



 MOSELEY ROAD BATHS

# CEO Candidate Pack

June 2026

*The Best Local Pool in the World*

# A letter from our Chair

## Hello, and thank you for your interest in becoming the first Chief Executive Officer (CEO) of Moseley Road Baths CIO.

Moseley Road Baths (MRB) is one of the most extraordinary community buildings in the country, as well as being one of our most significant heritage assets. Opened in 1907, the Baths have served the people of Balsall Heath for well over a century – and continue to do so today thanks to a determined community campaign that has saved them, twice, from closure.

We are now at the most ambitious moment in the building's recent history. After more than 15 years of campaigning, 5 years of CIO-operated swimming and a host of other activities that have kept the building alive (complete with buckets to catch the rain), a major fundraising campaign, and despite huge setbacks (Covid, BCC bankruptcy, first contractor going into administration, boiler-related closures) we are now about a third of the way through delivery of a fully-funded £35.7 million capital programme to restore and reimagine the Baths for a new era.

MRB will re-open in late 2028/early 2029 as a joyful centre for swimming, wellbeing, heritage, arts and community life, physically connected for the first time to neighbouring Balsall Heath Library, with thanks to the generosity of our major funding partners, and with the support of our 'coalition' of local, national and international partners who have backed the Baths through thick and thin.

We are, therefore, thrilled to be recruiting our first Chief Executive. The CEO will join the capital project as co-client, working closely with the Project Team to build and nurture the new operating team that will re-open and run the Baths. We have given a great deal of thought to the qualities and skills we would like to see in our first CEO. How you work will be as important as what you do. We know that you will be an energetic, inspiring and collaborative leader. We don't mind too much which leadership path you've taken or which sector you've gained your experience in - though it's most likely to have involved the arts, heritage, leisure, communities, or social change. What will be really clear is that you are genuinely brilliant with, and love working alongside, people and communities.

You'll be strategic and entrepreneurial – comfortable with a P&L, confident leading major fundraising relationships, and able to lead a team who will grow income across multiple streams from scratch. Ideally you will have experience of building and leading teams through change. You'll be resilient, calm in complexity, and able to bring joy to the work – because being in this beautiful building should be a pleasure to both work and swim in.

You may already be a CEO, or you may be a senior manager ready to step up to your first CEO role. We welcome both. Either way, there are many people here to offer support, and you will have the benefit of an experienced, friendly and engaged board, a comprehensive Business Plan in place, and a brilliant capital project team alongside you.

If any of this resonates, please read on, and please apply. We particularly welcome applications from people who reflect the diversity of Balsall Heath and Birmingham, and from candidates who may not have followed a conventional route into senior leadership.

We know how much effort goes into job applications - and we thank you in advance for the time you have invested in this. We very much look forward to hearing from you.



## Our purpose - why we exist

We are Moseley Road Baths CIO, a community-led charity. We exist to create a sustainable future for an internationally important historic building that belongs to all of us. We want to be the best local pool in the world - a place full of life, a source of pride, and a hub of health, wellbeing, connection and belonging for people from near and far.

## Our mission - what we do

**Swimming is the beating heart of what we do** - we inspire our city to have a lifelong love of swimming by working with our local communities to create the most inclusive, accessible, creative and purposeful swimming culture in the city; swimming in *this* beautiful building is special - we want to enable another century of swimming for all.

**Our spaces are packed with diverse activities** - both in and out of the pool - that bring people together in ways that help us to be healthier, stronger and happier.

**We are proud of our heritage** - we are the only Baths in the country built before 1914 to have continuously hosted public swimming since opening in 1907: stories of the Baths, Balsall Heath and Birmingham are woven throughout all that we do.

**We are inspired and led by, and operated with and for our local communities** - because of this, we are a vibrant, loved, sustainable and resilient community asset.

## Our values - how we do it

**Belonging** – You are welcome and can be yourself here. We are proud to be part of this community. We are accessible, friendly - and pleased to see you. We create opportunities to participate and grow (whatever level you're at).

**Resilience** – We think about the longer term when we make decisions; sustainability - both environmental and financial - is important in our decision-making; we are a good employer and a great place to volunteer; we are working hard to be financially resilient; we are innovative and adaptable, and try to do things in new ways.

**Together** – We are community led, community-based, and exist and operate for the benefit of our communities. We are proud to have been saved through local activism and pragmatism - existing with, of and through our communities is our way of being.

**Fun and joy** – We try to do things that bring joy, and we like to have fun - whether that's through swimming, working or volunteering - being in *this* beautiful building should be a pleasure and bring a smile to our faces.



## About Moseley Road Baths

Moseley Road Baths opened in 1907 and is one of the very few Edwardian public baths still operating anywhere in the world. It is one of only a handful of Grade II\* listed swimming baths in England, and the only one of its kind that has remained continuously in use for public swimming. Just 2.2% of English buildings have listed status, and of these only 5.5% are of Grade II\* significance – MRB is an extraordinary survivor.

MRB is also a beloved local institution. Generations of children from Balsall Heath, people of all faiths and none, from all backgrounds and of all ages have learned to swim here. Despite the Baths' significance, they fell into a state of severe dilapidation and were added to Historic England's Heritage at Risk register in 1998. In 2003 the Gala Pool was closed, and the Slipper Baths followed in 2004. In 2006 the Friends of Moseley Road Baths began campaigning to keep the Baths open as a public, council-owned facility. In 2016, the Baths were added to the World Monuments Watch, bringing international attention to the campaign. During 2016-17 a number of things began to coalesce. A group of swimmers, residents, campaigners and a couple of heritage professionals came together to form the Moseley Road Baths Action Group - the forerunner to MRB CIO. Historic England, the National Trust and the World Monuments Fund all provided significant early investment in the building, and into a project team in order to get feasibility work and fundraising off the ground as part of the MRB 'coalition'.

In late 2017, the CIO took over operation of the Baths from Birmingham City Council. Not long after, BCC agreed to commit £10m capital funding, and the coalition has continued to work together over a sustained period of time to secure the additional funding needed to restore the building. Between 2018, when the CIO began running the Baths, until October 2023, when we closed for to Phase 1 of the capital programme some of our achievements include:

- **In the water:** we've run the pool, providing public swimming 7 days a week. Highlights have included the introduction of women-only swims, family sessions, aqua-aerobics and aqua-natal, Eid pool parties, 'Chat and Splash' for local women with crafts and language sessions, 'Feel Good' swims with local Mental Health NHS Trusts and Sport Birmingham, free monthly pool parties for refugees and asylum seekers in partnership with ASIRT, screenings of 'aqua musical' *Easy to Love* with Flatpack Cinema, 'Carpe Aqua' candlelit evening swims, LGBTQ+ pool parties, and 'Specular Reflecular' community art co-created work as part of the National Trust's ACE-funded programme of contemporary art. Thirteen local schools had lessons at the Baths.
- **Out of the water:** we filled our spaces with a growing programme of 'dry-side' community, arts and heritage events as part of 'Moseley Road Baths Alive', funded by the National Lottery Community Fund, and *Diving In*, funded by the National Lottery Heritage Fund. This included programming for Balsall Heath Second Saturday, floristry, archery, exhibitions, opera and music, DJs and silent disco, theatre, local fundraising events in support of flooding in Pakistan, schools' fun days, documentary screenings, and regular very popular tours of the building led by the Friends of Moseley Road Baths. Our spaces have been hired by a diverse range of local groups. And we've been the star of a Women In Theatre community play, featuring a chorus of malevolent pigeons.
- We built an operation that fully integrates and celebrates volunteering, as well as providing **opportunities for lifeguard training and work experience**. We supported **volunteers** into

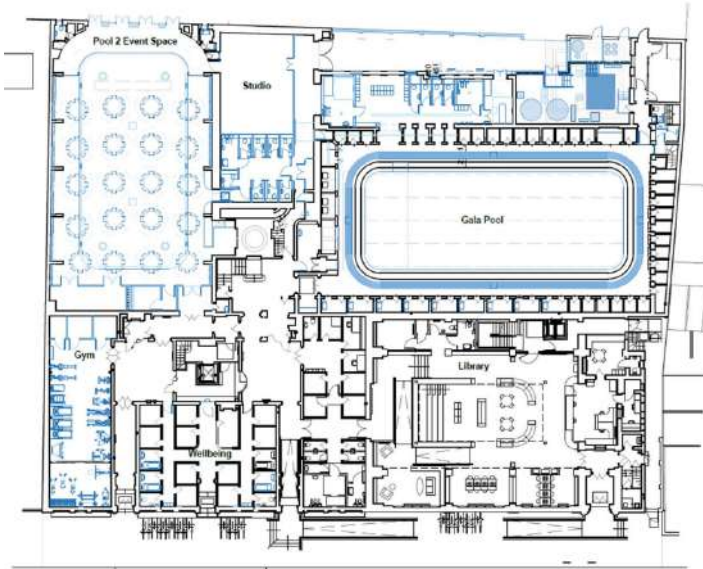
employment at MRB as lifeguards, swim teachers, managers and project staff. We ran lifeguard training courses, including women-only courses, enabling 13 local women to qualify and begin volunteering poolside. We took on two 'Kickstart' Apprentices.

- Trustees directly **raised over £1.005m** to support the operational running of the Baths, including Reaching Communities project funding of £0.482m. We have built a lively marketing and communications presence on social media and through our website.
- **Together**, we have forged a strong partnership between our local communities and major national and international organisations as part of the coalition, collectively persuading BCC to keep the Baths open for swimming, and work alongside us to reimagine a new future for the Baths.
- We continue to act as a **responsive and fully engaged 'co-client' and 'co-sponsor'** for the masterplan project alongside BCC, working closely with the Diving In project team (employed via the National Trust), contributing staff time and thousands of hours of volunteering to support the transformation of the Baths.
- **We kept going** despite frequent pool closures due to regular boiler and plant failure, staff shortages, an 81% increase in utility bills and a global pandemic. Where possible, we've used our creativity to turn these challenges into opportunities - introducing hugely popular cold water swims during periods when the boilers and plant broke down.

## Where are we now?

- **The Baths closed for capital works in October 2023.** The Phase 1 programme is around 50% complete. Phase 2 RIBA Stage 4 design is complete, and on [22 May we announced that we have secured major funding](#) from the National Lottery Heritage Fund, West Midlands Combined Authority Public Sector Decarbonisation Fund, Garfield Weston and the Architectural Heritage fund, which, together with funding from a number of smaller trusts and foundations means that we are now in the happy situation of having a fully funded Phase 2.
- The trustees of MRB CIO have written a comprehensive **Business Plan** (November 2025), with light touch support from two external consultants. This follows on from extensive testing, consultation and conversations with pool users, staff and volunteers before we closed.
- The business plan incorporates a **mixed income model** across all areas of the building, with six clearly articulated strategic priorities. The CIO has agreed terms of an agreement-to-lease with Birmingham City Council. We will work with the BCC Libraries team to develop plans for shared use of our spaces, now that the buildings are linked internally for the first time.

What is now needed is the leadership to turn the building, the funding, the partnerships and the citizen-led governance model into a thriving operational organisation – and to be at the table as co-client of the capital project as it is delivered. The phases of capital work are shown on the next page.



**PROJECT PHASING**

**Phase 1 (2022 – 2027)**

- Library mezzanine and connection to Baths
- Community gym stage 1
- Boardroom event hire space (snagging)
- Major roof repairs
- MEP upgrades (Air Source Heat Pump)
- Level access, No2 lifts, NoZ changing places

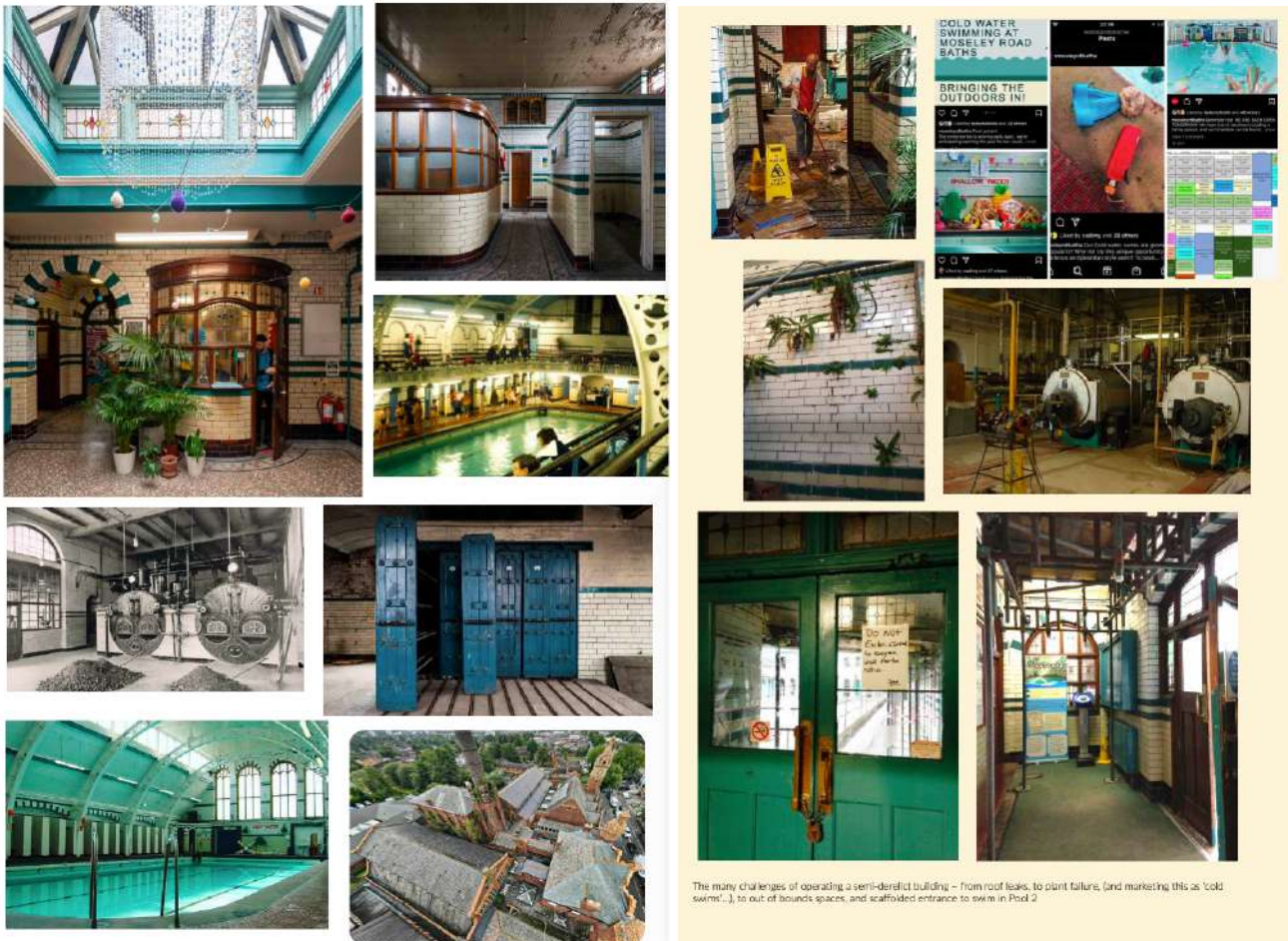
**Phase 2 (2026-2028)**

- Restoration of the iconic Gala Pool
- Accessible ground floor Gala Pool public viewing gallery, pool pod
- Pool 2 third party event space
- Health & Wellbeing Hub lite
- MEP upgrades and final roof repairs (part two)
- Gym final tweaks and Studio
- Toilets
- Landscape - hardscaping, accessible drop off

\*Dates are subject to programme

## Project timeline

- 2026-2028: Phase 2 construction & heritage restoration
- 2027-2028: Staff recruitment, training & community engagement
- Late 2028: Grand Reopening with Gala Pool swimming restored
- 2029-2030: Build to full operational capacity



## Headlines from our business plan

- **8 years in the making** - Our business plan is a prudent, thoroughly researched, and 'living' business plan. We've drawn on direct experience, extensive and regularly re-visited market research, and the advice of a wider range of critical friends and specialists.
- **Historic Pool Power** - Historic baths can operate in crowded marketplaces and thrive, due to their ability to offer a different atmosphere, tailored programme, and different price points to commercial operators, as shown by our friends in Withington (Manchester) and Bramley (Leeds).
- **Room in the market** - There's a gap in the market in Birmingham for a brilliant local pool that is also a city leisure and tourism attraction, with the added benefit of international heritage significance. Birmingham is short of swimming capacity.

*\*The full business plan will be shared with shortlisted candidates*

## Our heritage significance

- **Rare and special** - MRB is a Grade II\* Listed Building. Only 2.2% of English buildings achieve listed status; only 5.5% of them have Grade II\* significance.
- **Unique national survivor** - The most complete surviving Edwardian pool and wash house facility still in use.
- **Living Heritage** - The only pre-WW1 baths in the country to continuously host public swimming since opening in 1907.
- **International recognition** - Featured on the World Monuments Fund Watch, supported by the National Trust and Historic England.



“Birmingham  
has in its midst  
a great  
wonder.”

– Simon Inglis, writing about  
Moseley Road Baths in  
'Great Lengths'



## Our strategic priorities

**1 | Looking after and investing in this beautiful building and sharing the stories it holds** - caring for the physical fabric and spaces, celebrating heritage, being environmentally sustainable.

**2 | Swimming, health, fitness and wellbeing for all** - we will offer something for people of all ages, life experiences, abilities and beliefs.

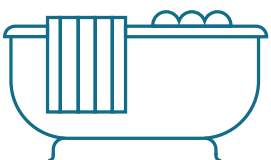
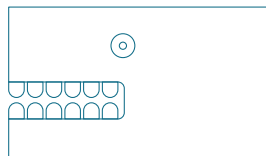


**3 | Creating welcoming spaces that bring people together** - for swimming, leisure, to learn new things, have fun, attend events, be a (local or non-local) tourist, explore heritage, be creative, or just be.

**4 | Community led, community benefit** - through citizen-led governance, leadership, and participation; we will ensure our programmes meet the needs and ambitions of local people.

**5 | Financial and organisational resilience** - by valuing and investing in staff and volunteers, balancing our social purpose with commercial insight to ensure we are financially sustainable so that we are here for the long term.

**6 | A great place to work, train and volunteer** - through volunteering and skills programmes, jobs and apprenticeships, training and development opportunities.



## What impact do we want to have?

**More people in Birmingham know how to swim:** we will create the most inclusive, welcoming and joyful swim offer in the city that caters to a wide range of local needs; we will create uplifting events and activities based in and around our historic pool; our swim school will offer a variety of classes for schools and learners of all ages, and at all levels. We will buck the national trend which shows that 28% of children cannot swim by the time they leave primary school, with children from deprived areas twice as likely to drown.

**Our communities will be healthier and happier:** our wellbeing hub, pool, gym and cultural programming will offer a range of accessible activities to nourish mind, body and soul.

**MRB will be one of Birmingham's best loved tourism destinations:** we will achieve this by inviting investigation of our rich heritage - encompassing both the old and the new, through our distinctive swimming experience, guided tours of the building, and our commitment to championing the stories of the Baths and Balsall Heath through our programming.

**Local people will have more opportunities to play an active role in their communities, and to shape the future of the Baths:** we will do this through our volunteering programmes, our CIO governance model and citizen leadership, by working in partnership with the Library, our neighbours and other local community organisations.

**We will be a source of inspiration** for, and inspired by, our communities, neighbours and partners. We will do this by learning from others, working collaboratively, being part of local and national conversations, and by sharing what we have learned - including with other community assets and local authorities wanting to work in partnership with communities.

**Young people will see heritage and community buildings as places where they belong,** and where they have agency. We will do this by creating thoughtful opportunities for young people to lead, be involved in and meaningfully shape our work.

**The Baths will be saved for future generations:** the whole building will be put to work and opened for use as a sustainable and resilient community asset; the Baths will be removed from Historic England's Heritage At Risk register.



Image from stitch project for the tea room, Moseley Road Baths

# Business Plan: Future core activities | Risk | Governance

## Swimming & Fitness

- Restored Gala Pool with spectacular 3-tier gallery.
- Community gym (20+ stations) in Mens' Second Class Slipper Baths.
- Inclusive swim school serving all ages and abilities underpins our business plan.
- Specialist sessions for SEND, women-only, families.
- Competitively-priced membership model with evidence of demand.

## Wellbeing Hub

- Heritage slipper bath experiences in Women's First Class Slipper Baths.
- 'Necessary luxury' accessible to all economic backgrounds.
- Group bookings & unique heritage bathing experiences.

## Events & Functions

- Pool 2 events space (160 seated/250 standing capacity).
- Flexible space rental model for wedding receptions, corporate events, community hire with strong evidence of demand.

## Heritage & Culture

- Heritage tours.
- Community arts & cultural programming.
- Storytelling & interpretation throughout building.
- Future opportunities to programme with Balsall Heath Library.

## Financial sustainability

- Y1 Projected Income (post investment) £647k; Y3 Projected Income (post investment) £1,086m.
- Y3 surplus (steady state) £142k.

## Risk

- Proven resilience: Track record of successful operation through multiple crises including pandemic, energy price shocks, and infrastructure failures.
- Financial safeguards: Conservative income projections, diversified revenue streams and comprehensive maintenance planning.
- Partnership strength: Robust coalition of partners providing expertise, funding, and advocacy.
- Operational flexibility: Adaptable programming model responsive to community needs and changing contexts.
- Proactive risk management: Thorough and robust processes led by a highly experienced trustee team, with significant competence in finance, audit, risk, HR and operational management.

## Governance

- Moving beyond consultation to genuine citizen leadership of civic spaces.
- Founding member of Citizens in Power Network; pioneering community-led decision making through sortition (random selection of decision makers), deliberation (facilitated spaces for inclusive decision-making), and rotation (taking turns to represent and be represented).

## Annual community impact targets

- Total annual visitors: 125,000
- Children receiving swimming instruction: 3,100
- Local schools using pool: 13
- Adult learners (swimming): 128
- Wellbeing Hub experiences: 1,575
- Heritage Tour participants: 900
- Active volunteers: 100
- Swim & Gym Memberships 400+

*\*impact targets by Y2*

# Project & operational structures

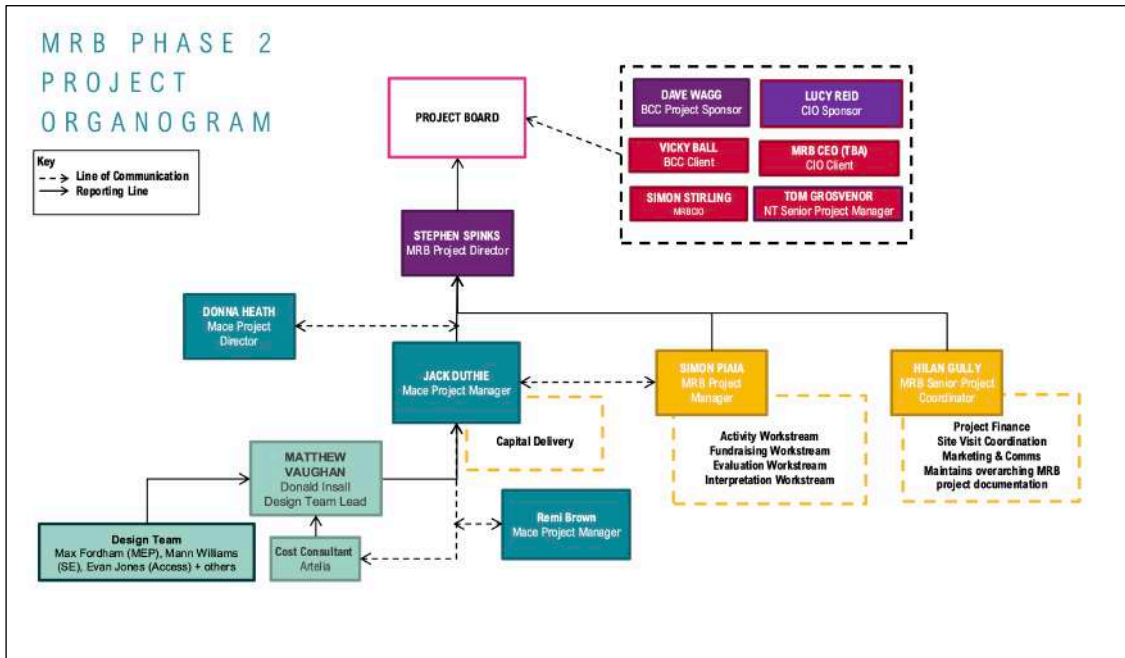


Chart 1 shows the structure of the Diving In Project governance, including Project Board, Design Team, and Project Management Team. The CEO will join trustees on the Project Board, acting as 'CIO client', acting as the voice of the CIO and end user of the Baths.

Chart 2 shows the structure of team during the first phase of the CEO role.

The CEO will work closely with the MRB Project Director, MRB Project Manager and MRB Senior Project Coordinator to recruit the new team who will deliver the Heritage Fund Activity Plan.

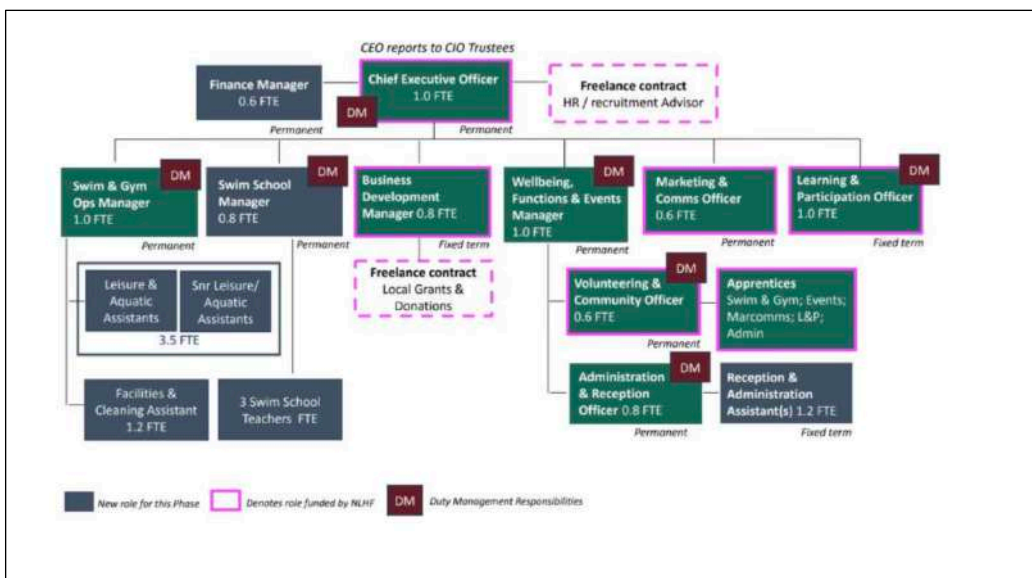
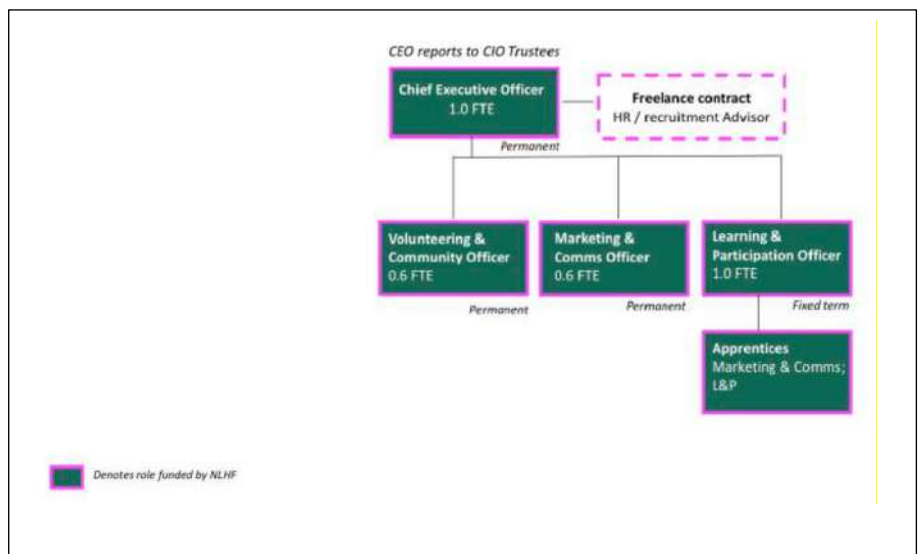


Chart 3 shows how the team grows in readiness for re-opening the Baths. The Activity Plan team is gradually joined by the operational team.

## About the role

Are you interested in leading a once-in-a-career project at one of the UK's most extraordinary community buildings? Excited by the prospect of building a team, a culture and an operation from scratch – alongside a £35.7m restoration and a pioneering citizen-led governance model?

This is a brand-new CEO role at Moseley Road Baths CIO. The CEO will be the first ever Chief Executive of the organisation, working closely with the Board of Trustees and the citizen-led governance structures. You will also be the first in a host of new appointments, so this is a rare opportunity to shape a team from scratch.

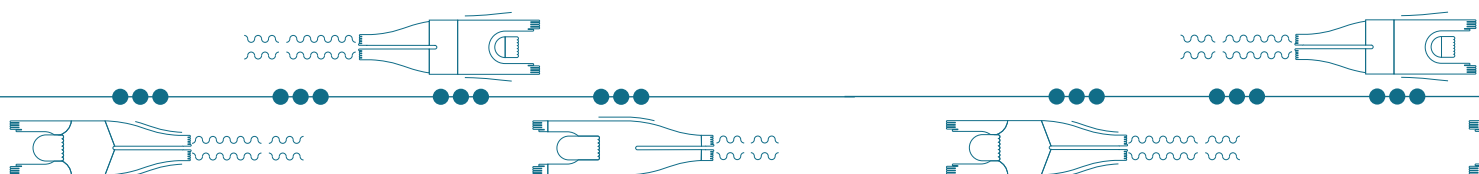
The role brings together three substantial responsibilities: leading the set up and operation of the Baths to re-open a fully restored building after a long period of closure for capital works; sitting as co-client of the capital project alongside the project team; and championing MRB's distinctive citizen-led model in Birmingham, in the heritage and leisure sectors, and nationally.

This role is suitable for an experienced CEO, or for a senior manager looking to step up to CEO level for the first time. Either way, the Trustees and a freelance HR/recruitment advisor will provide structured support, and you will have the benefit of a strong, engaged Board, a comprehensive Business Plan and an experienced and pro-active capital project team alongside you.

## About you

The full essential and desirable criteria are set out in the Role Profile, but here is the short version.

- **You will be brilliant with people.** You will be able to make anyone – a child learning to swim, a major funder, a journalist, a Trustee, a contractor on site – feel welcome and listened to. You will be a confident public advocate for community-led work and comfortable representing MRB in a wide range of settings.
- **You will be strategic and entrepreneurial.** You will be comfortable with a P&L and have a track record of leading major fundraising and growing income across multiple streams.
- **You will have built and led great teams** through change, and you will know how to create a culture that is inclusive, learning-oriented and kind.
- **You will be genuinely committed to community leadership** – not just willing to consult, but willing to share power. You will believe in citizen-led governance as a serious and credible way of running a civic organisation.
- **You will be resilient, calm in complexity, and able to bring joy to the work** – because being in this beautiful building should be a pleasure.





## Key responsibilities at a glance

The full bulleted responsibilities are set out in the Role Profile. In summary, the CEO will hold nine main areas of responsibility:

1. **Strategic leadership & vision** – set direction with the Board and citizen-led governance structures, deliver the Business Plan, and be the senior public advocate for MRB locally, nationally and internationally.
2. **People and culture** – build and lead the senior team and wider staff group, creating an inclusive, learning-oriented culture that reflects Balsall Heath and Birmingham
3. **Capital project leadership** (as co-client) – sit as co-client alongside the National Trust-led project team and the Birmingham City Council co-sponsor, ensuring that project meets business plan needs.
4. **Business planning & financial sustainability** – responsibility for the financial health of MRB CIO, through business planning, income diversification and sound financial management, leading on business development across all income streams.
5. **Operational excellence** – lead the set up and management of all operational aspects of the Baths – from maintenance, to policies and procedures, visitor experience and compliance.
6. **Partnership & relationship management** – support the Chair and Trustees, embed citizen-led governance in practice, and steward MRB's local, national and international partnerships.
7. **Fundraising and income generation** – lead MRB's fundraising strategy and grow earned income across multiple streams. Hold primary funder relationships post-project.
8. **Community engagement & citizen leadership** – champion and embed citizen-led approaches, community voice, and participation.
9. **Advocacy & communications** – ensure compelling storytelling across all channels, represent MRB in media opportunities, and share learning with the wider sector.

## Working at Moseley Road Baths

The role has two distinct phases. **During the construction period**, the postholder will work from a combination of home, and hot-desking locations on Moseley Road, with regular site visits. During this first phase, we may be open to discussing a more flexible working pattern for the right candidate.

**As the Baths reopen**, the role will become fully based at MRB, and a strong on-site presence will be essential – both to lead the team through this significant moment, and to build relationships with the community and the building itself. At this stage, we anticipate the postholder will be on site for a minimum of four days per week.

**We are committed to being a flexible and inclusive employer**, and we welcome applications from candidates who may require flexible working arrangements. We're also happy to make reasonable adjustments for disabled applicants. The role is contracted at 37.5 hours per week. Given the on-site nature of the role in its second phase, it is unlikely to suit part-time arrangements, so we would encourage anyone with questions about working patterns to get in touch with us before applying. There will be a need for some evening and weekend working for events, meetings, duty management and to observe how the operation is working.

Although we are open to receiving applications from applicants living a reasonably commutable distance outside Birmingham, this is – particularly as the Baths re-opens – a role that will really benefit from the postholder being based in the city.

We are committed to building an inclusive workplace that reflects Balsall Heath and Birmingham. We particularly welcome applications from people from groups currently under-represented in senior leadership in heritage, leisure and the charity sector. We are also committed to good employment practice, fair pay and staff wellbeing – a culture you'll be helping us to build.

For information on probationary period, references, DBS, holiday, pension and full working arrangements: see the accompanying Role Profile.

## Recruitment timeline

Applications close	Monday 29 June, 12 noon
First-round interviews	Friday 10 / Saturday 11 July – Short online interview
Second-round interviews	Friday 17 / Saturday 18 July – In person interview; tour with Trustees and senior partners on site [includes presentation]
Final-round interviews	Friday 24 / Saturday 25 July – Interview with Chair and one other [in Birmingham, location tbc]

*Interview dates may be subject to change*

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Moseley Road Baths on this appointment.

Candidates should apply for this role through the Saxton Bampfylde [www.roles.saxbam.com](http://www.roles.saxbam.com) using code ECAKA. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

You will be asked to attach **a covering letter** which responds directly to the questions below, and **your CV, which should be no longer than 3 pages**. Please attach documents as PDFs. You can read Saxton Bampfylde's guide to writing covering letters [here](#).

Your cover letter should respond to the following questions, drawing on relevant experience.

1. What has led you to apply for this role at this point in your career? [300 words max]
2. What excites you most about the opportunity at MRB? [300 words max]
3. How does your experience match what we are looking for in our first CEO? [500 words max]
4. What kind of leader would you be at MRB – particularly in relation to our citizen-led governance model and the team you would build? [500 words max]
5. What support do you think you would need to succeed? [200 words max]
6. Is there anything else you think we should know about you? [300 words max]

*\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## Use of AI

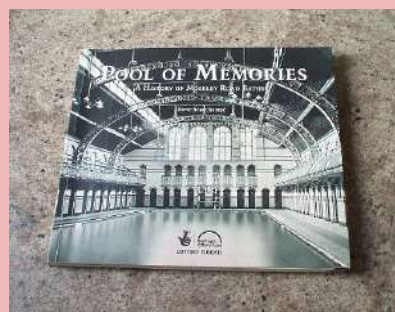
We know that AI tools are part of many people's working lives – and we'll need to explore how AI can support our operation. We have no objection to candidates using AI tools to help organise their thinking or prepare for the application. However, we ask that your written answers are your own. Applications that appear to have been generated entirely by AI are unlikely to give us a genuine sense of who you are – and that matters a great deal to us. Please write in your own voice.

## Alternative formats

- We accept applications in audio or video format if that works better for you.
- We can provide a printed copy of the candidate pack, application form or any other materials.
- If you need either of the above, or any reasonable adjustments to the recruitment process, please contact us via the details below – we are happy to discuss.

## Still have questions?

We know this is a complex role, and it's always a big decision to apply for a job. We are happy to arrange an informal conversation with a member of the recruitment panel. Please bear in mind that all our trustees are all volunteers – we'll do our best to respond as quickly as we can to any requests. Please contact [Anthony Wood](#) at Saxton Bampfylde who will be able to assist in the first instance.



[www.moseleyroadbaths.org.uk](http://www.moseleyroadbaths.org.uk)

