



The Work Room is seeking new Board Trustees

We are seeking 2 people to join our Board in 2024 to work alongside our existing board trustees in supporting The Work Room in its mission to empower artists in making thoughtful and pioneering dance for diverse contexts at home and internationally.

About The Work Room:

The Work Room is an artists-led organisation committed to supporting a sustainable environment for independent dance artists in Scotland. From our studio and home in Glasgow, The Work Room connects over 260 independent dance artists across Scotland through our membership; artists who work across a broad range of styles, practices and contexts in dance, movement and choreography. We are an incubator for ideas to be researched, developed, tested and produced that then go on to engage the public through participatory projects and performances at festivals, theatres, public space and in community venues across the country and throughout the world.

We firmly believe that it is artists who are best placed to engage the public in art and our work is to facilitate and advocate for the conditions for artists and dance to flourish. We value artistic process with equal weight to artistic product, with our attention being given to the many voices and genres that afford dance its fullest expression.

The Work Room operates with a small, efficient and experienced core team supported by freelance project staff. We present an alternative leadership model in the performing arts; one that embraces multiplicity rather than being focused on a singular artistic vision. Our approach leans into the collective; actively distributing power, shared agency & collegiate decision-making. A commitment to this, rather than traditional hierarchical dynamics, is critical for staff & trustees.

Who we are looking for?

As a registered charity, The Work Room's board of trustees are legally and ethically

responsible for governing the organisation. The board includes artists from our membership as well as people who bring their experience from other areas of work. Collectively they support the strategic vision and leadership of the charity and ensure The Work Room remains true to its values, relevant to our artist communities, is well managed and financially sustainable.

We'd love to hear from you if you share our values and are:

- Keen to **generously** share your experience and skills to support our work with independent dance artists;
- Committed to working **inclusively** to ensure our work is accessible and relevant;
- Interested in **experimentation** and new ideas as we respond to current and future challenges.

Some of the skills and knowledge that would be useful include:

- Third sector, social and community development models;
- Organisational development and HR;
- Research and Higher Education;
- Finance and fund-raising;
- Buildings, design and architecture;
- Experience and knowledge in dance, across different styles & genres;
- Environment and sustainability;
- Digital working;

You don't need to have previous experience of being on a board and for many of our existing trustees, this has been their first experience in such a role. The Trustees work collectively and you will be provided a full induction to help you understand the role and responsibilities of being a charity trustee. We also sign post to and encourage trustees to undertake training opportunities which guide on best practice in governance.

These are voluntary roles with travel and access costs covered. We are committed to putting in place any access support required to enable full participation in board meetings, including childcare costs, providing BSL interpretation for meetings or providing information in different formats.

We also want to make sure our board is made up of a diverse range of intersectional identities and experiences. The Work Room recognises systemic exclusion within the arts sector and we are striving to put equity and inclusion at the heart of our work. We are working towards an Anti-Racism practice and we want the board to reflect the diversity of our membership.

You can read about our current board members [here](#).

What the role involves:

The role of the Board of Trustees is to support the work of **The Work Room** and provide leadership and strategic governance, in line with the core purpose and policies of the company. **The Work Room** is a charity, and our board of trustees are guided by the guidance and good practice provided by the Office of Scottish Charity Regulator. [OSCR \(Office of the Scottish Charity Regulator\)](#)

The board usually meets four times a year online and at an annual in-person away day. In addition to this we have an AGM (Annual General Meeting) of all members, and board members may get involved in events, training or on sub-committees focused on specific areas of work. In preparation for these meetings and to enable us to move decisions forward there is also in between work anticipated such as reviewing board papers including financial reports. A key aspect of the role is to build a collegiate working relationship with The Work Room staff team and other board members contributing to collective and considered decision making.

We consider key qualities of board member include:

- Asking questions and participating in discussions leading to collective decision making;
- The ability to act discreetly and to respect confidentiality;
- A genuine interest in and commitment to The Work Room's work, dance and artists as leaders;
- A willingness to learn about the wider context in which The Work Room is situated.

Co-Chair:

The Work Room operates a co-chairing approach in which two members are responsible for effectively facilitating and steering the board and governance processes. They also have responsibility for line-managing the Director. Our model has been for one Co-Chair to be an artist member and one to bring their experience from another area of work.

As part of this recruitment, we are specifically seeking one new trustee who will take on the role of Co-Chair. They will work with along with designated co-chair Kirsty Alexander. Kirsty is Work Room artist member and freelance dancer and teacher. She specializes in dance training and in the ongoing development of professional dancers. She has experience of organizational leadership and developing within Higher Education.

We welcome applications from anyone interested in the role, and in particular from people who can demonstrate:

- Experience of being a trustee for a charitable organisation
- Experience of managing teams
- Understanding of and commitment to equity, diversity and inclusion
- Strong communication skills

'I really like TWR's co-chairing model. It's not just about sharing responsibility (and work), but ensures that the different perspectives of the board—from people with 'external' expertise such as myself, and from artist members—are equally listened to. I believe that this is true to the ethos of TWR as an artist-led organisation.'

Michael Bachmann, out-going co-chair,

Find out more:

If you would like to have an informal conversation about the joining the board, please contact our Director, Anita Clark by email – anita@theworkroom.org.uk

Anita can chat about the organisation and our work, or put you in touch with an existing trustee to speak to them about their experience of being on our Board.

Timeline:

23 August	Deadline for application
11 September	Shortlisted candidates will be invited to observe the next board meeting
October	Decisions will be made
November	AGM of members in November 2024.

Next steps:

To apply please email your CV and a note of interest to board@theworkroom.org.uk by **23 August 20224**

Your note of interest should provide a response to the questions below. We welcome this in writing or another format, such as video or audio message. We suggest that a written response to the questions should be around 1 page of A4 and a video/ audio response should be around 5 minutes long.

- Please tell us about your interest in joining The Work Room as a Trustee and/ or Co-Chair and what you feel you could bring to the board;
- Please tell us a bit about yourself including your skills and experience – particularly if this relates to any of the areas we have bullet pointed on page 2;
- Please tell us what you would hope to get from the experience of being a Trustee of The Work Room;
- Please tell us if there is anything about your lived experience that you feel may help to expand the perspectives of the board?

Please include your contact details along with information on any communication or access requirements you would like us to be aware of. You can also include a link to a website or other source of information that you would like us to be aware of.

All applications will be treated in confidence and read only by our Board Trustees, Director and General Manager. We will acknowledge applications within a week of the deadline and respond with an Equalities Monitoring form to complete along with details of the next steps.

Shortlisted candidates will be invited to observe the next board meeting on **11 September 2024 (time tbc)** that will take place on-line.

After this, they will be invited to meet with some people involved in The Work Room (including current trustees, our staff team and artists members). Decisions will be made **in October**, with those invited to become new trustees going through due diligence checks and procedure.

Recommendations for board trustees will then go to our AGM of members in November 2024.



The Work Room (Dance) is limited company by guarantee with charitable status, registered in Scotland with Company No SC343929 and registered Scottish Charity No SC049532 with its registered office at Tramway, 25 Albert Drive, Glasgow G41 2PE