

TRUSTEE JOB DESCRIPTION

OVERVIEW

English Touring Theatre (ETT) are a UK based international touring company, creating theatre of outstanding quality, imagination and ambition; work which interrogates and celebrates contemporary England and reflects the diversity of our nation. Our work enables people to ask challenging questions of them and others.

We stage a balance of new and classic work, to make theatre that is imaginative, responsive and alive: sparking dialogue and fostering connectivity. Each year we work with around 10 venue partners, tour to 25 towns and cities and reach an average audience of 75,000 people.

ETT's commitment to supporting and employing those from our freelance industries has been a huge priority in the last 18 months. ETT regularly employ up to 300 freelancers per year have supported hundreds more with workshops, hardship grants and networking tools.

Inspired by the learnings from its recent practice and the implications of COVID-19, English Touring Theatre is undergoing a period of change. We are reflecting upon our core missions, activities and stakeholders. Identifying how we elevate our relationship with audiences and communities across the nation across the physical and digital spaces is at the heart of our work.

Our board is active body; engaged and committed to English Touring Theatre's ongoing strategic development. This is reflected in our newly re-shaped business plan, which focuses on being a touring company that is flexible, responsive and looking towards an increasingly democratic and open future. We have ambitions to be a touring company for the digital age, producing new work and collaboration models which can deepen and widen relationships with our audiences, communities, participants and artists.

We are looking to recruit new Trustees to continue to strengthen and diversify ETT's board and achieve our renewed strategic aims. The board has the ultimate responsibility for the strategic direction, development and governance of ETT. We look for candidates from a wide representation of backgrounds and ages and as per our commitment to equality and diversity, applications from Black, Asian and global majority candidates as well as candidates with disabilities are particularly encouraged.

WHO ARE WE LOOKING FOR?

We are looking for trustees who will promote a progressive understanding of and commitment to diversity in all its forms.

Our new Trustees will possess substantial experience and knowledge in one or more of the following areas:

- Strategic HR
- Commercial/Legal
- Digital Innovation
- Audience Engagement

We welcome applications from candidates who have had no prior experience in a Trustee or a Board role.

Applicants who can bring in new ideas and stimulus from sectors other than the culture sector would be welcome. We are particularly interested in encouraging applications from across the country.

ROLE OF A TRUSTEE

Trustees are both charity trustees and company directors and therefore have statutory duties. In addition, Trustees are also expected to draw on their own personal knowledge and experience, and be able to:

- Contribute to constructive debate regarding the strategic development of English Touring Theatre, in line with its charitable objectives, and vision, mission and values and significant issues facing the charity;
- Monitor and measure achievements and evaluate progress the performance of English Touring Theatre, ensure accountability for delivering objectives and priorities in line with the Business Plan and agreed strategies, ensuring that financial and other internal controls and systems of risk management are robust;
- Ensure that English Touring Theatre's resources are used to optimise impact to the stakeholders' lives in meaningful ways, the delivery of the Charity's objects, providing value for money; and
- Act as an 'ally' to members of the executive team.
- Act as an Ambassador for ETT, promoting and representing the organisation to external contacts and bodies and at events.
- Maintain an active engagement with ETT's programme of work.

It is expected that all Trustee's will use their knowledge and experience to help the Board and its Committees reach sound decisions. This will involve scrutinising strategies and plans, leading discussions, focusing on key issues and providing advice and guidance on new initiatives or other issues relevant to English Touring Theatre.

TRUSTEE RESPONSIBILITIES

Board members at ETT oversee the company's strategy, finances, operations and governance, working with the Executive Team.

New board members will have a passion for theatre and the arts and have the confidence and ability to become part of an experienced and highly motivated board guiding ETT's future.

We strive to offer flexible offer flexible Board Meeting times for our trustees. Regular attendance at board meetings is the best way to keep engaged with the company.

Trustees are required to:

- Uphold the highest standards of integrity and probity and comply with the statutory duties for Company Directors set out in the Companies Act 2006 and the fiduciary duties of a Charity Trustee;
- Demonstrate commitment to the principles of English Touring Theatre Code of Conduct and relevant policies;
- Uphold the values of English Touring Theatre, and to ensure that the organisation promotes equality and diversity for all its stakeholders; and
- Participate fully in the work of the Board and its three Sub-Committees, ensuring the collective responsibility of the Board of Trustees, including:
 - preparation for and attendance at Board and Committee meetings and other ad hoc meetings;
 - participation in Trustee induction, training and development; and
 - participation in performance appraisal and Board effectiveness reviews.
- Act as an ambassador for English Touring Theatre, to promote its work and safeguard its good name and reputation.

ESSENTIAL CHARACTERISTICS

- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives
- A proven track record of sound judgement and effective decision making
- A history of impartiality, fairness and the ability to respect confidence
- A track record of commitment to promoting equality and diversity.
- Good, independent judgement and strategic vision
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team

TERMS of SERVICE

- Initial three-year term. Board members can be re-appointed up to maximum of three terms.