

## **LUX Trustee Recruitment Pack 2026**

**Closing date for applications: Monday 13 April 2026**

**Interviews: w/c 27 April 2026 (online)**

### **Join Our Board of Trustees**

LUX is looking for new Board members to support our work and bring new skills, expertise and ideas for the future of our organisation.

This is an important moment in LUX's history as we embark on a process of rearticulating our purpose and shaping our future with a new executive team.

Maintaining a strong, dynamic Board of Trustees is essential to guiding LUX's mission and working in collaboration with the team to develop and implement the organisation's vision.

We are currently looking for Trustees with skills and expertise in the following areas:

- Legal
- LUX artist
- Fundraising

- Gallerist or collector with experience in artists' moving image practice
- Senior level expertise in digital, IT and new technologies

## **About LUX**

LUX is a publicly funded arts organisation and accredited museum that supports and promotes visual artists working with the moving image.

LUX is based in London and Glasgow.

We deliver a range of activities, including exhibitions, screenings, educational projects, commissioning and research.

We also manage Europe's largest collection of films and videos made by artists and distribute them to museums, galleries and festivals around the world.

Our London office is based in Waterlow Park, Highgate, North London, in a bucolic public park, with our own garden.

In Glasgow, LUX Scotland delivers a public programme of activity dedicated to supporting, developing and promoting artists' moving image practices across the country.

LUX is the custodian of moving image work by more than 1,000 international artists, with over 6,000 works dating from the 1920s to the present. The collection continues to grow with the addition of new works by contemporary artists and restorations of historical works.

Our distribution service ensures our collection is seen and celebrated at festivals, museums, galleries and audiences around the globe – whilst also providing an essential income stream to the artists. We serve as one of the few visual arts organisations in the UK to work with a royalties model.

We are proud to be a National Portfolio Organisation of Arts Council England and a Multi-Year Funded organisation of Creative Scotland. We are also supported by a wide network of trusts, foundations and long-standing partnerships, which help us deliver high-impact, collaborative programmes across the UK and internationally.

## **Our Mission and Values**

LUX exists to support and promote artists working with the moving image, championing the art form's value, diversity and heritage.

We expand public access and engage audiences in the UK and worldwide with our collection, and create opportunities for artists to build sustainable practices through royalties, commissions, residencies and professional development. Our advocacy raises awareness, influences decision-makers, promotes fair pay and fosters critical discourse.

Established as a charity and not-for-profit organisation in 2002, LUX builds on the foundations set by the work of its predecessor artist-run co-operatives, the London Filmmakers' Co-operative, London Video Arts and the Lux Centre, with a history dating back to the 1960s. The work held in common by these artists formed the beginning of the collection we now distribute. Although we are no longer a co-operative, the values of equity, equality and democracy remain central to LUX's work and we are proud that everyone who works here upholds these ideals.

## **Our Governance, Financial Model and Operations**

LUX is a registered charity and not-for-profit organisation company limited by guarantee, with a financial model combining public funding, earned income and fundraised support.

We are a National Portfolio Organisation of Arts Council England and a Multi-Year Funded Organisation of Creative Scotland. Combined core funding from these bodies makes up just around 50% of our annual income. The remainder generated through our Distribution service (which also pays royalties to the artists we represent), project grants and education partnerships.

LUX is regulated by the Charity Commission and OSCR and governed by a Board of Trustees. The Board provides strategic leadership, ensures good governance and financial stability, and supports the senior leadership team with specialist expertise. Our Trustees bring a broad mix of skills aligned to LUX's strategic needs.

Our operational headquarters are in Waterlow Park, North London, where we house our collection, offices, edit suite and a

small public offer including a shop, library, mediatheque and exhibition/events space.

LUX Scotland works peripatetically across the country in partnership with venue- based organisations, with an office at Civic House in Glasgow.

## **Our Team**

We have a core staff team of eleven in London and five in Scotland. As a small organisation, we work collaboratively, with day-to-day operations led by the senior management team and strategic oversight provided by the Board.

Our current Board of Trustees:

- Catharine Des Forges - Co-chair
- María Palacios Cruz - Co-chair
- Harry Fisher-Jones
- Melissa Gronlund - Nominations Committee Chair
- Rémi Lacroix - Finance Committee Chair
- Myriam Mouflih

## **Our Trustees**

The Board of Trustees comprises up to 12 members at any given time.

The Trustees are committed to supporting the work of LUX as a whole, and all positions are voluntary and unpaid, though some travel and care-related expenses may be reimbursed. Trustees are subject to charity law and are expected to act with honesty

and integrity, always prioritising the best interests of the organisation.

As the organisation's most senior non-executive, you will join a committed staff team and dedicated Board of Trustees and will relish the challenge of contributing to this successful organisation.

As a Trustee you will work closely with the leadership team and fellow Trustees to build on LUX's rich history, secure LUX's long-term sustainability, expand its opportunities and address the challenges ahead.

## **Who are we looking for?**

We are keen to hear from people who are enthusiastic about and committed to contemporary art and artists' moving-image practice, and who are sympathetic to the needs of artists. We are also seeking Trustees who will add to and complement the skills and experience of other Board members.

We are particularly looking for trustees with skills and expertise in legal, fundraising, and IT and technologies fields; from gallerists and collectors with experience in artists' moving image work; and from LUX artists.

## **Diverse Representation**

We need our Board of Trustees – and our entire organisation – to be representative of the artists we work with, and the audiences we seek to engage. We are looking for people to join our board who have a range of perspectives and lived experience.

We are committed to providing equal opportunities for everyone regardless of their background. We acknowledge that people from certain backgrounds are under- represented in the arts, and we're committed to doing what we can to correct this.

We strongly encourage applications from people of all backgrounds and especially those who identify as: global ethnic majority, d/Deaf, disabled, neurodivergent, LGTBQI+, and people who experience barriers due to their socio-economic background.

We guarantee to interview all disabled applicants who demonstrate skills and knowledge in the areas outlined above. Please indicate whether you identify as d/ Deaf or disabled in your application.

## **Trustee Time Commitment**

Trustees are expected to attend four Board meetings per annum (plus one annual Board Away Day). The role requires an average commitment of approximately forty hours per year (equivalent to three hours per month), mainly for scheduled meetings and reviewing documents. Board meeting dates are arranged in the third quarter of the preceding year.

Board meetings are held online and at LUX, Warterlow Park, London. We aim to hold up to two in-person board meetings per year. Board meetings typically last two hours, with papers circulated five days in advance.

Travel to in-person Board meetings and the annual Board Away Day are covered by LUX.

Trusteeship can also involve serving on sub-committees of the Board, the meetings of which are likely to amount to an additional four to six meetings a year.

Trustees are appointed for an initial three-year term which is renewable for a further term of three years. This is a voluntary and unremunerated position.

## **How to Apply**

To apply to become a LUX Trustee, please submit the following:

1. An expression of interest

Maximum 500 words, or alternatively a five-minute maximum recorded/filmed response. Please outline why you would like to become a LUX Trustee, highlighting the skills and experience you would bring to the organisation to help it achieve its vision and what you would gain, your alignment with our values and how you would act as an advocate for our work.

2. An up-to-date CV

Please detail any voluntary or Board-level experience.

3. Details of two professional references

Please send applications as a PDF, or video/audio file in a single email to [recruitment@lux.org.uk](mailto:recruitment@lux.org.uk) with the subject title: TRUSTEE / YOUR NAME.

You will be sent an Equal Opportunities Monitoring Form to complete and return on receipt of your application.

Shortlisted prospective Trustees will be invited for an online conversation with a small group of Trustees and the Director. Following these conversations a small selection of candidates will be invited to observe the next Board meeting and be invited to take up the Trustee role following this.

If you require this information pack in a different format please get in touch [recruitment@lux.org.uk](mailto:recruitment@lux.org.uk).

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## **Find out more**

If you would like to know more about this opportunity, please contact Ali Roche (LUX Director) or Melissa Gronlund (Nominations Committee Chair) via [recruitment@lux.org.uk](mailto:recruitment@lux.org.uk) (with the subject line 'LUX Trustee application query') in advance of the application deadline.

Read our Trustee Role Description on the LUX website.

[Click here to read the Charity Commission's guide:](#)

["The essential trustee: what you need to know, what you need to do"](#).

Find us on Instagram: [@luxmovingimage](#) [@luxscot](#)

Find us on LinkedIn: [@luxmovingimage](#)

## **Open Q&A Session**

We are holding an open Q&A session on Zoom in which you will be able meet some of the current staff and Trustees and find out more about what the role entails.

- **1pm, Friday 6th March 2026**  
(Register on the LUX website)

You don't have to attend these sessions to apply, but we hope they will be useful to you. Feel free to ask us anything and find out more about us and what we do.

If you register but are unable to make the session, you'll be sent a recording afterwards.

### **Alternative Formats**

Please find an audio version of this pack on the LUX website.