

**FEST
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**GREENWICH +
DOCKLANDS
INTERNATIONAL
FESTIVAL**



CHAIR OF THE BOARD OF TRUSTEES RECRUITMENT PACK



Black Victorians, Jeanefer Jean Charles © David Levene

Welcome

Introducing FESTIVAL.ORG

FESTIVAL.ORG is one of the UK's leading outdoor arts and theatre producing organisations. We're proud to produce the annual **Greenwich+Docklands International Festival** (GDIF), described in The Guardian, as "an event whose annual contribution to the happiness of the people of London is unrivalled", together with a host of other year-round strategic initiatives, including the highly successful Arts Council England funded programme, **Global Streets**, through which international productions tour to 12 towns and cities across the country.

GDIF takes place over 17 days each summer across Greenwich, East London and the City of London. Since 1996 GDIF has grown into one of Europe's most highly respected free, outdoor performing arts events attracting audiences of more than 60,000 each year and achieving significant national media coverage.

All our work is underpinned by a profound commitment to diversity, access and inclusion – we want to ensure that all aspects of our organisation and our work reflects the diversity of contemporary Britain. The organisation has played a particularly key role in commissioning Deaf, disabled and neurodivergent artists to create new outdoor work and in 2023 GDIF was awarded Platinum for its high standards of access by **Attitude is Everything**, the first festival of its kind in the county to have received this recognition.

Our work

FESTIVAL.ORG presents free, inclusive and often spectacular, outdoor events which showcase familiar locations in surprising new ways and transform perceptions. From original commissions such as "The Architect", an immersive theatrical bus journey which poignantly celebrated the legacy of **Stephen Lawrence**; to performances of the epic production, "Resurgam" from the American vertical dance company **Bandaloop**, which scaled the iconic south side of **St Paul's Cathedral**; unforgettable site-specific performances like **Duke Riley's** "Fly by Night" in Thamesmead, which involved 1500 LED-carrying pigeons; and not forgetting the Greenwich Fair, GDIF's annual showcase of the best of UK and international street arts and circus.

We also produce and tour original outdoor productions with leading UK artists, most recent with **Jeanefer Jean-Charles**, whose dance-theatre production "Black Victorians" has been seen widely across the UK and internationally. We also deliver major outdoor commissions and productions on a consultancy basis, such as the recent video-mapped installation "Ukrainian Dreams" as part of Liverpool's **River of Light** festival.

Our financial model

As a registered charity with a turnover of around £1.75m, **FESTIVAL.ORG** is funded by a combination of Arts Council England, local authority investment, private and public sector partnership support, as well as touring and earned income.

Our whole portfolio is rooted in often complex and always evolving partnerships. We recognise that in a fast-changing environment, we need to continue to reinvent ourselves and a key priority in coming years is to explore new funding and income generating opportunities for the company, and further strengthen our position as a leadership organisation in outdoor theatre and performing arts.



About the role

Our board of trustees has been led by **Geoff Pine** for many years and under his stewardship the organisation has developed and flourished. As Geoff plans to step down in 2024 we are now looking for someone who recognises the power of free, publicly sited theatre and arts, to join us and lead our board through its next phase of development.

This is an exciting opportunity to join us at a time when we will be celebrating past achievements whilst reflecting on our future: in 2025 GDIF will celebrate its 30th birthday, a major milestone for any festival.

Our Chair and other board members are vital to the organisation's success, contributing their expertise by providing strategic advice and guidance to our management team, whilst ensuring that we meet our governance responsibilities and remain accountable to our funders. Access, equality, diversity and inclusion are at the heart of everything we do and so the board also takes a proactive role in ensuring that we are representative of the diverse communities that we serve.

This is a voluntary position, but reasonable expenses can be reimbursed.

Who we are looking for

We are looking for an individual who can lead the company as we plan for the future, and who can work with trustees and the organisation's senior management team to develop and sustain our organisation at a time of challenge and also opportunity. We think that our new Chair is likely to have some of the following experience and qualities:

- Experience of theatre and its power to transform perceptions, aspirations and lives.
- Experience of place-making, regeneration and engagement in the public realm.
- Someone with a passion for engaging with diverse communities.
- Someone who can inspire new approaches towards fundraising, major donor cultivation and the diversification of income sources.
- Someone who can be a persuasive advocate and ambassador for the company.
- Someone who can inspire and invigorate the organisation in a collegiate way, drawing on the skills of Board members and ensuring all voices are heard.
- Someone who can encourage "blue sky thinking" across the organisation.
- A willingness and ability to devote time to the organisation, attend events and the annual **Greenwich+Docklands International Festival**.

We are particularly keen to hear from candidates who have previously been underrepresented in the arts in regards to ethnicity, class, disability, gender, sexuality, age and religion.

Responsibilities of the Chair

- Managing and running Board meetings effectively (usually 4 board meetings each year)
- Enabling the Board to give clear strategic direction to the senior management team
- Enabling the board to discuss and set policy, define goals and targets and evaluate performance against them, particularly with reference to Arts Council England reporting requirements
- Line manage the Artistic Director/CEO and connect with the Artistic Director and senior management team outside of board meetings
- Lead on recruitment of new trustees and Artistic Director post as required
- Ensuring that the organisation is well run, financially solvent and delivers on its charitable purpose
- Ensuring that the organisation complies with company law and its statutory and legal obligations
- Ensuring that company policies are regularly reviewed and updated



Our Trustees

Our board of Trustees

Vicki Dela Amedume MBE

Vicki is a renowned aerial and circus director and dedicated leader in the sector.

Carolina Correia

Carolina is a social value specialist with over 10 years of experience in community development, stakeholder engagement and urban regeneration.

Gary Dillon

Gary is a Council Member at the Royal Borough of Greenwich.

Damien Hamon*

Damien is a specialist in commodity and structured trade finance.

Paul Hanrahan*

Paul is a television management consultant, experienced in finance, media law, commercial rights, IP and media and communications.

Josh Harsant

Josh is an expert in young people's participation with a background in youth and community work.

Oliver Hughes

Oliver is a specialist in corporate reputation and communications.

Fiona Hughes

Fiona is a freelance arts journalist and producer.

Rahee Nayar*

Rahee is an experienced investment banking professional with over 17-years of experience in the financial services industry.

Geoff Pine (Chair)

Geoff has a wealth of executive and board experience in further education and was the founding chair of the UK's first LGBTQI+ residential retirement community.

Maxine Room CBE

Maxine is a consultant in the fields for diversity, equity and inclusion combining this with new technological developments in the Metaverse.

Jenny Sealey OBE

Jenny is an internationally recognised theatre maker, who has pioneered new, and now widely adopted approaches to integrating creative access.

Margaret Sheehy

Margaret is a director and producer working in outdoor arts and heritage sectors.

***Members of Finance and General Purposes Committee**



How to apply

We want to hear about why you would like to become the Chair of **FESTIVAL.ORG** and what you think you might be able to contribute to the company's future.

Please send your CV and a covering letter (no longer than 2 sides of A4) outlining your relevant experience and interest in becoming Chair of the board of Trustees.

Your CV and covering letter should be sent to **Felicity Paterson** felicity@festival.org with 'Chair Recruitment' in the subject line. If you would like to submit your application in a different format, we would be happy to accommodate this. For example, this could be a short video or audio recording (up to 5 minutes in length) rather than a written letter.

In addition, please include a completed Equal Opportunities Monitoring Form* which is available to download from the jobs page on our website. These forms will be kept securely and separate from your application.

If you would like an informal chat or any other information regarding the role, please contact **Felicity Paterson** who is also able to arrange conversations with one of the our trustees.

Closing date for applications: 9.30am 15 April 2024

Interviews: week commencing 22 April 2024

22 May board meeting: attend as an observer

September board meeting: handover as Chair

*FESTIVAL.ORG is committed to an equal opportunities policy in its employment practices with the aim of ensuring that everyone who applies to work for us receives fair treatment. To help us achieve this aim we ask you to complete the monitoring form and enclose it within your application email. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and is not used as part of the recruitment assessment process.



Cristal Palace, Trans Express © Stu Mayhew
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