TRUSTEES FOR CURIOUS SEED
OVERVIEW

As we move into an exciting new phase of development for Curious Seed, we are seeking 3 new Trustees to join our Charity Board in order to strengthen our existing Board as well as to replace Trustees who are due to retire, including our Treasurer.

The role of Trustees at Curious Seed is to ensure that we operate within the law and implement our charitable purposes. Collectively, the Trustees oversee and contribute to the good management and effective governance of the company; agree the company's strategic direction and work with other Trustees to maintain the company's purpose and aims.

We particularly encourage applications from individuals who are historically under-represented on boards due to age, disability, ethnicity, faith or belief, sex, gender identity, sexual orientation, education, socio-economic background, or those with caring responsibilities. Candidates who may not think they fit the typical criteria required for Board membership, but who are inspired to contribute to our work, are warmly encouraged to apply.

If you want to contribute to our work, but have questions about what is involved, we invite you to join us in an informal, **online Q&A session at 1:00pm on Fri 9 June.** Please register your interest in the session by emailing **producer@curious-seed.co.uk.** If you are unable to make this date, we are happy to have informal conversations with any potential candidates. This can be done online or in person, please get in touch.

WHO WE ARE

Seeds have potential. They are smaller than what they can become.
In the right conditions they push and find their way towards what they need...
discovering their own patterns of growth...

Our vision is to inspire people and communities, to create a sense of curiosity about the world and fire the imagination, transforming perceptions of what creativity can be and who the arts are for.

Award-winning performance company, Curious Seed, was formed in 2005 by Scottish choreographer, Christine Devaney. Based in Edinburgh, we produce and present compelling dance theatre work that questions the world we live in; work which touches and moves people, unlocking new ways of experiencing and feeling something different about the world.

We collaborate with exceptional artists - musicians, actors, dancers, designers and video makers - to create emotionally charged performances that reach across ages and artforms, always bringing something unique to the dance landscape of Scotland. Our work has been presented across the globe from Milan to Macao, New Zealand to Norway, appearing at prestigious international festivals and venues from Sadler's Wells to Sydney Opera House.

Our work is researched, developed, and managed by a small core team. We collaborate with many other partners and organisations at home and abroad to create, produce and share our projects and performances.

Our Purpose:

- We create and present dance theatre that reflects and questions the world we live in
- We share our creative process with people of all ages and abilities, which in turns feeds the creation of our work
- Collaboration and physical expression are at the heart of what we do
- Working across art forms is integral to our work

Our Aims:

- To develop and produce high quality dance theatre for adult and young audiences
- To tour and share our work in Edinburgh, throughout Scotland and internationally
- To provide opportunities for people to enjoy and engage with artistic and creative experiences through our CURIOUS creative learning programme

Team biographies and details of current trustees are on Pages 6 & 7.

WHAT WE ARE LOOKING FOR

It is essential that we have people with a range of experiences, skills and backgrounds on our Board to help us to shape, support and realise our strategic vision going forward.

We are seeking people from all sections of the community who:

- have enthusiasm for Curious Seed's artistic work and support our vision
- are passionate about the impact and power of the arts and creativity
- can bring sound, independent judgement
- are creative and strategic thinkers
- thrive working collaboratively
- can advocate for Curious Seed and champion for the company's work

We are especially, but not exclusively, interested in candidates who bring experience in:

- Organisational Development
- Legal / HR
- Fundraising
- Equalities / Access
- Community Activism
- Working with Children & Young People
- Environmental Sustainability

For the role of Treasurer, we are interested in people who also bring knowledge of:

- Finance / Charity Accounting

KEY RESPONSIBILITIES

- Supporting the Artistic Director and Executive team, acting as a critical friend
- With your Board colleagues, taking decisions about Curious Seed's current and future direction through active participation in discussions about strategy, policy and planning
- Developing, supporting and upholding the vision, mission and values of Curious Seed
- Risk management; review of budgets, income/expenditure, financial controls and annual accounts
- Review of staffing structures and resources, including recruitment and succession planning
- Oversight of reporting to regulators and funders
- Playing a positive ambassadorial role
- Championing equality, diversity and inclusion within Curious Seed and its programme of work
- Supporting the company's commitment to anti-racist practice
- Supporting the company's commitment to environmental sustainability and a low carbon future
- Supporting the wellbeing of those who work with Curious Seed, including staff, partners and collaborators

Since 2015, Curious Seed has been part of Creative Scotland's Regularly Funded Organisations portfolio. In 2023/2024 we will be developing our strategic and business plans for 2024 - 2027 and applying for the next round of Creative Scotland long-term funding, which commences in April 2025. Our Board will play a valuable role in supporting this process.

INDUCTION FOR NEW TRUSTEES

No previous board experience is necessary. You will be supported by our current Trustees through an induction and matching you with an existing Trustee as a 'buddy'. If required, you will also receive any additional support required to learn more about the role and responsibilities of trustees in a not-for-profit organisation, charity law and what is involved in being a Creative Scotland RFO (Regularly Funded Organisation).

TIME COMMITMENT

Trustees attend four Board meetings each year (2-3 hours per meeting, usually early evening) including an AGM as well as an annual day long strategic development meeting. There are additional opportunities to support and provide guidance to the team, between meetings, via working groups and ad hoc projects. To support this, trustees are always encouraged to attend our events, performances and projects.

The role of Trustee is a voluntary position and not accompanied by any financial remuneration although reasonable expenses (e.g. access, travel, childcare costs) can be paid to enable Trustees to attend meetings and events.

TERMS OF OFFICE

Trustees will be asked to serve an initial term of 3 years (with up to three additional terms allowed), if mutually agreed with the Chair.

HOW TO APPLY

The deadline for applications is **Monday 31 July at 5pm**. If you would like to apply, please prepare a short written statement or a 2 - 3 minute video message which outlines why you are interested in the role and the skills and experience you would be able to contribute as a Trustee. In addition, you can also send us a CV if you would like to. Please send this to **producer@curious-seed.co.uk** by the deadline.

Once you have submitted your application, please complete Curious Seed's Equalities Monitoring Form (click to complete online).

If we're able to take your application forward, we'll invite you for a conversation during the **weeks of 14th or 21st August**; however, if you are interested in being on our Board but cannot make those weeks, please get in touch for a chat – we can be flexible. After that, we may invite you to attend our September Board meeting as an observer, so you can get a feel for what being on our Board would entail. Following that, if everyone agrees, we will invite you to join the Board where you will be legally enrolled as a Trustee/Director of Curious Seed.

If you have any questions about the application process, the Board or the work of our organisation please contact **Leigh Robieson-Cleaver: producer@curious-seed.co.uk.** We can also put you in contact with current Board members if you would like to learn about their experience of the role.

If you require this information in a different format, or if you have any other access needs, please get in touch and we will do our best to accommodate these.

BIOGRAPHIES

Staff Team

Christine Devaney, Artistic Director

Born in Glasgow, Christine trained at London Contemporary Dance School and has been performing, choreographing and teaching throughout her extensive career, which started with Dundee Rep Dance Company (Scottish Dance Theatre). She performed and was Associate Director with V-tol Dance Company for 9 years.

Her work spans across dance and theatre. Companies she has worked with include: Plan B, Quarantine, Frantic Assembly, Yolander Snaith Theatre Dance, TAG, The Unicorn, Catherine Wheels Theatre Company and Lung Ha Theatre Company. Her work for The National Theatre of Scotland includes movement direction on their production of *Macbeth* (2012, Broadway run 2013), *The Wheel* (2011), and co-directing the award-winning *Venus as a Boy* (2007). Christine was an associate artist with Imaginate 2011-2013 and in 2014 was the recipient of a Creative Scotland Artists' Bursary.

Christine is committed to contributing to the development of the dance community across Scotland.

Vicky Rutherford-O'Leary / Leigh Robieson-Cleaver, Job-sharing Producer

Between them, Vicky and Leigh have over 30 years' experience of working with a range of dance artists and companies supporting their artistic and strategic development across all areas of activity, incorporating a deep understanding of the producing relationship, which can help artists to thrive and achieve their vision and ambitions. Their work spans producing and touring dance at home and abroad, financial management, company management, building teams, developing strategic partnerships and artist development.

Current Trustees

Isabel Moura Mendes

Isabel is a multilingual Portuguese-Cape Verdean international cultural and creative manager, with strong practice in international cultural relations, artistic exchange, and African film curation. She has been a board member for Curious Seed since 2017. Particular experience Isabel brings to the Board is: external representation/partnership management, experience of working within funding organisations and strategic planning, arts producing and project management and international cultural relations and brokering.

Lucy Mason, Chair

Lucy Mason is an experienced arts management professional who has held a range of governance, consultancy and leadership roles in the performing arts. She has been Chair of Curious Seed since it became an independent company in 2015. Particular experience Lucy brings to the Board is: knowledge of the performing arts sector in Scotland, experience of producing and touring dance productions, company management, financial management, experience of working within funding organisations and strategic planning.

Rachel Edgar, Treasurer

Rachel Edgar is an experienced senior manager and consultant. She advises charities, small businesses and public sector organisations on employment and organisational development issues. She has also worked in government, academia and the voluntary sector. Previous voluntary roles include Honorary Employment Specialist at Children 1st, Chair of the Equality Network and Vice-Chair of The Work Room (Dance). She joined the Board of Curious Seed in 2015 and became Treasurer soon after. Particular experience Rachel brings to the Board includes senior management and governance experience, financial management and organisational development and employment law/HR knowledge and experience.

Dawn Claire Irvine

Dawn is an experienced arts manager and professional dancer who has held roles within the education, arts sector and academia. She is a Research Fellow (bold Project Manager) with the University of Edinburgh's Centre for Research on the Experience of Dementia and is a Licentiate of UKA Dance as a Dancesport coach and Championship adjudicator. She is a trustee of the Forget Me Notes Project and joined the board of Curious Seed in 2022. She is passionate about person centred approaches that enable persons to flourish through the arts. Particular experience that Dawn brings to the board is in: creative engagement, arts producing, project management, creative ageing, developing dementia friendly and enabled communities, arts and health research and social leadership.

Nicholas Barton-Wines

Nicholas is a theatre maker who works in movement-based and socially engaged performance. His work has been seen across Scotland, East Anglia, and Europe. He co-founded Movers Group; an artist development programme for professional users of movement and is a co-ordinator of Junior Conservatoire at the Royal Conservatoire of Scotland. Nicholas joined the Board of Curious Seed in 2022.

Curious Seed is a Scottish Incorporated Charitable Organisation (SCIO).
Scottish Charity Number: SC045653
Curious Seed is supported by Creative Scotland
Curious Seed is a Green Arts Member

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