



RHS

Appointment of

Treasurer

October 2025 EYLFB

Saxton Bampfylde



Introduction from the President

I would like to share a warm welcome on behalf of the Royal Horticultural Society, the UK's leading gardening charity, where I am proud to have served as President for over five years. Thank you very much for your interest in the RHS Treasurer opportunity.

The role of Treasurer is core to the governance of the RHS. We are looking for someone who has in equal measure financial and commercial expertise, alongside a commitment to the strategic vision that drives us at the RHS, of a world where gardening is embraced as a way of life.

Like all charities, we are navigating our way through an uncertain and challenging external climate, not to mention dealing with the literal climate that is increasingly unpredictable, yet integral to our commercial success. In the face of this, we look to a Treasurer who can responsibly steer the organisation's finances whilst having the commercial acumen and creativity to support us to grow as we drive our strategy and deliver on our charitable purpose.

I lead a team of committed trustees, we come together under our common RHS mission, to be there for everyone on their lifelong adventure with gardening. We are looking forward to welcoming a new Treasurer who will play a vital part in the future of this wonderful organisation, and I can assure you that it is an incredibly rewarding experience.

I hope to have the opportunity to meet you and continue the discussion.

Keith Weed, CBE
RHS President



About the RHS

Founded over 220 years ago, the Royal Horticultural Society (RHS) is a treasured UK charity and leading authority on horticulture, as well as the world's largest gardening charity. We represent a thriving, diverse community of individuals passionate about spreading the joy of gardening, from professional and home gardeners, to our members, supporters, volunteers, visitors to RHS Gardens and Shows, students, scientists and more.

Combining world-class gardens, flower shows, scientific research, education, and community initiatives that improve the science, art and practice of horticulture, the RHS supports millions across the country, engaging over half of UK schools in our programmes, extensive community outreach including *Britain in Bloom*, NHS hospital wellbeing gardens and community gardens worldwide. The RHS is also the largest investor in horticultural science globally and offers educational programs and qualifications for both professional horticulturists and gardening enthusiasts.

In recent years, the RHS has been through a period of consolidation and renewal following major investment and innovation, embracing technology and sustainability as core initiatives, while staying true to the charity's purpose.

Looking ahead, there are exciting potential projects in discussion, such as the redevelopment of, or potential addition to, our treasured sites, in addition to expanding our community and educational programmes, ambitious fundraising goals, and the continued modernisation of our digital and membership offer.

This forward momentum sets the stage for our next Treasurer to play a pivotal role, helping guide the RHS's strategy to 2030 and shape our strategy beyond, supporting innovation and ensuring the RHS continues to thrive for the next generation of gardeners.





Our vision is a world where gardening is embraced as a way of life – a source of joy and fulfilment, building healthier lives, stronger communities, and thriving environments. To achieve this, our mission is to be there for everyone on their lifelong adventure with gardening.

A photograph of the RHS Hilltop building, a modern structure with a dark blue facade and large windows. The building is surrounded by lush greenery and a gravel path. In the foreground, there are several large, rounded green bushes and a small pond. The sky is blue with scattered white clouds.

What we do: Gardens, Shows and Impact

The RHS promotes horticulture and delivers its mission through our five gardens, world-renowned shows, and an expanding portfolio of educational and digital initiatives, blending charitable impact with commercial enterprise.

Our Gardens:

- RHS Wisley – Surrey
- RHS Bridgewater – Greater Manchester
- RHS Harlow Carr – North Yorkshire
- RHS Hyde Hall – Essex
- RHS Rosemoor – Devon

Our shows in 2026:

- RHS Chelsea Flower Show
- RHS Malvern Spring Festival
- RHS Badminton Flower Show
- RHS Sandringham Flower Show

Membership, Education, Science & Community

- The RHS has over 600,000 members nationally.
- We offer education and training through RHS qualifications and apprenticeships.
- We conduct world-leading research into plant health, biodiversity, sustainable growing and climate resilience, including pioneering peat-free practices.
- We deliver community programmes including *Britain in Bloom*, school partnerships and NHS greenspace initiatives.
- We have developed new digital engagement such as the RHS Grow app and enhanced CRM systems.



How we are run

Governance:

The RHS operates under a Royal Charter and is governed by a Council of Trustees, comprising the President, Treasurer, and up to 15 elected or co-opted members. Our Trustees come from across horticulture, business, academia and the arts, bringing a broad and diverse range of experience.

Supporting the Council are statutory groups — including Finance & Commercial, Audit & Risk, Governance & People, and Investment — which provide detailed scrutiny and advice.

Executive Team:

Day-to-day operations are led by the Director General and an experienced Leadership Team, including a newly appointed Director of Finance and Corporate Services.

Finances:

As a registered charity, the money the RHS raises is reinvested into our charitable purpose – advancing horticultural science, education and public engagement. Our funding model blends earned income and voluntary support, giving the RHS both reach and resilience. This includes:

- Membership subscriptions
- Shows and events
- Garden admissions, retail and catering
- Education
- Corporate Partnerships, donations, legacies and grants
- Investments and endowments.

The RHS has weathered the pandemic and economic headwinds, alongside external factors like long-running roadworks affecting RHS Wisley visitor numbers. Despite these challenges the RHS remains financially strong, and we continue to invest in our charitable purpose.





Our Strategic Priorities

1. Champion the essential role of gardening
2. Opening up gardening for anyone, anywhere
3. Grow our story to share the joy of gardening
4. Deliver science solutions for people, gardens and nature
5. Build horticulture for the future
6. Unlock our potential



Our impact: 2024 in numbers

609k RHS members growing their love of gardening.

2.7m visitors inspired by great horticulture at the five RHS gardens.

26.6m users of the RHS website are helped to become better gardeners.

54% of UK schools engaged in the RHS Campaign for School Gardening bringing the benefits of gardening and growing plants into the classroom.

449 gardening and creative courses and workshops held in RHS Gardens, providing inspiration and the chance to learn new skills.

35+ pioneering RHS research projects and collaborative PhDs to help improve the health of the environment, people and nature.

2,081 volunteers supporting our work at our gardens, libraries, shows, retail outlets, learning centres and in communities.

£15m raised through corporate partnerships, legacies, appeals and donations to fund our charitable work.





The Role of Treasurer

The RHS Treasurer is a key strategic leader, advising the RHS President, Director General, and RHS Council on the organisation's financial and commercial affairs, including those of its trading subsidiaries. The Treasurer plays a central role in safeguarding the charity's financial health, guiding long-term strategy, and ensuring the RHS continues to enrich lives through gardening for generations to come. Beyond financial stewardship, the Treasurer acts as a critical friend, visionary, and ambassador for the charity, shaping commercial and charitable priorities across the RHS.

This role demands sharp financial acumen, strategic insight, and excellent interpersonal skills to collaborate effectively with key stakeholders, including the RHS President, RHS Director General, RHS Finance Director, and the wider Board of Trustees.

Financial Stewardship

- Champion innovation, growth and financial discipline in the commercial operating model of the RHS.
- Oversee short and long-term financial planning of the RHS and the performance of its investment portfolio to safeguard its financial strength and build reserves.
- Provide robust oversight of budgets, cost management, risk frameworks, and commercial operations, including trading subsidiaries, gardens, shows, education, and retail activities.
- Interpret and present complex financial reports in a clear, accessible way, enabling the Council and stakeholders to make informed strategic decisions.
- Ensure compliance with all legal and regulatory financial obligations, including charity law, the RHS Royal Charter and Bye-laws.

Governance and leadership

- Chair the RHS Finance and Commercial Board with a focus on analysis, insight and actionable advice.
- Deputise for the RHS President as a valued RHS representative at public engagements and meetings when needed.
- Act as a critical friend and deputy to the President, providing independent challenge, mentoring trustees, and supporting high-quality decision-making across Council and committee activities.
- Contribute to the evolution and execution of the RHS's commercial and charitable strategy, ensuring that immediate operational needs are balanced with long-term growth and risk management.
- Work closely with other statutory board and committee Chairs, to ensure effective oversight and alignment.
- Help shape the RHS's vision beyond 2030, providing financial and commercial leadership to guide long-term planning, innovation, and transformation.

Collaboration and stakeholder engagement

- Foster productive, challenging yet respectful relationships with the RHS President, RHS Council and the Executive team.
- Act as a trusted advisor to the RHS Director of Finance and RHS Director General, meeting regularly and as needed.
- Represent the RHS externally as needed, acting as a champion and ambassador for its work, donor engagement and values.
- Leverage external networks, sector insight, and commercial experience to inform strategy, bring fresh perspectives, and strengthen the RHS's financial and operational resilience.

Person Specification

The RHS Treasurer combines strategic financial and commercial expertise with a passion for the RHS's mission and a commitment to its long-term growth and sustainability. You will have a sense of fun and perspective, able to balance seriousness with the enjoyment of engaging in one of the UK's most loved charities.

Knowledge and Experience:

- Strong financial and commercial expertise, with proven experience of overseeing complex budgets, portfolios, and commercial operations.
- Prior non-executive experience from within a charity or commercial environment.
- Experience of strategic planning, with a strategic mindset and ability to consider short, medium and long term financial and operational needs of a large, complex charity.
- Strong network of relevant corporate and commercial contacts, and able to bring insights, connections and strategic thinking from other sectors to enhance the RHS's resilience and performance.
- Accountancy qualification (optional).

Skills, Attributes and Personal Qualities:

- Passionate about horticulture and committed to the RHS mission, values and future direction of the RHS, able to engage with trustees, staff, members, and the wider horticultural community with authenticity and enthusiasm.
- Flexible, personable and collaborative, able to interpret and communicate financial information effectively to a variety of audiences, and to foster productive, challenging and respectful conversations across the Council, executive teams, donors, and partners.





Terms of Appointment

The RHS Treasurer is elected annually by the membership at the RHS Annual General Meeting (AGM) and may serve for up to five years with the possibility of two further annual terms if agreed exceptionally by RHS Council and members. This role will begin following the RHS AGM in July 2026.

- Attend six RHS Council meetings per year and the AGM – some RHS Council meetings are not held in London
- Chair the RHS Finance and Commercial Board and RHS Investments Committee and serve as an ex-officio member on other RHS Statutory groups (principally the RHS Audit and Risk Committee and the Governance and People Committee), each of which meets between two and five times per year. These meetings are often held over one or two days.
- Visit RHS Gardens and attend RHS events, including donor engagement and similar meetings at the RHS Chelsea Flower Show
- Participate in annual Strategy Away Days and occasional ad-hoc meetings with the RHS President, RHS Director General and members of the RHS Leadership Team
- Overall, be available for RHS business for around two days per month (on average).

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the RHS on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **EYLFB**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 20th November 2025**.

* 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.





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