

IKON

IKON GALLERY BOARD OF TRUSTEES
RECRUITMENT 2026



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IKON BOARD OF TRUSTEES

Ikon is seeking committed and ambitious individuals to become Trustees of the Board, working closely with the Chair of the Board, Ikon Trustees and Senior leadership Team to deliver and advance Ikon's programme and develop and support Ikon's future prospects.

The successful appointees will join Ikon at an exciting stage for the organisation while we work to deliver an incredible programme of art, educational activities and events from 2026-27 and beyond, in line with core funders' strategies, continuing to work with regional, national and international artists, while supporting the development and growth ambition of the organisation.

[Ikon](#) is an internationally acclaimed art gallery in central Birmingham, UK, offering free entry to all. Founded in 1964 as an artist-led alternative space, it has evolved into one of the most internationalist programmes in Europe, combining established with emerging artists. Ikon is an educational charity for the promotion of visual art of international significance, playing a key role in the cultural life of the West Midlands.



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Message from Martin Green, CBE Chair of the Board



"It is an exciting time for Ikon. Our commitment to artistic excellence, public engagement and social relevance continues to grow, and our Board plays a vital role in shaping that future. We welcome applicants who bring fresh perspectives, a spirit of collaboration and a belief in the transformative power of art. I look forward to meeting those who will help guide the next chapter of Ikon's story."

Message from Ian Hyde Chief Executive Officer



"Ikon is governed by a Board of Trustees and led by a leadership team including myself as CEO and our Artistic Directors (Exhibitions and Education). The coming years mark an exciting period for Ikon, with a strong artistic and educational programme alongside renewed ambitions for growth, development and long-term sustainability across all aspects of the organisation."

"Like many cultural organisations, we have recently experienced changes to core funding, alongside increased costs in a number of areas. In response, we are focusing our efforts on strengthening income generation, streamlining our organisational outputs and building towards future growth while, continuing to deliver an outstanding artistic and educational programme."

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ABOUT IKON

Ikon's main galleries welcome around 200,000 engagements every year. Exhibitions feature regional, national and international artists; new commissions; thematic group shows; and projects that bring historical art and heritage in dialogue with contemporary practice. Education programmes include [Art in Prisons](#), delivering work over four UK locations, [Ikon Creative Health](#), funded by Birmingham City Council Public Health, and Slow Boat, home to [Ikon Youth Programme](#), funded by Freeland's Foundation. Offsite projects are a key part of Ikon's artistic programme, with Hew Locke's [Foreign Exchange](#) (2022) commissioned as part of the [Birmingham 2022 Commonwealth Games](#).

The leadership team comprises a Chief Executive Officer and two Artistic Directors leading across Exhibitions and Education. This collaborative structure covers commercial enterprise, exhibition curation and education production, fostering distributed leadership and participation across the organisation.





Donald Locke: *Resistant Forms* (2025). © Courtesy Ikon and the artists.

ARTISTIC PROGRAMMING

Ikon's 2026 programme included [Donald Locke](#), organised in collaboration with Spike Island and Camden Arts Centre, current shows include [Angela de la Cruz](#) and group exhibition [Break the Mould](#) and in the autumn, Ikon will exhibit the first major survey show of artist [Balraj Khanna](#). 2027 onwards sees an exciting programme of artistic delivery across the galleries and offsite partnerships.

A varied supporting programme of events, family activities, talks and performances accompany the diverse programme including [ceramic studio residences](#) and [craft symposium](#) delivered live during Break the Mould, and offsite workshops with resident prison artists at The Exchange, Birmingham as part of [Healing Arts Birmingham](#).

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EDUCATION – ONSITE

Each year Ikon engages with over 6,000 children and young people through a diverse programme of activities and events including school and higher education visits and workshops, family activities and [Ikon Youth Programme](#) which supports the growth and development of creative practice and experience for young people aged 16-21.

Ikon Youth Programme (IYP), generously funded by Freelands Foundation, provides a platform for young people to come together, meet artists and practitioners, learn new creative skills, develop a greater understanding of the arts sector and take ownership of the programme through collaborative practice. Delivering their sessions on *Slow Boat*, IYP travel around the West Midlands delivering arts-based activities to children and young people a local travelling art school.





What are the odds? (2026) © Courtesy Ikon.

EDUCATION – OFFSITE

Together with Ikon's onsite programme, Ikon's educational programme extends beyond the gallery across Art in Prisons and Creative Health.

Now in its 12th year [Art at HMP Grendon](#), funded by Marie-Louise von Motesiczky Charitable Trust, presents artistic residencies and related events that promote the role of art in criminal justice. In the last few years Ikon have expanded the [Art in Prisons](#) programme and are now working in three additional UK prisons, HMP Spring Hill, HMP Birmingham, HMP Aylesbury. All four programmes are based on the same concept: the prison art school, with resident artists working with participants to create work, learn new skills and develop artistic process and response.

Ikon [Creative Health](#), supported by Birmingham City Council, Public Health, explores the dynamic intersections of art, health and wellbeing. Collaboration with individuals and community groups across Birmingham and the West Midlands, focusses on creating shared spaces for creativity and connection that explore how art can support health.

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PARTNERSHIPS & PROJECTS

Alongside funded programmes and commissions, Ikon works with regional University partners to deliver research projects across the city and commercial projects. In recent years Ikon's off-site projects include [Sunsets, Food and Friendship](#) (2025), in partnership with the University of Birmingham, Hew Locke [Foreign Exchange](#) (2022) in partnership with the Birmingham Commonwealth Games, and [Osman Yousefzada's Infinity Pattern 1](#) (2021), in partnership with Selfridges. Since 2024 Ikon have partnered with Birmingham City University to deliver [BCU Tuesdays](#), enabling the galleries to be open to audiences and student groups and encouraging engagement across the programme.

Ikon runs a range of community-based projects and at the beginning of 2026, launched [What are the odds?](#) Ikon Creative Health at the Library of Birmingham. The exhibition brings together three years of collaborative research, community led projects and various art forms to explore the role of art in supporting health and care systems. Recently Ikon co-produced a permanent art-work with [Transport for West Midlands](#) and local artist Tom Hicks and large-scale corporate installation with artist Richard Hughes.





Mit Jai Inn: *Dreamworld*. MAIIAM (2023). © Courtesy Ikon and the artist.

INTERNATIONAL EXHIBITIONS

Ikon regularly works with international partners to champion contemporary visual art abroad. Reflecting the galleries longstanding internationalism, projects platform pioneering artists from countries around the world that reflect the multiculturalism of Birmingham.

These include touring exhibitions by Australian aboriginal artists [Yhonnie Scarce](#) and [Judy Watson](#), developed in partnership with TarraWarra Museum of Art, Australia; [Mit Jai Inn: Dreamworld](#) (2021), which toured to Jim Thompson Art Center and MAIIAM Contemporary Art Museum in Thailand; [Friends in Love and War – L'Éloge des meilleur-es ennemi-es](#) (2023), a major exhibition of works from the British Council Collection and macLYON presented in France as part of Spotlight on Culture UK/France 2024 – Together We Imagine; and our Artistic Director, Exhibitions, being curator of Bangkok Art Biennale 2026.

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FUNDING & GOVERNANCE

Ikon is an educational charity and receives core investment from Arts Council England as a National Portfolio Organisation. Ikon also works with individual funders for specific projects including *Art in Prisons*, *Ikon Creative Health* and *Ikon Youth Programme & Slow Boat*, that are delivered as part of Ikon's main programme. Further individual project fundraising is carried out in conjunction with core partners to deliver ambitious exhibitions, educational programmes and community led projects, working to represent and support the diversity and internationalism of city in which we are based. Ikon's most recent accounts are available from Companies House.

Ikon is governed by nine highly engaged trustees, led by Chair Martin Green, CBE and Ikon's Leadership Team including the Chief Executive Officer and Artistic Director's (Exhibitions and Education). We are particularly interested in engaging new trustees with backgrounds in business and areas of artistic and arts organisation experience.





Donald Locke: *Resistant Forms* (2025). © Courtesy Ikon and the artist.

COMMITMENT & TERMS OF APPOINTMENT

The post of Trustees of the Board is a part-time, unpaid, non-executive appointment. The time requirement for the Trustees of the Board is approx. 3 days per year.

Trustees will be required to attend four Board Meetings per year (in addition to any Board Away Days and Subcommittee meetings), and are expected to attend some artistic and development events as well as making themselves available for consultation with the Chair of the Board, Senior Leadership Team and others as required.

The Board of Trustees are invited to attend a number of events, exhibition launches and a variety of public programme events throughout the year.

The initial term of appointment will be a three-year term, with the opportunity for two additional terms.

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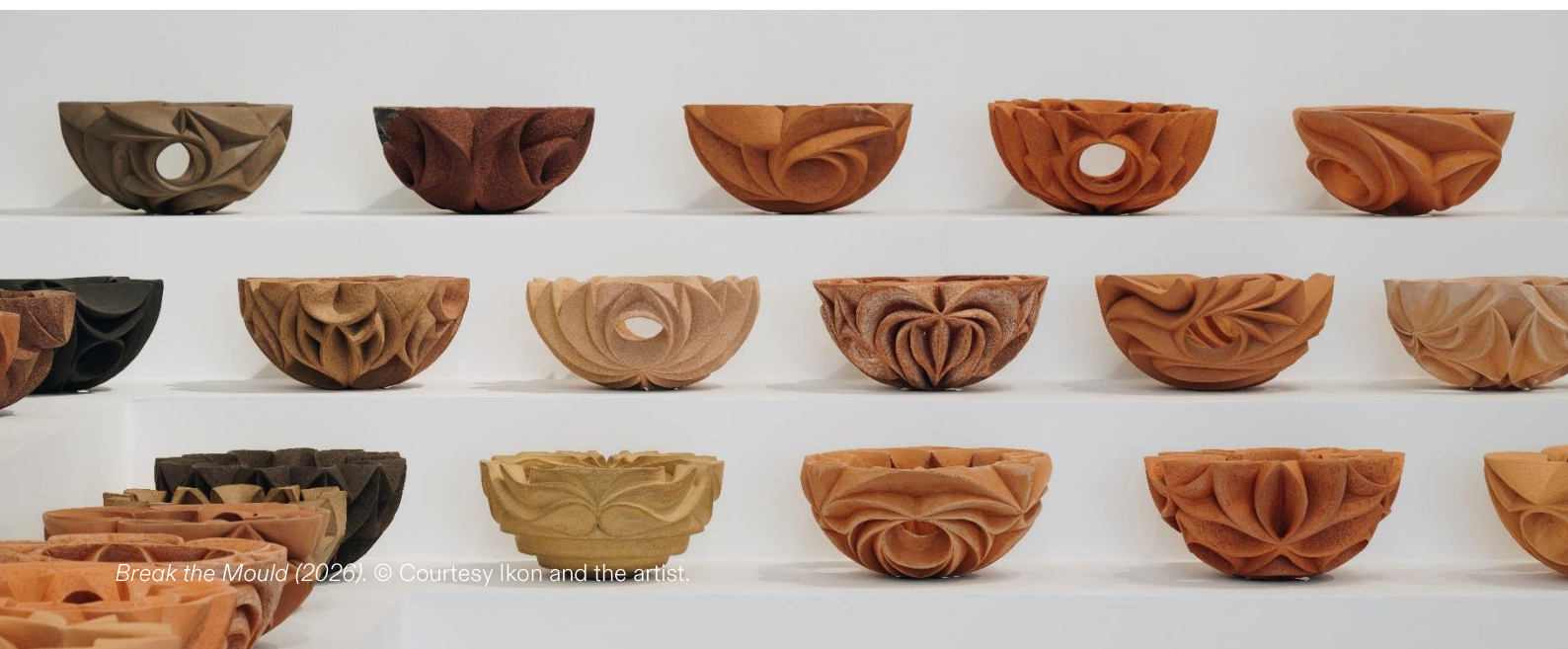
JOB DESCRIPTION DUTIES & KEY RESPONSIBILITIES

Governance

- To work closely with the Chair and the Board of Trustees to support the delivery of Ikon's strategic priorities and organisational aims and to meet targets in line with funding streams
- To support Ikon in all areas of business, acting as an ambassador for the charity
- Advise and support on decisions, ensuring that they are in the best interests for Ikon
- Take part in sub-committees where required to provide support for the organisation in areas of fundraising, development, compliance and change
- To advise the Executive and other staff where appropriate
- To utilise skill sets to help advance Ikon into new areas of work and opportunities and expand network connections
- Be highly engaged with Board decisions and sub-committees, utilising areas of expertise to support Ikon
- Ensure the organisation adheres to the Memorandum and Articles

External

- Act as an ambassador for Ikon and a representative of the organisation both online and in-person at local, regional and international events
- Demonstrate an enthusiasm to engage and develop supportive relationships with key stakeholders and partnership organisations to maximise engagement opportunities
- Engage with Ikon's funder stakeholders across the varied programme of delivery made possible by external support
- Support the Chair and the Senior Leadership Team to deliver timely and effective communication with the wider local, regional and national community



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PERSON SPECIFICATION

We are particularly interested in engaging new trustees with backgrounds in business and areas of artistic and arts organisation experience.

Key Attributes

Essential

- A strong interest and engagement in the Arts and Culture sector
- A demonstrable commitment to equality, diversity and inclusion
- Confidence in organisational representation and promotion
- Experience of supporting organisations effectively through periods of development and growth
- Strong interpersonal skills to deal effectively with internal and external relationships
- Strong regional and international networks that can support Ikon

Desirable

- An understanding of the requirements associated with publicly funded organisations and knowledge of Arts Council England's NPO's and terms of funding
- Willingness to utilise existing networks and connections where suitable to support the organisational needs, including partnerships, funding and development
- A commitment to and knowledge of contemporary art
- Experience in a Trustee position in a similar sized or larger organisation and an understanding of charity governance



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FURTHER QUESTIONS & HOW TO APPLY

If you have any further questions about the role or would like an informal conversation with the Chair of the Board or the CEO, please email office@ikon-gallery.org with the subject line 'Trustee enquiry'.

If you would like to register interest please email office@ikon-gallery.org with a CV and a brief note about yourself with the subject line 'Trustee – Expression of Interest'.

Please also complete an [Equal Opportunities Monitoring Form](#) at this stage.

Please submit your interest in this role by the end of the day, Tuesday 30 June 2026. Interview dates to be confirmed, to be held in person at Ikon Gallery.

Ikon is an equal opportunities organisation and welcomes applications from all sectors of the community. In its management structure and as an employer, Ikon is pledged to ensure equal opportunities for all, regardless of age, race, gender, disability, marital status or sexual orientation.



Angela de la Cruz: *Upright* (2026). © Courtesy Ikon and the artist.