCES. To achieve this, we will deliver programmes that:
 - Maintain museum standards
 - Improve collections care, management and development
 - Nurture good practice
 - Promote resilience
- MUSEUMS CONTRIBUTE TO ECONOMIC AND SOCIAL RECOVERY. To achieve this, we will deliver programmes that:
 - Develop entrepreneurial activity in the museum sector
 - Enrich the tourism ecosystem
 - Build skills and employability

NI Museums Council Case Studies

5. The following cases studies highlight some of the positive and varied work undertaken by NIMC over recent years:

Playful Museums

Playful Museums are local museums creating fun, engaging and accessible spaces for young children, toddlers, babies and their carers, families and educators. The aim is to make museums and their collections accessible and meaningful to those who are not typical museum audiences.

This involves a shift in approach for parents, childcare workers and museum staff, who as a result have become more playful and discovered new techniques to engage the very young. Initially a one-year pilot funded by National Lottery Heritage Fund, the work has become embedded in the local museum sector, driven and coordinated by NIMC. This strategic lead involves partnership-building, training, promotion of an annual Playful Museums Festival, the development of a working group and grant support for bespoke programming

Training for the sector focuses on child development and creative techniques to engage under-fives. Community engagement is based on dialogue and rapport-building to design activities that support early childhood development and learning through fun, active play. The highlight of Playful Museums is the festival, which takes place in February every year. This is a month-long series of bespoke under-fives programming across local museums in Northern Ireland. In 2022, 12 museums programmed 34 events and more than 1,000 people participated.

–“I really enjoyed it as it was suitable for my three-year-old to be independent but also created an opportunity to bond with me”

–“The Playful Museums Festival is a great event and something which we look forward to every year”

Reimagine, Remake, Replay

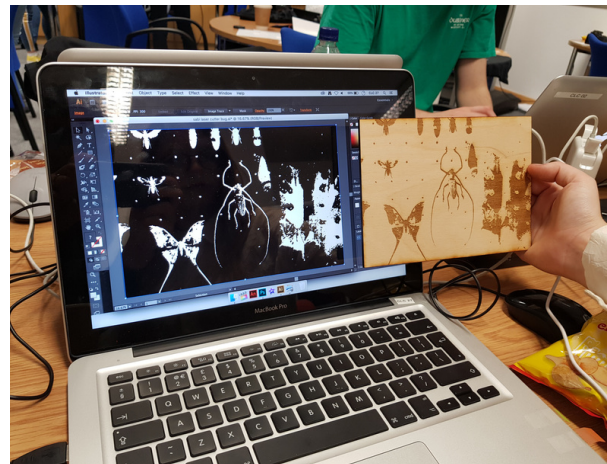
Reimagine Remake Replay (RRR) is a ground-breaking creative programme that has connected over 4,000 young people with heritage, through creative media and the latest digital technologies. This unique partnership was led by Nerve Centre,

Northern Ireland Museums Council, National Museums NI, and Northern Ireland Screen and was funded by the National Lottery Heritage Fund’s Kick the Dust programme.

RRR, in partnership with NIMC, challenged local museums to reflect on their mission and supported them to develop capacity, skills and confidence to work with young people. The project has been extremely successful in developing younger audiences for local museums and in turn has been changing young people’s perceptions of museums, connecting younger people with their heritage and increasing their confidence.

One of the main successes of the project so far is its commitment to its youth-led approach. Many of the young people who initially participated in the programme are now leading and facilitating some of the courses for their peers by applying their knowledge and extending their skills and experience.

To showcase the project as it came to an end, a group of young people who have been active contributors to RRR were recruited to engage in a co-curation process, resulting in this first-of-its-kind, co-created exhibition at The Ulster Museum. The exhibition featured collections under the themes of Climate Justice, Arts & Wellbeing and LGBTQIA+ Rights.





NI Science Festival Climate Tour

The NI Museums Council was thrilled to collaborate with the NI Science Festival and a range of local museums to deliver a touring programme of 'climate conversations' during February 2023.

The Climate Tour developed from the NIMC 'Museums Challenge: Climate Change' grant programme, which was funded by the National Lottery Heritage Fund, and the Department for Communities.

Our goal was to support local museums by providing a platform for the community to learn about and discuss the impacts of climate change on their local area.

Local museums participating in the event include The Linen Hall in Belfast, Down County Museum in Downpatrick, Armagh Observatory and Planetarium, Springhill House in Magherafelt, and the F.E.McWilliam Gallery and Studio in Banbridge.

Each event addressed a different thematic focus, with the support of expert panellists from a wide range of organisations, including the Agri-Food and Bioscience Institute, the Alliance Party, Belfast Climate Commission, Historic Environment Division, Keep Northern Ireland Beautiful, National Trust, the Royal Society for the Protection of Birds, Queen's University Belfast and Ulster Wildlife.

Each panel was chaired by award-winning environmental writer, Mark Lynas, exploring politics, ecology, agriculture, biodiversity and future perspectives.

The programme included a mixture of live audience events, and recorded sessions that are now available on our YouTube channel. The live audience events attracted around 100 attendees across three venues, with over 20% of survey respondents indicating that this was their first visit to the museums. 100% of survey respondents indicated that they learned something, and would recommend future NIMC events to friends, family and colleagues.



Role Profile

Role of the Board

1. The purpose of the Board is to collectively provide effective leadership and strategic direction to the organisation and ensure that the policies, priorities and strategic objectives set by DfC and approved by the Minister, in line with the NI Executive's Programme for Government, are implemented.
2. The Board is also responsible for ensuring that the NIMC has effective and proportionate governance arrangements in place, including a risk management and internal control framework which allows risks to be effectively identified and managed and appropriate assurances provided to DfC.
3. Within the policy and strategic framework set by the Minister for Communities, it is the role of the NIMC to decide the allocation of the funds available to ensure that there is a vibrant local museum sector. It also ensures the efficient, economic and effective use of staff and other resources by the NIMC.

Role of Individual Directors

4. Individual Directors of the Board shall act in accordance with their wider Board responsibilities, namely:
 - attending and constructively participating in all meetings of the Board and, where appropriate, its committees, having made preparation by reading relevant papers.
 - analysing and reviewing complex issues, weighing up conflicting points of view and reach sound and reasoned decisions.
 - formulating positive working relationships with other Board members and other relevant stakeholders, including acting as an ambassador for the Board, e.g. by attending events
 - contributing to the annual assessment of Board effectiveness;
 - complying at all times with the NIMC Standing Orders, Terms and Conditions of Appointment, Code of Conduct, The Seven Principles of Public Life and the rules relating to the use of Public Funds and Conflicts of Interest.
 - acting impartially in good faith and in the best interests of NIMC Board at all times; not misuse information gained in the course of public service for personal profit or for political gain, nor seek to use the opportunity of public service to promote private interests or those of connected persons or organisations.

Time Commitment and Remuneration

5. The Chair and Directors receive no remuneration but are entitled to an allowance for travelling and subsistence expenses in line with NICS rates.
6. The Board of Directors meets four times per year. Meetings are held quarterly in March, June, September and December. They are in the morning, lasting approximately two hours. Meetings are held at different regional accredited museums throughout NI.
7. The time commitment for the Chair is approximately 12-14 days per year and a Director is likely to require the equivalent of at least 4 days and no more than 8 days per year. Board members should be willing to undertake membership of one of the Board sub-committees. By applying for these positions, it is assumed that you can meet the required time commitment. Candidates will be asked to confirm their ability to meet this commitment during the selection process.

Other activities that the Board performs include:

- establishing the overall strategic direction of NIMC within the policy and resources framework determined by DfC and the Minister.
- approving plans, monitoring and setting out performance targets aligned to strategic priorities set by DfC and the Minister.
- providing constructive challenge to NIMC's Executive Team on all aspects of its planning, target setting and delivery of performance.
- receiving and scrutinising regular performance and financial information concerning NIMC which identifies in a timely manner any concerns about the performance of NIMC; and providing positive assurance to DfC that appropriate action has been taken on such concerns.
- demonstrating high standards of Corporate Governance at all times, including ensuring that NIMC's system of internal control, risk management and assurance are robust.
- operating within the limits of its statutory authority and any delegated authorities agreed with DfC and ensuring that an appropriate scheme of delegated authority is in place within NIMC.
- ensuring that statutory or administrative requirements for the use of Public Funds are complied with by NIMC including requirements on the achievement of value for money.



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