

Trustee Recruitment Pack

Thank you for showing an interest in joining Theatr Genedlaethol Cymru's Board of Trustees. We're looking for people who have a passionate interest in the arts, and who are passionate and ambitious about theatre in Wales.

We're looking for Trustees with specific skills and experience, and we're also very keen to have representation of a wide range of people and communities. Personal experiences and different perspectives are equally valuable to us, as we seek to steer the company through the next phase of its history, achieve our vision and reach our strategic goals.

The effects of major events in recent years can be seen in communities across Wales and are likely to be long-term impacts. The challenges of the next phase include: the impact of the increases in the cost of living, the shifting political landscape, maintaining and developing the opportunities to use and promote the Welsh language, and addressing glaring inequalities and inaccessibility to arts activities. It's vital that we as a company consider and respond to these challenges, with people's needs shaping the way. Trustees have an important role in this process – ranging from offering ideas and support, to challenging and holding to account.

Being a Trustee of Theatr Genedlaethol Cymru provides a valuable opportunity to contribute to Welsh culture, be involved in the arts, and attend events and performances. Being a Trustee enables you to make a difference and contribute to the future prosperity of the company and Welsh theatre.

It is very important to us that the Board of Trustees represents as wide a range of people as possible. We are keen to increase representation on the Board of the following groups - women; young people (under 30); people from the Global Majority; and disabled people. If you identify with one or more of these groups, we'd be particularly keen to receive a request from you.

More information about the role can be found in this package. We would be very grateful if you would complete the expression of interest form so that we can learn a bit about you, and for you to have a say in how the company would benefit from your contribution.

If you would like to have an informal chat at any point during the application process, please do not hesitate to contact me:

angharad.leefe@theatr.com
07903 842554

Angharad Jones Leefe

Secretary of the Board of Trustees
and Executive Director

The Company

Creating Welsh-language theatre as a place of connection for the well-known and the unexpected, for Welshness and the world, for the big conversations and the joyful moments.

Theatr Genedlaethol Cymru creates and presents theatre productions that aim to entertain, excite, and captivate our audiences and fuel their imaginations. We also provide development opportunities that will nurture and inspire the next generation of Welsh theatre artists and provide creative opportunities for people across Wales to experience the transformative impact of the arts.

As a national company, we seek to demonstrate leadership within the sector, nurture and develop talent, maximise partnership and collaboration opportunities, develop and increase international relations, and reach the widest possible audiences.

It is over twenty years since the company was founded in 2003 and the company has been settled in Carmarthen since 2008. A new Artistic Director – Steffan Donnelly – was appointed in 2022, and he and Executive Director Angharad Jones Leefe are joint Chief Executives.

The company is a registered Charity (No. 1106032) and a Company Limited by Guarantee (No. 04784488). The Arts Council of Wales is the company's main sponsor and in 2024-25 we are in receipt of a revenue grant of £1,018,761.

Eisteddfod 2022 (Gareth Bull)



le le le (Kirsten McTernan)



Charm (Kirsten McTernan)



Some of the highlights of recent years include...

Wedding Party (Mark Douet)



WEDDING PARTY

Rhinoceros (Mark Douet)



RHINOCEROS

Bren Calon Fi (Mefus Photography)



BRÛN CALON FI

Pijin (Kristina Banholzer)



PIJIN

Charm (Kirsten McTernan)



CHARM

Beyond Productions...

Our participation work is a vital way of engaging with our audiences in a different way, but also providing valuable opportunities for people to get involved in the arts – to enjoy, gain confidence and develop skills. Involvement in the arts can also support recovery and improve health and wellbeing. Often, it is in these activities that the power of the arts becomes apparent.

Ar y Dibyn:

The Ar y Dibyn project gives people who have been affected by addiction and dependency – whether that's people living with addiction or supporting others with addiction – to come together and share those stories creatively.

Ashtar Theatre x Theatr Gen Project:

Drawing on the power of poetry and theatre as global languages, young participants from Wales and Palestine are taking part in a series of online workshops, designed to amplify young voices and foster intercultural understanding.





Board of Trustees

The Board of Trustees can consist of up to 15 members, including the Executive Director and the Artistic Director (ex-officio trustees i.e. as part of their roles). We are currently looking for up to six new Trustees.

Trustees meet at least three times a year for full Board meetings. There are two committees that serve the Board – the Content and Audiences Committee, and the Finance and Operations Committee. Each Trustee is a member of one of these committees, dependent on expertise and interest. The committees meet before each full Board meeting.

What are trustees?

Charity trustees are the people who share responsibility for governing a charity and directing how it is managed and run. They are sometimes called trustees, the board, or directors.

Trustees use their skills and experience to support their charities, helping them achieve their goals. Trustees also often learn new skills during their time on the board.

We look for trustees with the following qualities and skills:

- Commitment to Theatr Genedlaethol Cymru and to the arts in Wales
- Willingness to devote the necessary time and effort
- Ability to make good decisions, independently
- Ability to think creatively
- Willingness to express an opinion
- Understand and accept legal duties and responsibilities
- Ability to work effectively as a team member
- Not prohibited from being a trustee of a charity

We welcome applications from anyone but are particularly interested in individuals with expertise or experience in the following areas:

- Finance and financial management
- Theatre, as an artistic form (including freelancers)

If you are a woman, a disabled person, or a Global Majority person*, we are particularly keen to hear from you as we wish to increase our representation of these groups. If you identify with one or more of these groups, we encourage you to submit an expression of interest form, even if you do not have the specific skills and expertise noted above.

We are keen to ensure that our Board is as inclusive and representative as possible. If you feel there are any barriers preventing you from expressing an interest in becoming a Trustee, please contact us to discuss, so we can try to identify ways to remove those barriers. The contact details are at the bottom of this document.

Prior experience of being a Trustee is not essential. There will be an induction process for new Trustees, which may include training and mentorship. Each new Trustee will also be paired with one of the existing Trustees, to gain support and share experiences.

*The term Global Majority refers to people who are Black, Asian, Brown, of mixed heritage, indigenous to the global south, or who have been racially defined as 'ethnic minorities'. The term Global Majority is therefore a collective one that speaks about and encourages people from these groups to think of themselves as a majority in our world.



Rhinoceros (Mark Douet)

Role of Trustee

The duties of Trustees are set out in the list below. It is important to emphasise that these responsibilities are shared by all Trustees who are members of the Board. Individual Trustees are not expected to fulfil the below all by themselves. Collaborating and drawing on the specialties and experiences of different members is key.

Trustee duties include:

- Ensure that the company pursues its stated objectives (purposes), as set out in its governing document
- Ensure that the company complies with its governing document, charitable law, Company law and any other relevant legislation or regulations
- Ensuring that the organisation uses its resources exclusively to achieve its charitable objectives in the public interest
- Ensure the organisation defines its goals and evaluates performance against agreed targets
- Protecting the reputation and values of the organisation
- Ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation
- Protect and manage the charity's property and ensure proper investment of the charity's funds
- Following appropriate and formal arrangements for the appointment, supervision, support, evaluation, and determination of remuneration of the Chief Executives
- Be an ambassador for the company and attend the company's productions.

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they possess to help the Board of Trustees reach sound decisions.

Payment:

This is a voluntary role so there is no fee, but trustees can claim reasonable costs. This can include travel and accommodation costs. It can also include childcare costs, or care for other dependents, so you can attend the meetings.

Location:

The Board usually meets virtually, over Zoom or Teams in the evenings (or at a time convenient for the majority). The Board aims to meet face-to-face at least once a year, usually at the company's Carmarthen office.

Time Commitment:

A minimum of 6 meetings per year (approximately 2 hours each) and time to prepare for meetings and provide general support to company officials on top of that. Occasionally, the Board holds an additional session (which can be a whole day) to have a more in-depth discussion on the company's strategic direction.

Access and Support:

Theatr Genedlaethol Cymru is open to discussing any additional support or resources you may need during the application process, or after your recruitment, to enable you to undertake the role effectively. This will not affect your eligibility for the role or the strength of your application. For an informal chat for additional support, please contact us by emailing swyddi@theatr.com or calling 07903 842554.

Language:

The main language of the company and its Board is Welsh, and meetings are held through the medium of Welsh. We need trustees to be able to communicate and operate through the medium of Welsh, but we would be willing to provide training and support to assist with developing confidence in using Welsh.

How to apply

Please use the link below to complete the expression of interest form, so we can learn a bit about you, and for you to have a say in how the company would benefit from your contribution.

Expression of interest form

If you prefer to present this information in video format please feel free to do so. The video can be emailed or sent via WhatsApp on **07903 842554**. Please contact us at **swyddi@theatr.com** if you would like to receive the expression of interest form in Microsoft Word format.

If you have any questions about the job, need any assistance submitting an application, or would like a different format, please contact us directly by emailing **swyddi@theatr.com** or calling **07903 842554**

The closing date for applications is 2pm on 23 January 2025.

Interviews will take place during the week beginning 10 February 2025.

