



Trustee

Recruitment Information Pack

Updated May 2026



Board of Trustee recruitment

Introduction

Thank you for your interest in becoming a Trustee of the London Museum of Water & Steam.

This is an exciting time for the Museum, as we build on our unique heritage to shape an ambitious and forward-looking future. We are now looking for more trustees who can bring insight, energy and commitment to help guide the organisation.

About the London Museum of Water & Steam

The London Museum of Water & Steam (LMWS) is an independent museum and a charity based at a historic 19th-century water pumping station in West London. We care for one of the most important collections of industrial heritage of its kind anywhere in the world, and we are actively using it to shape a bold, public and forward-looking future.

Our site holds the largest working collection of Cornish steam engines, many of which still run in the buildings where they were first installed. This is a place where history is not silent or still. When our engines run, visitors can feel the power and ingenuity that once transformed London. Our story is about how a city faced one of its greatest public health challenges: bringing clean water to millions of people at a time of hardship and disease. Through bold engineering, experimentation and determination, water was pumped from the Thames at Kew and carried across the capital, changing health, daily life and the shape of the city forever.

Opened to the public by volunteers in the 1970s, the Museum is still powered by people and our story is one that can speak to the modern world with urgency and relevance. Today, we welcome around 30,000 visitors each year, families, school groups, engineers, enthusiasts and local communities, who come to explore, learn and be surprised.

Right now, the Museum is in a period of real momentum. We are developing ambitious projects, growing our audiences, and investing in how we tell our stories and use our site. We are working at a scale that reflects the importance of our collection and the relevance of our themes, and we are doing this openly and confidently with bodies like the NLHF and Arts Council.

As questions around water, energy and environmental sustainability become ever more urgent, our collections give us a powerful way to talk about change. We are linking past innovation to present-day challenges and asking what the same spirit of ingenuity can offer the future. Our aim is to be a place that stays with people: welcoming, relevant and confident in its voice. A place where visitors experience working heritage at full scale, understand how the past has shaped modern life, and leave inspired to think differently about water, energy and sustainability.

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The Museum's Collections

The Museum is home to the world's largest collection of stationary steam engines, including four rotative engines and five Cornish Beam engines. We also care for a steam fire engine, a waterworks railway with two locomotives, and a substantial archive. These are powerful, beautiful machines with real presence and personality. Built to solve urgent problems, they are both functional and finely made, and they still command attention when they run. They sit at the heart of the Museum and shape the experience of the site in a very direct, physical way.

We care for our collections so that people can encounter them as living heritage, not just objects from the past. We want visitors and our local community to be inspired by their ingenuity and to understand their relevance today. We aim to help people connect the stories of the collections to their own lives, in ways that support positive impact for people and the planet.

We work closely with our volunteers to keep the engines running, to make the archive more accessible, and to deepen the interpretation and stories we share. We are committed to maintaining and operating our engines in the most sustainable way possible, so we can continue to share them widely and responsibly with all our audiences and stakeholders.

About the roles

We are looking to recruit people with relevant skills and experience to serve as Trustees at LMWS. The Board of Trustees provides oversight and strategic guidance, ensuring that the Kew Bridge Engine Trust and Water Supply Museum Limited is meeting its charitable objectives, and also its corporate responsibilities as a registered company limited by guarantee. All trustees are tasked with actively supporting and constructively challenging the Museum Director and her team to ensure that agreed objectives are met. The Museum has some major projects underway or in the pipeline – including building on from 'Steaming into Sustainability' and the current conservation of the Great Engine House – and Trustees need to help oversee their successful delivery. Trustees are expected to attend quarterly board meetings but also to provide advice and, if appropriate, offer input and support (linked to their expertise) at other times. The operating situation in the independent museum sector is challenging, and Trustees must be comfortable working within a pressurised environment and, where necessary, contributing to difficult decisions. Being a trustee at LMWS is an active role. While a passion for steam technology or industrial heritage is welcome, we are looking for individuals who are equally motivated to engage with the organisational, strategic and operational challenges of running a heritage attraction, and who are excited by the Museum's forward-looking direction and ambition. There will, though, also be opportunities to relax and have fun at social and celebratory events. Trustees must also be willing to act as ambassadors, supporting efforts by the Museum Director to raise the Museum's profile and garner financial and other assistance from external sources.

We are open to applicants from all backgrounds with a wide range of skills and experiences but, as the Museum continues to develop and grow, we are looking to recruit people with relevant skills

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and experience to serve as Trustees at LMWS. In particular, we are hoping to recruit people with the following specialist skillsets:

Financial management and accountancy

As an individual with expertise in accounting and financial management/planning, the successful candidate will chair the Museum's Finance Committee as well as serve on the board. He/she will support the Museum's on-going effort to achieve long-term financial sustainability.

Legal

As an individual with a background in law, your expertise will help the Museum to meet its normal statutory obligations, plus any legal requirements linked to grant awards. You will also help to ensure that our contractual arrangements with tenants, service providers and suppliers are robust.

Human Resources

As an individual with experience of managing people and employment law, your expertise will help the Museum to ensure that it remains a great and fulfilling place to work, offering opportunities for staff and volunteer development and progression.

Equality, diversity & inclusion

LMWS constantly strives to be a friendly, diverse and inclusive workspace and we are therefore fully committed to ensuring there is equality of opportunity for all our staff, volunteers and trustees. Individuals are encouraged to apply for the role of trustee regardless of their age, disability, gender, sexual orientation, race/ethnicity, religion or personal beliefs. Please note that all Trustees are required to become members of the Trust if they are not already.

Terms of appointment

The Trustee role is a voluntary one, but reasonable expenses can be reimbursed on request. All Trustees are appointed for an initial term of four years with the potential to extend this tenure for a further four years. Trustees are encouraged to offer active support by, for example, participating in sub-committees and task groups, acting as a sounding board for ideas and helping to develop project bids. An interest in steam technology and water supply would of course be an advantage, as would links to the local community.

Indicative time commitment:

4 in-person board meeting per year, plus time to read papers

4 in-person meetings per sub-committee meetings per year, plus time to read papers

1 in-person Annual General Meeting per year

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How to apply

If you are interested in potentially becoming an LMWS Trustee and would like to have an informal chat with our Chair of Trustees before applying, please make contact via recruitment@waterandsteam.org.uk

To apply for a Trustee post, please submit a short CV along with a covering letter describing why you believe your skillset and experience would meet our requirements to: Recruitment@waterandsteam.org.uk

We are an equal opportunities employer and if you have any accessibility needs please get in touch so we can make adjustments to the recruitment process.

The closing date for applications is 12th July 2026

Interviews will be held on 13th / 14th August 2026. Newly appointed Trustees will be expected to take up their posts following the Museum's AGM at the end of September 2026, subject to satisfactory references and any DBS checks.