



**Libraries  
Connected**

# Trustee recruitment pack

## Welcome and introduction

Libraries Connected is recruiting new Trustees to help champion the value of public libraries by shaping our strategic direction and overseeing our governance. As a Trustee, you will play an essential role in guiding our organisation's missions maintaining high standards of governance, and supporting our work to strengthen the library sector.

## About Libraries Connected

Libraries Connected is the national organisation for public library services in England, Wales, Northern Ireland, and the Crown Dependencies (Jersey, Guernsey and the Isle of Man). We represent, support, and connect library leaders and services, working to strengthen the sector's collective impact, visibility and resilience.

Our vision is for an inclusive, modern, sustainable, and high-quality public library service at the heart of every community. We deliver national programmes, provide professional development and sector support and advocacy for the role and impact of Libraries.

Our governance framework ensures we remain responsive to member priorities while also engaging effectively with the wider policy and funding environment. Trustees contribute strategic insight and oversight, ensuring our work is well-governed, financially sound, and aligned to our long-term mission.

The sector is at a pivotal moment: the development by the government of a new public libraries strategy for England, local government reorganisation, and many more challenges and opportunities. Advocacy and partnership-building are more vital than ever as we amplify our collective voice.

Find out more: [https://www.librariesconnected.org.uk/sites/default/files/2024-08/Libraries%20Connected%20Strategic%20Plan\\_0.pdf](https://www.librariesconnected.org.uk/sites/default/files/2024-08/Libraries%20Connected%20Strategic%20Plan_0.pdf)

## Board structure

Our Board comprises up to 12 Trustees, including the President. Trustees are selected based on the skills and experiences needed to provide strong governance and complement the existing Board.

The Board works collectively and collaboratively, with a strong focus on good governance, diversity of perspective and effective decision-making.

## The Role of Trustees

Trustees of Libraries Connected provide strategic leadership and support to the Charity. Working collectively as a Board, trustees ensure that Libraries Connected:

- ◆ Delivers public benefit and remains aligned to its mission
- ◆ Is financially robust and well-managed
- ◆ Complies with Charity and Company Law
- ◆ Maintains strong relationships across the libraries sector and wider stakeholders at a strategic level

Trustees contribute to sub-committees or strategic steering groups where their expertise is invaluable. This involvement is strictly non-operational, focusing on oversight, strategy and assurance rather than programme delivery or management.

In the words of the Charities Commission, 'Trustees have overall control of a charity and are responsible for making sure it is doing what it was set up to do. They lead the charity and decide how it is run'

For information about trustee responsibilities please see:

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

As ambassadors of Libraries Connected, Trustees help develop strategic partnerships and support high-level advocacy by lending their insights, networks and influence, not through the operational campaigning, but by supporting the organisation's credibility and visibility at senior levels.

## Board vacancies

We are seeking new Trustees who can bring fresh insight, diverse expertise and strategic leadership to support Libraries Connected's continued development.

We want everyone who believes they can contribute to Libraries Connected Board of Trustees to feel welcome to apply. We encourage applications from all ages and backgrounds. Currently, we would particularly welcome applications from people under the age of 35.

Previous Board/Trustee experience is not necessary. An induction process will follow for any successful applicant. Further training opportunities relevant to Trustees are always on offer. Similarly, prior professional experience of the libraries sector is not a pre-requisite as our Board includes a number of Member Trustees who ensure this perspective is always represented.

The term of appointment will be three years initially, renewable for two further terms of three years.

## Skills and Experience Sought

Following our skills audit, recruitment will prioritise candidates with knowledge or experience in ONE OR MORE of the following areas:

- ◆ Finance (strategic financial oversight, budgeting and planning)
- ◆ Commercial acumen, negotiation and contract skills
- ◆ Fundraising and income generation strategy
- ◆ Policy landscape understanding and strategic policy influencing
- ◆ Legal knowledge, particularly in charity or company governance
- ◆ Data protection
- ◆ Environment and sustainability

In addition, applicants must exhibit the following key behaviours essential for Trustees:

- ◆ Strategic thinking and sound judgement
- ◆ Ability to scrutinise constructively
- ◆ Acting as a supportive but challenging “critical friend”
- ◆ Forward thinking and innovative
- ◆ Commitment to our values and mission

## Time commitment

- ◆ Four Board meetings per year (usually in person)
- ◆ One Board awayday per year (including an overnight stay)
- ◆ Membership of at least one sub-committee or strategic steering group (typically 4 meetings per year per committee)
- ◆ Time for reading papers and preparing for meetings
- ◆ Optional participation in strategic ambassadorial or stakeholder events

Whilst trusteeship is a voluntary role, reasonable travel expenses will be reimbursed.

## What we offer

Becoming a Trustee with Libraries Connected is an opportunity to:

- ◆ Shape the future of public libraries at a national level
- ◆ Contribute your skills to a values driven sector
- ◆ Gain experience in charity governance and strategic leadership
- ◆ Help strengthen the voice of libraires across, England, Wales, Northern Ireland and the Crown Dependencies

## How to apply

Please submit

- ◆ Your CV
- ◆ A covering letter explaining how your experience and motivations align with the skills and behaviours sought.

To [robert.davies@librariesconnected.org.uk](mailto:robert.davies@librariesconnected.org.uk)

## Recruitment timetable

- ◆ Deadline for receipt of applications: March 30 2026
- ◆ Interviews will be held during April (dates to be confirmed). Reasonable travel expenses will be paid to any candidate invited for interview.

Successful candidates will then be invited to attend a training day in June (date to be confirmed) in preparation for a Board meeting being held on June 25 2026.