peacock & the worm est. 1974



BOARD RECRUITMENT INFORMATION PACK 2026

VOLUNTARY BOARD MEMBER POSITIONS IN ABERDEEN

PEOPLE • POWER • PRINT

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1. WELCOME

Thank you for your interest in joining the Board of Peacock & the worm.

For more than 50 years, Peacock has been part of Aberdeen's cultural life, creating opportunities for artists and audiences through printmaking, contemporary art, publishing, learning and collaboration.

We are preparing for a major new chapter: bringing our activities together at One Marischal Square in Aberdeen city centre. This creates opportunities to widen access, support artistic experimentation and build a sustainable future for the organisation.

Peacock at 1MSq will be a welcoming creative hub for artists and audiences alike, a unique open access space for print production, exhibition, skills development, and ideas exchange. A place where we can build community, attract and retain talent and shape the cultural life of the city, from the ground up.

We are seeking new Board members as part of a planned renewal of Peacock's Board. New trustees will work alongside experienced members during the move, bringing curiosity, independent judgement and new perspectives. You do not need previous trustee experience, or to work in the arts, to apply.

We hope this pack helps you decide whether the role is right for you. We also welcome an informal conversation before you apply.

Signed,



Jim Buckley, Chair of Peacock & the worm and Senior Lecturer at Gray's School of Art



2. WHO WE ARE

Our vision
People Power and Print.

Our mission
To bring great art to Aberdeen, the North East of Scotland and the world, and to nurture artists and audiences through opportunities to make, learn, encounter and exchange ideas.

Our values
- Generous
- Collaborative
- Responsible
- Imaginative
- International

Peacock & the worm is an independent contemporary arts organisation and Scottish charity, with a history stretching back more than 50 years. Printmaking is central to our identity, but our work also extends into exhibitions, publishing, education, artist development and collaborations.



3. WHAT WE DO

- **Printmaking:** specialist facilities and opportunities to work with processes including screenprint, relief, intaglio, lithography, risograph and letterpress.
- **Exhibitions and events:** a programme connecting artists, audiences and contemporary ideas.
- **Publishing:** supporting printed matter, artists' publications and experimentation with the book and page.
- **Learning and participation:** developing skills and creating routes into art for different communities.
- **Artist support and collaboration:** working locally, nationally and internationally to nurture creative practice.

We value experimentation, exchange and the opportunities that arise when people make things together.









4. OUR NEXT CHAPTER

Peacock is planning to move to One Marischal Square, a central, visible and more accessible location in Aberdeen. The intention is to bring our core workshop, gallery, retail and event activities together and develop new relationships with artists, audiences and the city.

The transition will require careful governance: balancing artistic ambition with financial sustainability, supporting staff, overseeing organisational change and ensuring the organisation remains responsive to its communities.





5. GOVERNANCE AND THE BOARD

Peacock & the worm is an independent arts charity. Its Board members serve as company directors and charity trustees, collectively responsible for the organisation's governance and long-term stewardship.

The Board sets strategic direction, scrutinises performance and risk, oversees finances and compliance, safeguards the organisation's charitable purposes and supports and holds the executive leadership accountable. Day-to-day management is delegated to the Director and staff team.

The Board currently meets four times each year. Trustees prepare for meetings, ask constructive questions and exercise independent judgement in the best interests of the charity. Peacock is planning a phased renewal of its Board, combining continuity and institutional knowledge with new skills and perspectives.

Key responsibilities:

- Act in the interests of Peacock and its charitable purposes.
- Understand and comply with the governing documents and relevant duties of charity trustees and company directors.
- Contribute to strategic decisions, including plans, budgets and major organisational developments.
- Monitor financial health, risk, legal compliance and organisational performance.
- Support good governance, appropriate safeguarding and a positive organisational culture.
- Declare and manage actual or potential conflicts of interest.

6. THE TRUSTEE ROLE

Practical details

Location:
Aberdeen; arrangements for remote participation to be confirmed.

Remuneration:
Voluntary; reasonable expenses covered.

Meetings:
Four Board meetings each year, plus preparation.

Additional involvement:
Occasional events, organisational visits and specific contributions by agreement. Trustees may also serve on committees or working groups, sharing relevant experience while respecting the distinction between governance and management.

Induction:
Provided for all new Board members.





7. WHO WE ARE LOOKING FOR

We are looking for four people who share our interest in contemporary art and creativity, and who will help Peacock make thoughtful decisions about its future. We welcome applicants from a wide range of professional and personal backgrounds. Our current Board is seeking greater generational, ethnic and socioeconomic diversity, alongside new skills and connections to Aberdeen's communities. We particularly encourage applications from younger people and people from ethnically diverse backgrounds. These are areas of interest, not a checklist of requirements.

Areas of particular interest:

- Marketing and communications
- Sales
- Financial
- Legal
- Human Resources
- Contemporary visual arts and creative practice

Qualities we value:

- Curiosity about art and openness to different perspectives
- Sound judgement and willingness to ask questions
- Collaborative working and respect for others
- Commitment to equality, access and inclusion
- Willingness to learn about charity governance and contribute time and attention



8. WHAT YOU CAN EXPECT FROM US

Joining a Board can be a new experience. We want the process and the role to be welcoming, clear and worthwhile.

- An introduction to Peacock's programme, people and spaces
- A trustee induction covering governance, strategy, finances, risks and current priorities
- Relevant papers and information in advance of meetings
- Opportunities to meet artists, staff and other trustees and engage with Peacock's work
- Reasonable expenses and a conversation about access needs and practical participation

9. HOW TO APPLY

Please send a short expression of interest telling us:

- Why you would like to join Peacock & the worm
- What skills, experience or perspectives you would bring
- What you hope to gain from being involved

You may apply with a written statement (maximum two sides of A4) or a short video (maximum five minutes). Please also include a CV or link to a professional profile.

Email applications and enquiries to jon@peacock.studio
If you would prefer an informal conversation before applying, please get in touch.

Application deadline: Friday 27th November 2026. Interviews are planned for 8th December 2026. Shortlisted applicants will be invited to an informal interview.



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& the worm

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