

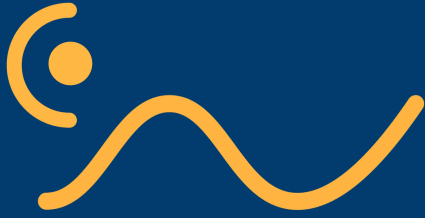


The National Museum of Computing Museum Director

Candidate pack
April 2026



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CHARITY RECRUITMENT



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Introduction



A welcome from the Board

Dear candidate,

Thank you for your interest in the role of Museum Director of the National Museum of Computing (TNMoC).

TNMoC is home to the world's largest collection of working historic computers and located at the heart of Bletchley Park, a place synonymous with innovation, ingenuity, and world-changing ideas.

As an independent charitable trust, our purpose is to preserve, operate, and interpret the history of computing for public benefit, inspiring understanding of how past innovation continues to shape our digital present and future.

In recent years the museum has strengthened its national reputation, achieved full Arts Council England accreditation, expanded its educational reach, and continued to care for artefacts of exceptional historic and technical significance.

We are now seeking a new Museum Director to lead the museum into its next chapter of development. The Trustees are seeking a Museum Director who can provide strategic leadership, ensure operational excellence, build impactful partnerships, and serve as an ambassador, championing the museum externally.

The successful candidate will work closely with Trustees, the small and dedicated staff team, volunteers, partners, and supporters to ensure the museum remains financially sustainable and publicly relevant.

This role offers a rare opportunity to lead a museum that sits at the intersection of heritage, science, education, and contemporary digital culture.

We hope you will be excited by the challenge of stewarding a remarkable collection, supporting an expert and passionate community, and shaping a compelling future for the museum and its audiences.

We are grateful for your interest and the time you are taking to consider this opportunity. We look forward to learning more about you and your vision for the National Museum of Computing.

With best wishes,

The Board of Trustees
The National Museum of Computing

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About us





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About Us

The National Museum of Computing

The National Museum of Computing (TNMoC) is home to the world's largest collection of working historic computers

The National Museum of Computing, located on Bletchley Park, is an independent charity housing the world's largest collection of functional historic computers, including the rebuilt Colossus, the world's first large scale electronic computing machine, and the WITCH, the world's oldest working digital computer.

The museum enables visitors to follow the development of computing from the ultra-secret pioneering efforts of the 1940s through the large systems and mainframes of the 1950s, 60s and 70s, and the rise of personal computing in the 1980s and beyond.

The museum runs a highly successful Learning Programme for schools and colleges and promotes introductions to computer coding amongst young people, especially females, to inspire the next generation of computer scientists and engineers.

Crucially, TNMoC is a working museum, telling the story of Britain's world-class technology history and how it affects our lives today, offering rarely-available hands-on experiences with some incredible machines.

The museum also houses a library with a broad collection of computing books from the early computing days to the present, as well as an extensive archive of documents, magazines, software, games, manuals, photographs, social history items, and papers pertaining to computers and computing. A current and ongoing project is the digitising of the library and archives, so that it can be made readily available for researchers. Visitors to the museum can glimpse the world of computing 25 and 40 years ago through a changing display of back copies of Computer Weekly magazine.

Our relationship with the Bletchley Park Trust

We are an independent registered charity responsible for its own fundraising, sponsorship and management. The museum is located in Block H on the Bletchley Park estate, which is managed by the Bletchley Park Trust, an entirely separate charity.

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About Us



Our visitor experience

Journey through computing history

- Witness the working rebuild of the iconic electromechanical Bombe - Alan Turing's Enigma code breaking machine.
- Travel back to the 1980s with our collection of working BBC Micros and other retro systems.
- Marvel at the WITCH, the world's oldest working digital computer, crucial in building Britain's first nuclear power stations.
- Explore the Elliott 803, owned by Dina St. Johnston, founder of Britain's first independent software company.
- Witness the ongoing EDSAC Replica Project, aiming to reconstruct one of the most important early British digital computers.
- Test your skills with Virtual Flossie, a 3D, interactive re-creation of one of Britain's first commercially successful computers.

Working museum experience

- Rare hands-on experiences with incredible machines that shaped Britain's technology history.
- Discover if your first computer, or that of your family, is part of our captivating story.

Special offerings

- Hands-On STEM Activities: engage in interactive STEM activities for an immersive learning experience.
- Corporate team building events: elevate teamwork with unique corporate events amidst historic computing artefacts.
- Guided tours: Enhance your visit with expert-led tours revealing fascinating insights.
- Digital Future Days: Join us for special events focused on the digital future, exploring emerging technologies and innovations.

Commercial

- Visit the shop for souvenirs, hot and cold drinks and snacks.

Read our latest financial statement [here](#).

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About Us



Our vision

To bring the digital world to life, from its origins to future possibilities

Our mission statement

To bring to life the history and ongoing development of computing for inspiration, research, learning and enjoyment for the benefit of general and specialist publics of all ages.

- In support of this we acquire, conserve, restore and reconstruct historic computing machinery for preservation, display, demonstration and research.
- Emphasis is on British computing heritage and on ongoing British contribution to innovation and development.
- Our distinctive approach involves engaging visitors through interactive displays and demonstrations of working historic systems, allowing them to experience the evolution of computing firsthand.

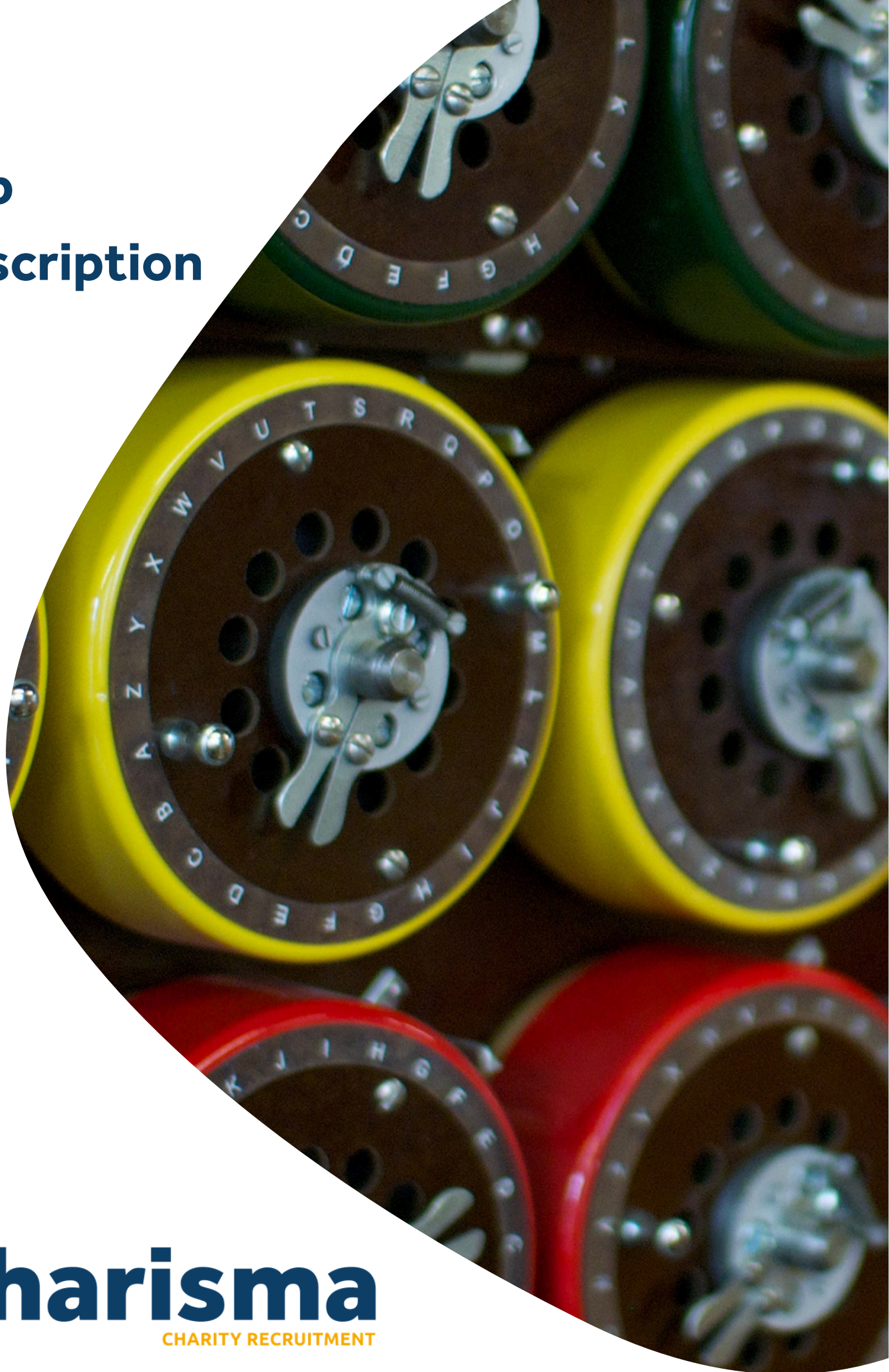
We provide context through active education programmes, festivals, lectures, visitor activities, and interpreted exhibition and interactivity to raise awareness and inspire future generations of computer scientists, engineers and inventors.

Our legal identity

The National Museum of Computing was incorporated as a company limited by guarantee in 2005, company number 05407952. The company was granted charitable status in England and Wales in 2005, charity number 1109874.

Read about our trustees and founders [here](#).

3 Job description



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Job description



Role details

Role title:	Museum Director
Reports to:	Board of Trustees
Salary:	£72,000 - £85,000 (depending on experience)
Contract:	Permanent, full time
Hours:	40 hours a week / Monday - Friday, with occasional weekend working if required. Time in lieu given for weekends. Please note: the days of the week that the museum is closed to the public are typically for schools and corporate visits.
Location:	The National Museum of Computing, Bletchley Park
Responsible for:	Operations Manager, Learning Manager, Collections Manager (to be hired), Marketing and Events Manager, plus any additional staff and volunteers as applicable
Annual leave:	20 days per year, which increases by 1 day for each completed year
Pension:	3% employer contribution
Benefits:	Discount for friends and family

Role overview

The Museum Director is the senior executive leader for The National Museum of Computing (TNMoC) and is responsible for its overall strategic, operational, and financial performance. The Museum Director will execute the Board-approved 3-year strategy, ensure financial sustainability, and lead the organisation in delivering an outstanding visitor, educational, and community experience.

The role combines strategic leadership, commercial oversight, cultural stewardship, and team management. The Museum Director ensures the TNMoC operates effectively, remains financially sound, and continues to evolve in line with best practice across the museums and attractions sector.

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Job description



Key responsibilities

Strategic leadership

- Lead the implementation of the museum's strategic plan, ensuring delivery of agreed priorities against measurable outcomes.
- Translate strategic objectives into clear annual organisational goals and performance targets.
- Monitor and report to Trustees on strategic progress, risks, and emerging sector opportunities.
- Identify and develop opportunities for growth, innovation and long-term sustainability and feeding this back into the strategy.
- Ensure all activity demonstrably delivers public benefit and aligns with the organisation's mission and values.
- Oversee a digital strategy, including website, CRM, ticketing, content, digital learning, and engagement with remote audiences to build our offer and increase brand recognition.

Planning & operations

- Provide executive oversight of the museum's operational performance through effective leadership of the Operations Manager.
- Set clear operational expectations, objectives and performance standards for the Operations Manager and wider operational function.
- Ensure appropriate operational plans, systems and controls are in place to support safe, efficient and high-quality delivery.
- Maintain oversight of risk management, compliance and business continuity frameworks, ensuring robust reporting to Trustees where required.
- Ensure the museum's buildings, collections and public-facing activities are operated in accordance with professional, regulatory and accreditation standards.
- Ensure appropriate policies, procedures and insurance arrangements are maintained to safeguard the museum's people, assets and reputation.
- Hold accountability for operational resilience, resource planning and continuous improvement, delegating delivery responsibilities appropriately.
- Oversee collections governance and policies (acquisitions/disposals, loans), documentation, care, storage environment, risk/disaster planning.

Financial management

- Ensure the museum operates within the Board-approved budget, maintaining appropriate financial oversight and control.
- Lead the development of the annual budget and financial forecasts for Trustee approval.

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Job description



- Ensure robust financial controls, reporting systems and cashflow management processes are in place.
- Present clear, accurate and timely financial reporting to Trustees, including performance against budget and forward projections.
- Lead the development of diversified and sustainable income streams aligned with the museum's charitable objectives.
- Strengthen income resilience, including overseeing fundraising, grant applications and commercial income activity and relevant governance and compliance, but actively seek new opportunities to grow and diversify income.
- Maintain oversight of financial risk, reserves policy and long-term financial planning to safeguard organisational sustainability.
- Lead feasibility, business cases, funding strategies, and delivery oversight for capital improvements and major renewals if and when required.

Team leadership & people management

- Provide strategic leadership to the senior team, and in the future other direct reports.
- Set clear objectives and performance expectations aligned to the museum's strategic plan.
- Foster a high-performing culture grounded in accountability, collaboration and alignment with the museum's mission and values.
- Ensure effective performance management frameworks are in place across the organisation.
- Oversee workforce planning, succession planning and organisational structure to support long-term sustainability.
- Ensure appropriate policies and practices are in place to support staff wellbeing, engagement and retention.

Marketing & audience development

- Provide strategic oversight of marketing and audience development activity to support delivery of the museum's strategic objectives.
- Set clear income, visitor growth and engagement targets aligned with the approved business/forward plan.
- Ensure effective marketing plans, campaigns and performance measures are in place and regularly reviewed.
- Monitor visitor data, ticket sales pipeline and audience trends, reporting performance and insights to Trustees.

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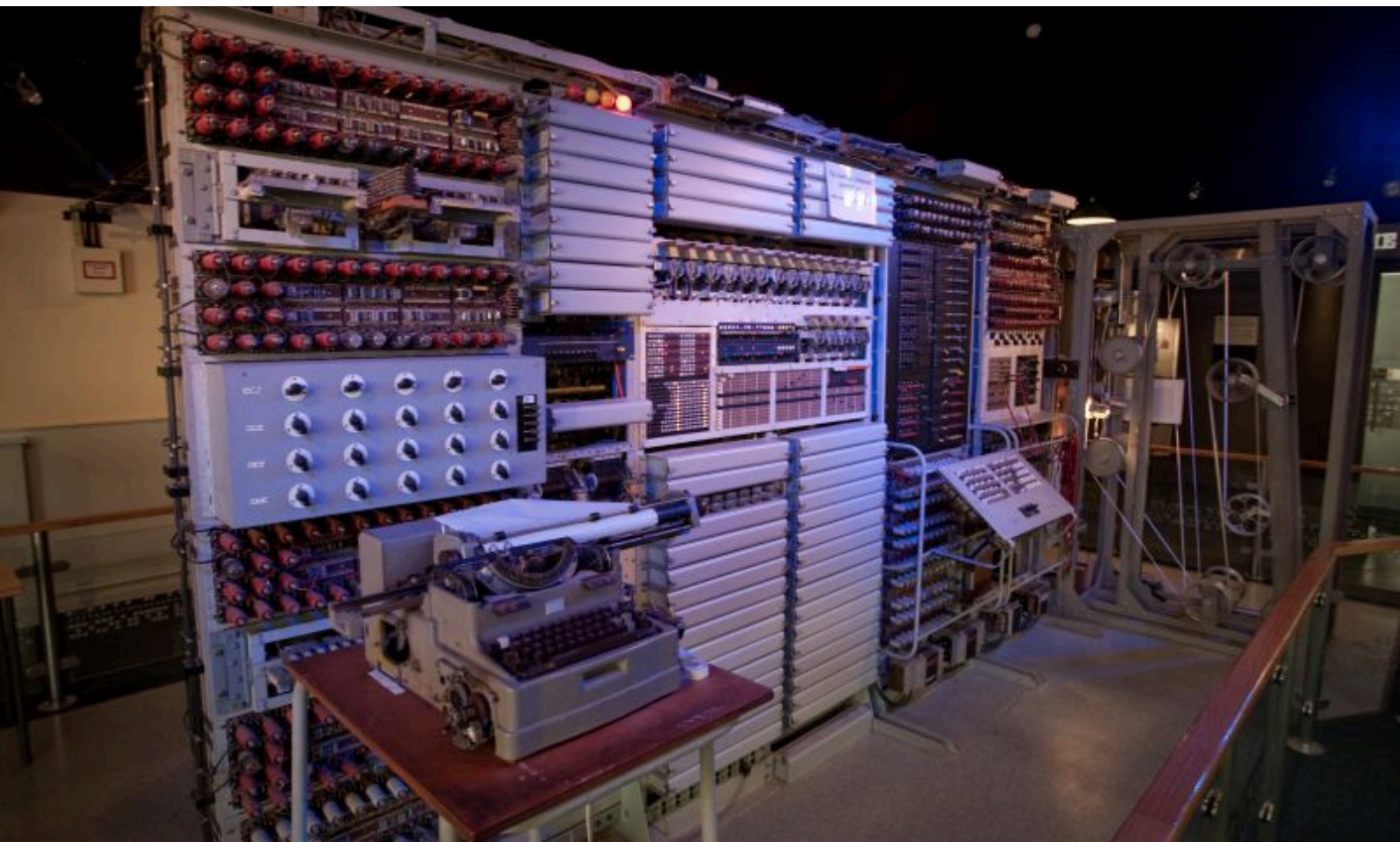
Job description



- Lead the development of diversified audiences across general visitors, educational groups and corporate bookings.
- Oversee brand positioning and external communications to strengthen the museum's profile and reputation.
- Ensure marketing and audience activity aligns with the museum's charitable purpose, accessibility commitments and public benefit objectives.
- Work closely with external Marketing agencies where appropriate, and ensure that they are set deliverables and achieve against these.

External relations & sector engagement

- Act as an ambassador for the museum.
- Build relationships with stakeholders including partners, donors, local authorities, educational institutions and corporate organisations.
- Network with peer institutions and sector bodies to remain informed of emerging best practice and implement relevant innovations.



4 Person specification



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Person specification



Skills and experience

Essential experience

- Significant leadership experience, including a minimum 3 years' experience operating within the museums and visitor attractions industry.
- Proven management experience with responsibility for budgets, teams and operational delivery.
- Experience reporting to a Board of Trustees, or equivalent governing body.
- Demonstrable experience of delivering against strategic objectives.
- Track record delivering income growth and diversification, both commercial and through fundraising.
- Evidence of leading organisational and audience development.
- Strong grasp of data-informed decision-making (KPIs, evaluation, ROI).
- Proven success building partnerships with education, industry, local government, funders, and peer organisations.

Essential skills & competencies

- Strong strategic thinking and commercial awareness.
- Financial literacy and ability to manage budgets effectively.
- Excellent leadership and people management skills.
- Strong written and verbal communication skills.
- Ability to present clear, accurate information to Trustees and stakeholders.
- Operational problem-solving capability.
- Ability to balance cultural mission with financial sustainability.

Desirable

- Experience working with volunteers.

Personal attributes

- Strategic yet hands-on.
- Highly organised and accountable.
- Collaborative and emotionally intelligent.
- Passionate about heritage, education and public engagement.
- Resilient and adaptable in a small-organisation environment.

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How to apply



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How to apply



The National Museum of Computing is working exclusively with Charisma Charity Recruitment.

Applications should be submitted through the [Charisma website](#) and include:

- A comprehensive CV
- A supporting statement (no more than two pages) summarising why you're applying and how you meet the person specification

For an informal and confidential discussion about the role, please contact:

Katherine Anderson-Scott, Executive Director of Charisma Charity Recruitment on 01962 813300 or email info@charismarecruitment.co.uk.

Charisma welcome and encourage expressions of interest from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status or other category protected by law.

Closing date: Wednesday 27th May 2026

First stage interviews with TNMoC: w/c 15th June

Second stage interviews with TNMoC: w/c 22nd June

Charisma vetting interviews must be completed by EOD on the 4th June prior to longlist submission on the 5th June.



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