

THE PLACE



GOVERNOR/TRUSTEE RECRUITMENT

**TWO ROLES WITH EXPERTISE IN FINANCE AND HR, INCLUDING CHAIR OF FINANCE
AND GENERAL PURPOSES AND REMUNERATION COMMITTEES**

CANDIDATE PACK 2022/23

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OUR VISION AND MISSION

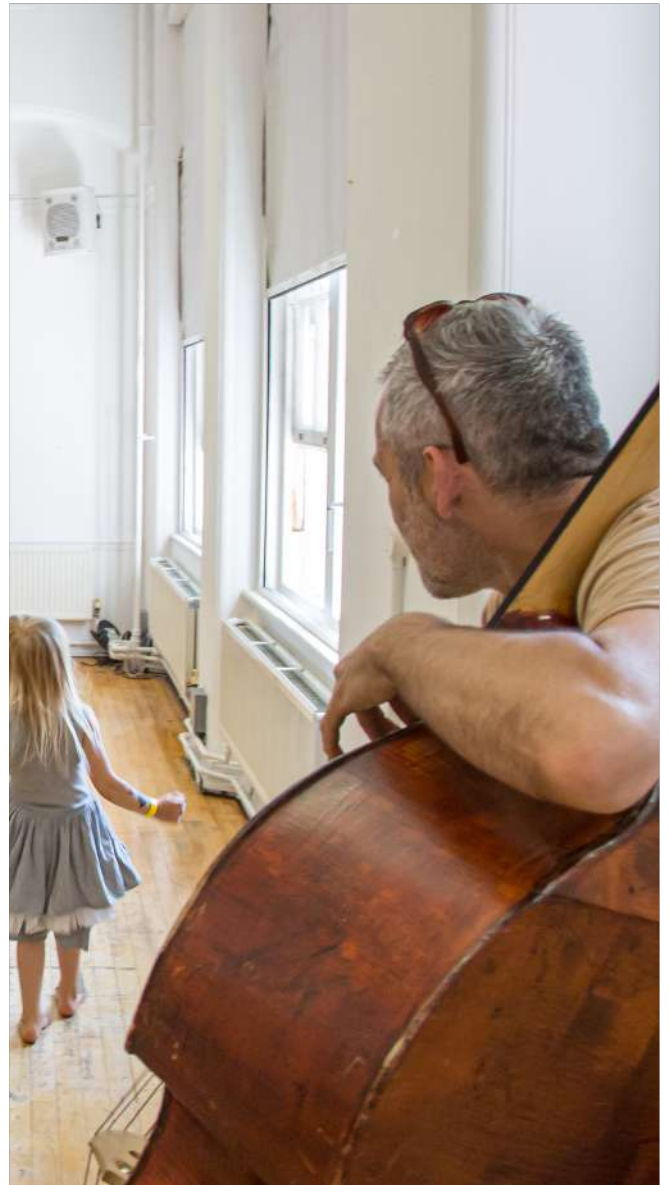
Our vision is

A WORLD WITH MORE DANCE

Our mission is

POWERING IMAGINATION THROUGH DANCE

We do this by fostering a learning culture which promotes innovation, and critical thinking; by developing dance opportunities beyond our walls which span a lifetime and by creating experiences through dance that make us more alive.





ABOUT THE PLACE

Contemporary Dance Trust Limited, trading as The Place, is London's creative powerhouse for dance development. It has been leading the way in dance training, creation and performance for over 50 years. In a changing landscape, our mission for the future remains steadfast: we are powering imagination through dance, championing new ideas, embracing risks and creating optimal conditions for dance artists and enthusiasts to realise their full potential.

The Place offers intensive education and training through London Contemporary Dance School; a busy programme of boundary-pushing performances in our theatre supported by innovative audience development activities; an extensive professional artist development programme; a growing producing and touring house; and learning and participation opportunities for all ages and skill levels. The commitment to artistic development underpins a portfolio of residency, workshop, training and commissioning projects for professional artists from the UK and the rest of the world. Our reputation in the field of contemporary dance reaches beyond the borders of the UK.

The Place is involved in the entire lifecycle of dance – from education and training to the creative process that leads to new ideas and conception of new work, through to its creation, production and performance. We do this in pursuit of our vision of a world with more dance.



OUR VALUES

UNLOCKING POTENTIAL

We seek talent and passion in everyone and offer the space and opportunities for them to develop their best work.

TAKING RISKS

Being bold and confident, trial and error and embracing processes as well as results is what drives our art form forwards.

EQUALITY

We champion new paradigms and empower all to own their crafts, opinions and leadership potential.

ACTIVISM

Our work reflects the urgent issues of our time, is relevant and impactful.

ENTREPRENEURSHIP

We seek opportunities that push boundary of the art form whilst creating a resilient future for the arts.

GOVERNOR/TRUSTEE RECRUITMENT

Over the past five years The Place has undergone several revolutions which have included successfully registering with the Office for Students as a Higher Education Provider and securing Arts Council England Funding as a National Portfolio Organisation until 2026. In addition, there has been a bold move to produce and tour freelance artists; pedagogical changes to decolonise the curriculum; the creation of an artistic strategy which incubates and develops artists across both education and public programmes, and digital innovation and development of online engagement including world leading Screendance provision. These changes have been accelerated through partnerships and networks in the UK and internationally as we strive for our vision for a world with more dance.

Going forward we have ambitions to strengthen our relationship with the University of the Arts London (UAL) as a global leader in arts education for London. We want to develop and grow beyond the current estate to further strengthen our position as a global leader, whilst ensuring that our services to students, artists and audiences remain bold, unrelenting, and embracing the very definition of contemporary dance.

In preparation for the retirement from The Place Board of two of our longstanding Governors we are looking to recruit two new members with expertise in the areas of **finance** and **human resources**. We are particularly interested to hear from qualified accountants willing to take on the responsibility of chairing the Finance and General Purposes and Remuneration Committees.

The diversity of The Place is central to our future. We know that there is shared and broad understanding of diversity and through a whole organisation approach, catalysed by our Equality, Diversity and Inclusion Committee, we are making every effort to go beyond singular definitions of difference. Our aim is to develop services which understand the intersection of barriers and disadvantage to widen participation, engagement, training, performance and production in dance. In doing so we want to inspire, challenge, change and lead the next generation of dance artists.

We are particularly interested to hear from people who **identify as disabled and/or LGBTQ+**. We have a strong and diverse Board, but we are working to deepen this further to reflect the levels of diversity that we see amongst our students, staff, artists and audiences.

- Of The Place's 12 Board members, 25% are people of colour and 58% are women
- 7% of staff identify as disabled and 22% as LGBTQ+
- 32% of London Contemporary Dance School students declare a disability and 28% are people of colour
- Survey data indicates that 18% of audiences are people of colour and 8% identify as d/Deaf or disabled or have a long term health condition.

STRUCTURE AND GOVERNANCE

The Place is led by the Chief Executive and Accountable Officer, Clare Connor, who joined the organisation in August 2017. She is responsible for the leadership, strategic vision, and the academic, artistic, operational and financial integrity of the organisation. There are seven key areas of the organisation represented by Directors which include Theatre and Artist Development, Producing and Touring, Finance and Resources, Development, Communications, Centre for Advanced Training and London Contemporary Dance School.

The Board of Governors is led by Alan Bishop, who joined as Chair in August 2019. The Governors are responsible for setting the overall strategy and for enabling The Place to fulfil its artistic and educational objectives in the context of a sustainable business model. As The Place is a company limited by guarantee (company no. 883094) and a registered charity (charity no. 250216), Governors are both charity trustees and company directors.

Key stakeholders and partners include Arts Council England, Office for Students, the Department for Education, alongside the Charity Commission. In September 2021 we began a new validation partnership for our Higher Education programmes with University of the Arts London (UAL).

The Governors work closely with the Chief Executive and senior leadership team and act as advocates and ambassadors on behalf of The Place.





ROLE DESCRIPTION

The Place are looking for outstanding people to join the governing body and work with the senior executive team to achieve the ambitions set out in the 2023-26 Business Plan and beyond. Governors are expected to engage fully in and support all aspects of the organisation in the context of an increasingly challenging financial climate and greater responsibilities for reporting and compliance.

The role of all Governors includes:

- Supporting the Chair and the Board to ensure that The Place is continuously driving the next era of innovation in dance by approving strategy, policy and procedures and overseeing their implementation
- Reviewing the performance of The Place in meeting its goals and objectives
- Providing leadership experience to input to Board deliberations and decision making.
- Ensuring that The Place meets its legal and financial responsibilities as a registered charity, Arts Council England (Band 3) client and Higher Education Provider registered with the Office for Students
- Offering advice, guidance and support to the senior management team
- Contributing to successful relationships with stakeholders
- Being committed members of The Place's team, keeping up to date with its activities and plans
- Acting as passionate advocates for the work of The Place in all its diversity
- Helping to attract funding, individual support and sponsorship in order to support The Place and its work
- Appointing and setting pay and conditions for the Chief Executive

CANDIDATE PROFILE

The appointments will be made on merit. Candidates must all demonstrate the following:

- A strong interest and empathy for The Place and its mission and vision
- An interest in performing arts
- A willingness to engage in fundraising in partnership with the Chair, Chief Executive and Development Team.
- Fluent communication skills with the ability to represent the organisation externally,
- Good judgement with strong leadership and interpersonal skills.
- The ability to contribute in a collaborative manner to ensure productive discussion and debate at Board level.
- A commitment to ensuring diversity throughout the organisation.
- Appreciation of the non-executive nature of the role but with readiness to support and mentor the senior management team as appropriate.
- Willingness and capacity to attend regular Board meetings and meetings of sub committees as appropriate.

In addition, The Place is looking for specific, specialist skills in **finance** and **human resources**.

FINANCE

- Qualified accountant with substantial leadership experience of long-term financial planning, implementation and review
- Board/Managing stakeholder experience
- Appreciation of the risks and issues affecting charities and/or Higher Education organisations
- Willingness to take on the responsibility of Chairing the Finance and General Purposes and Remuneration Committees

HUMAN RESOURCES

- Human Resources expertise with substantial experience at Director level in setting, delivering and evaluating People Strategies
- Board/Managing stakeholder experience
- Appreciation of risks and issues affecting charities and/or Higher Education organisations
- Experience of Equality, Diversity and Inclusion and Safeguarding initiatives
- An interest in co-chairing the Equality, Diversity and Inclusion would also be desirable

We are particularly interested to hear from people who identify as **disabled** and/or **LGBTQ+**.

TIME COMMITMENT

Board meetings take place four times a year. In addition, Governors are expected to sit on at least one other committee. In consideration of the experience and expertise we are looking for, this will be the Finance and General Purposes and Remuneration Committees. All Governors are expected to engage with the diverse work of The Place which includes attending performances and fundraising events.

Committee meetings usually commence late afternoon/early evening and are held in person at The Place. There is always an option to join the meetings online. Governors are not remunerated but reasonable travel expenses will be paid. The overall time commitment for these roles is likely to be in the region of 12-15 days per annum. During the first six months a comprehensive induction programme will be offered which will be an additional time commitment.

Forthcoming Board meetings are:

- 22 March 2023
- 5 July 2023

Forthcoming Finance and General Purposes and Remuneration Committees are:

- 1 March 2023
- 14 June 2023

We hope to appoint a Finance and General Purposes and Remuneration Committees Chair elect by 1 March 2023, enabling them to attend meetings as a member before taking over the role of Chair in October 2023.

The role of Governor is offered for a period of three years. Following this, a Governor may be re-elected and serve a maximum of nine years.



HOW TO APPLY

Please submit your CV and a statement (maximum two sides of A4) outlining why you would like to be considered for the role and summarising your relevant experience. Please include your full contact details including daytime and evening telephone numbers and an email address. Send to:

Email governors@theplace.org.uk

Post Naomi Thomas, Head of Governance and Directors' Office, The Place, 17 Duke's Road, London WC1H 9PY

We also accept applications via video or audio recording. The method by which you choose to apply will not affect our shortlisting decisions. Video files should be submitted in .mp4 format and audio files should be submitted in either .mp3 or .wav format. Video/audio applications should adhere to the following structure

- Detail your education and professional qualifications and employment history
- Outline your interests outside of work
- Indicate why you would like to be considered for the role
- Any further information to support your application

If you would like an informal, confidential conversation before submitting your application, please contact Naomi Thomas, Head of Governance and Directors' Office, on the email above, and she will arrange for you to talk to either the Chair of the Board or the Chair of the Finance and General Purposes and Remuneration Committees.

The **closing date** for applications is **midday on 9 January 2023**. Interviews will be held during weeks commencing 16 and 23 January 2023 with appointments to commence from 1 March 2023.

The Place is committed to equality and diversity and welcomes applications from all sections of the community.

The Place is an equal opportunities employer and has an Equality and Diversity Plan aimed at improving the diversity of its governance and workforce. To ensure the effectiveness of this policy and to assist in its development, we monitor all applications for employment. To this end, and in accordance with our Equal Opportunities Policy, we ask that each applicant completes our monitoring form which can be accessed [here](#). Monitoring information is collected and processed securely and separately to applications. If you do not wish to disclose this information, please return a blank monitoring form.

The Place is keen to ensure everyone applying to work with us has an equal experience when attending an interview. Should you have any queries about, or wish to make us aware of, any support required to attend an interview or to work with The Place or if you would like this pack in alternative format, please contact Laura Naldrett or Richard Lawrence-Allen in the HR Team who will be happy to arrange this for you by emailing HR@theplace.org.uk.



THE PLACE



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PHOTO CREDITS

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