



# CHAIR AND BOARD MEMBERS APPLICATION PACK

**'I truly believe in the transformational effect theatre can have especially with young people and this is at the forefront of NIE's work. The team have welcomed and supported me with open minds and hearts allowing me to find a voice on their Board'**

**– Jay Zorenti-Nakhid**  
Co-opted Board Member (Board Bursary)



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## OUR COMMITMENT TO INCLUSION AND DIVERSITY

If there is anything we can do to make the recruitment process more accessible and inclusive for you, if you would like support in communicating your skills, experience or attitude, or if you would like to find out more about the role and the company, please contact Cat Moore for an informal chat on [cat.moore@nie-theatre.com](mailto:cat.moore@nie-theatre.com) or 01223 403343.

**'An exceptionally  
witty adventure'**

**– The Guardian on  
*Around the World in 80 Days***





# WELCOME

**'Warm, family-friendly fairytale with a smart twist'**

**– The Stage on *Snow White***



Thank you for your interest in joining the board of New International Encounter (NIE).

We want to hear from you whether this would be a first board role, or if you already have experience.

We are an artist led company making magical and surprising performance work for and with young people. The board has an integral role in supporting a small team to deliver amazing, targeted projects. We deliver locally in Cambridgeshire, nationally and internationally, making cultural activities available to as many young people who otherwise might not have the opportunity.

We aim to create inclusive and accessible stories that challenge the audience, create conversation and reflect on the world we share. We believe work is at its best when it is impacted upon by people from different backgrounds and life experiences.

It is, therefore, important for us to have a diverse board that not only reflects the communities we work with and the stories we tell but can also challenge us and add a variety of knowledge, skills, experience, and background to the Company. We are keen to strengthen the voices of Asian, Black and Global Majority people, those who are disabled, and those from the LGBTQ+ community and / or from lower socio-economic backgrounds, on our Board. If you identify this way, you can tell us this in your own words in the covering letter and monitoring form.

We value new perspectives, will support you through training, and would love to hear from you!

**Sara Garnham (Outgoing Chair) &  
Alex Byrne (Artistic Director / CEO)**

# WHAT WE ARE LOOKING FOR



We are looking for committed individuals who believe in the power of creative activities and performance to support the lives of children and young people. You will be passionate about the role of NIE in making contemporary theatre to educate, inform and inspire its audience, and want to play a part in our next chapter of growth and development. Experience of working with a charity or cultural organisation before joining the board is not essential as training will be provided.

Our current Chair is reaching the end of their term and we are now seeking a new inspirational Chair of the board with strong strategic skills, knowledge of governance and income generation.

We are also searching for new board members with a local connection to our UK base in Cambridgeshire and Fenland, OR who have a particular strength and experience in one of the following:

- Fundraising
- Creative industries
- Education / working with young people

The general attributes we're looking for include:

- A willingness to speak their mind.
- An ability to think creatively and strategically.
- An ability to collaborate and work as part of a team.
- Effective interpersonal skills, and motivation to act as an ambassador for NIE.
- An active commitment to equity, diversity and inclusion.
- An understanding and acceptance of the legal duties and responsibilities of being a Trustee.
- A willingness to devote the necessary time and effort required.



**'Promoting children's natural play and narrative form in the way NIE does... is a recognition of children's way of relating to and reflecting on the world'**

– Periskop (Norwegian Press) on *I Will Be Everything*

# ABOUT US



NIE is an award-winning international company creating new theatre shows and participation projects with and for young people through a mix of physical theatre, live music and storytelling. We create spellbinding theatre and over 21 years have worked in 34 countries spanning 4 continents, from New York to Cape Town to Shanghai.

In the last 5 years we have reached 68,000 families and schools audience with live shows and digital projects; engaged 630 young people in depth and directly employed 166 freelance artists.

Our vision is playful stories that connect us all. We deliver this through our mission:

- 1 **Shows:** creating excellent high-quality performances and projects that bring joy and transformation especially to young people and their families.
- 2 **Creative Learning:** inspiring young people (particularly those not normally engaging) as co-creators through storytelling and place-making projects so culture transforms their lives.

- 3 **Talent Development:** sharing our expertise and providing training in the sector to enhance the quality and diversity of work created for younger audiences and providing opportunities for England based artists to internationalise their work.

Established in 2001, NIE is a registered charity in England. We are part of Arts Council England's National Portfolio of Organisations, and our regular funding amounts to around 40% of our annual income. The remainder is through trusts and foundations for our creative learning work, partnership funding and touring fees.

## FIND OUT MORE ABOUT US!

Click on the links below:

 [You Tube Channel](#)

 [Instagram](#)

 [Facebook](#)

 [Twitter](#)

 [www.nie-theatre.com](http://www.nie-theatre.com)



**'NIE consistently create well-executed, quality work for all audiences, performed with care and artistry'**

**– New Victory Theater, 42nd St. New York**





# WHAT YOU GET FROM THE ROLE & YOUR COMMITMENT



## WHAT YOU GET FROM THE ROLE

- Induction and training programme.
- The opportunity to help shape the future direction of an established and valued theatre company, and be part of an active, loyal and engaged group of Trustees.
- Work with an enthusiastic, friendly and dedicated staff team.
- Networking opportunities.
- A chance to make a difference.
- Expand your skill set (governance/ marketing/ finance/ project and people management).
- Annual 1-2-1 with the Chair.

All meetings are conducted in an inclusive way, with options for online captioning and regular rest breaks. Specific adjustments for communication, such as interpretation or support to understand written documents, can be provided.

**‘The exceptional ensemble combines exquisite, highly physical acting and wonderfully integrated live music...’**

**– The Daily Telegraph on  
The End of Everything Ever**

## YOUR COMMITMENT

- To serve an initial term of 3 years, with the possibility of re-appointment until 9 consecutive years’ service has been reached.
- To attend 4 x 2-hour Board Meetings and AGM (up to 1 hour) a year either in person or online.
- Attend the full annual Away Day in person focusing on longer term planning.
- To sit on one of the Board’s Sub Committees.
- Read and respond to papers including the business plan.
- Attend NIE shows where possible – including local projects in Cambridge and national touring (especially around December – January each year).
- Be a board champion for a specific area of the operation.
- To advocate and champion NIE’s work, values, ambition, and strategic direction.
- To provide specialist advice and expertise as required and appropriate.

In total, Trustees usually commit the equivalent of 4 – 7 days per annum to their role. Board meetings are generally hybrid, taking place at NIE’s office in Cambridge and online.

The role is a voluntary one and is unpaid although reasonable travel expenses can be paid. The role is that of a Charity Trustee which carries legal obligations and fiduciary duties and requires compliance with Charity Law as well as fulfilling the statutory duties of being a non-executive director.

# HOW TO APPLY



Please apply by **FRIDAY 4 NOVEMBER 2022** with the following:

- 1 A brief covering letter (max 1 side of A4) OR a short video (max 5 minutes), answering the following questions in your own words:
  - a) why you're interested in becoming a board member or the Chair for NIE.
  - b) what you would bring to the role.
- 2 Your CV or list of previous experience in an employed or voluntary capacity.
- 3 A completed Equal Opportunities Monitoring Form (click here). This Form will be kept separate to your application throughout the recruitment process.

## SEND TO

Applications should be sent to the Executive Producer:  
[cat.moore@nie-theatre.com](mailto:cat.moore@nie-theatre.com)

## NOTE ON VIDEO APPLICATIONS

Please send videos as an unlisted You Tube video or audio from your chosen platform with a URL link. Quality of filming has no impact on the application, please just use your smartphone camera or webcam.

## SHORTLISTING PROCESS

Candidates will be scored by a panel of board and staff members on the:

- strength of their responses to the questions above.
- any listed skills experience (fundraising/ young people/ creative industries) OR geographic location (Cambridgeshire).
- If you are from a background that is currently underrepresented in the cultural sector (for example if you are from a group that experiences racism, if you did not go to university or received free school meals as a child, or if you have a disability), **please state this in your application and you will be guaranteed an interview.** Please see our Anti-racist pledge for more information on our commitments.
- Successful candidates will be invited to interview with our board and the Executive Producer, with a follow up second interview with our Artistic Director and Chair.
- Interview questions will be sent in advance.

## INTERVIEW DATE

Interviews will be held online between Monday 21 – Wednesday 23 November 2022.

We will notify you either way if you have been selected for interview or not.

For this role, interviews will be online using Zoom. Technical support is available on request.



# CURRENT BOARD MEMBERS



## **SARA GARNHAM**

*Chair of Board of Trustees*  
Working with a range of organisation supporting marginalised communities. Executive and non-executive experience over many years including as Chair of Wysing Arts & founding chair of Cambridge Live. Currently on the board for Cambridgeshire Community Foundation & local Governing body for Trumpington Federation of Schools. Experience in governance, education, arts, charity sector & strategy.



## **JAY ZORENTI-NAKHID**

*Co-opted via Board Bursary*  
Associate Director at Tobacco Factory Theatres. Theatre Director and Facilitator with extensive experience of collaborating with young people & communities. Member of the More Than a Moment Working group dedicated to creating safe spaces for black creatives in the Midlands. Experience in artistic development & leadership, working with young people, diversity & inclusion.



## **SEB RANA**

*Chair of Finance & Risk Sub Committee*  
Global Director at KPMG International and Member of the Institute of Chartered Accountants in England & Wales. Experience in strategy, risk & finance.



## **DEBORAH HAYMAN**

Head of Services at Pecan (supporting people in the Peckham Community), previously Director of Development & Partnerships at Community Southwark supporting non-profit organisations. Experience in non-arts charity, fundraising & governance.



## **HELEN TOVEY**

Co-Executive Director at the Unicorn Theatre. Experience in strategy, executive management, marketing, digital & communications.



## **ROWENA RUSSELL**

Deputy Executive Director at The Old Vic. Experience in business planning & strategy, fundraising, operations & HR.