Established in 1913, The REP has an unparalleled history as a pioneering repertory theatre. Under the new Artistic and Executive leadership of Sean Foley and Rachael Thomas the theatre is at a time of significant renewal, with the vision of being a national and international centre for artistically ambitious popular theatre.

Birmingham Repertory Theatre is seeking:

**Chair of the Board of Trustees**

In summer 2019 new Artistic and Executive Directors were appointed to lead The REP and in autumn our longstanding Chair, Angela Maxwell OBE, stepped down after six years with the organisation. We are now looking for a Chair with significant personal standing, leadership ability and depth of experience in the cultural or business sector to join The REP at this exciting time.

As the new executive leadership team begins to refresh and revitalise the vision for The REP, we require a Chair who can lead the Board in its governance of the theatre and build deep relationships with partners, funders (public, private and individual), policy makers and other influencers who will support and enhance the delivery of The REP’s vision.

It is important that you are passionate about the role art can play in empowering people’s lives and that you are willing to invest your time and energy supporting Birmingham Repertory Theatre to build its reputation and profile regionally, nationally and internationally. Previous Chair experience is not essential but would be highly desirable.

**Trustees of the Board**

Following the appointment of new Executive and Artistic Directors in 2019, which coincided with our Chair and several longstanding Board members standing down due to terms of office ending, we are looking for Trustees with a depth of experience in the cultural and business sectors to join The REP at this exciting time.

As the new leadership team begins to refresh and revitalise the vision for The REP, we are seeking Trustees who can help the Board in its governance of the theatre and build deep relationships with partners, funders (public, private and individual), policy makers and other influencers who will support and enhance the delivery of The REP’s vision.

It is important that you are passionate about the role art can play in empowering people’s lives and that you are willing to invest your time and energy supporting Birmingham Repertory Theatre to build its reputation and profile regionally, nationally and internationally. Previous Trustee experience is helpful but not essential and we proactively support new Trustees.
Deadline for applications: 31st January 2020

More information and application pack: [www.birmingham-rep.co.uk/recruitment](http://www.birmingham-rep.co.uk/recruitment)

To apply please forward a CV together with a supporting statement to:

Professor David Roberts FEA  
Interim Chair  
c/o Birmingham Repertory Theatre  
6 Centenary Square  
Birmingham  
B1 2EP  
*Email: david.roberts@bcu.ac.uk*

Please make it clear which role you are applying for.

*The REP is an equal opportunities employer and actively promotes diversity in its staff. We particularly welcome applications from minority ethnic and disabled people as they are under-represented on our Board.*
CHAIR OF THE BOARD OF TRUSTEES

Birmingham Repertory Theatre
6 Centenary Square
Birmingham
B1 2EP
About Birmingham Repertory Theatre (‘The REP’)

Established in 1913, The REP has an unparalleled history as a pioneering repertory theatre. The forerunner and model for the RSC and the early National Theatre, it has been the home and launching place for some of the most exciting talent in UK theatre both past and present. Today it is a producing powerhouse with 3 auditoria - The House, 820 seats; The Studio, 300 seats; The Door, 150 seats - as well as extensive on-site production facilities.

Under the new Artistic and Executive leadership of Sean Foley and Rachael Thomas the theatre is at a time of significant renewal, with the vision of being a national and international centre for artistically ambitious popular theatre in all its forms: comedies, dramas, musicals, dance-theatre and family shows. Revivals, new work and commissions will play in all three theatres.

The REP currently produces much of its work in partnership with other producers across the commercial and funded theatre sectors and many of its productions go on to enjoy future life through commercial transfers and national/international tours.

The artistic programme also encompasses: Foundry – The REP’s flagship Artist Development programme; Learning and Participation - The REP has one of the largest schools’ engagement programmes of any theatre in the UK; youth theatre and adult drama groups; and community tours of new work city-wide.

The theatre has a turnover of £12m and employs around 120 FTE staff across Production, Artistic, Marketing, Finance, Sales, Front of House, Executive, Catering, Fundraising and Learning & Participation Departments. It has two trading subsidiaries: Birmingham Rep Enterprises Ltd for its catering activities, and Unique Venues Birmingham Ltd (a partnership with Birmingham City Council) for conferencing and events.

In 2021 the theatre celebrates its 50th anniversary in its iconic building on Centenary Square, and in 2022 the city will host the Commonwealth Games - both landmark events for the theatre and city and great opportunities for The REP to develop productions of artistic excellence that attract national and international talent. There is significant potential for The REP for both artistic and commercial success over this period and beyond.

These are exciting times for both The REP and the city of Birmingham. The UK’s ‘second city’ is the youngest city in Europe, and the most multicultural city in the UK. It is a city full of dynamism and energy, and currently undergoing its own renaissance as one of the fastest growing cities in the country.

Part of the REP’s mission is to ensure that its programme is truly representative of the city it serves, and we aim to imaginatively engage with the people of Birmingham and the wider world to create productions that fill our theatres with its people. In every endeavour, we promote inclusivity, diversity, and equality.

Governance and structure

Birmingham Repertory Theatre Ltd was incorporated in 1935 and is a registered charity and limited company governed in accordance with both charity and company law. All Trustees, including the Chair, are Trustees of the registered charity and Directors of the Board of the
limited company. The term ‘Trustee’ is used to cover both. The Board of Trustees has independent control over and legal responsibility for the management and administration of the theatre. The Board delegates the day to day running of the organisation along with key decision making to an executive team comprising Artistic Director and Executive Director, who jointly fulfil the role of chief executive of the organisation. In turn they are supported by a senior management team within the theatre.

The theatre’s capital shares are held by The Sir Barry Jackson Trust, which was set up at the same time to run the theatre. After Sir Barry’s death in 1961 the trust received a large sum of capital due to the abolition of West Midlands Metropolitan County Council (Sir Barry Jackson County Fund). The SBJ Trust then became a grant-making theatre charity with the objective of supporting touring work in the region. SBJT trustees hold the capital shares of The REP, but delegate oversight of running the company to the REP’s Board of Trustees. The REP’s Chair is automatically elected to the SBJ Trust as a non-shareholder.

For more information about the responsibilities that Trusteeship carries, please see here.

**What we are looking for**

We are seeking a new Chair for our Board of Trustees. In summer 2019 new Artistic and Executive Directors were appointed and in autumn our longstanding Chair, Angela Maxwell OBE, stepped down after six years with the organisation. We are now looking for a Chair with significant personal standing, leadership ability and depth of experience in the cultural or business sector to join The REP at this exciting time.

As the new executive leadership team begins to refresh and revitalise the vision for The REP, we require a Chair who can lead the Board in its governance of the theatre and build deep relationships with partners, funders (public, private and individual), policy makers and other influencers who will support and enhance the delivery of The REP’s vision.

It is important that you are passionate about the role art can play in empowering people’s lives and that you are willing to invest your time and energy in supporting The REP to build its reputation and profile regionally, nationally and internationally. Previous Chair experience is not essential but would be highly desirable.

Birmingham is a diverse and youthful city and we are keen that our Board of Trustees should represent the city in all its diversity and reflect a diverse range of perspectives and people. We are especially keen, therefore, to hear from prospective Chairs who come from diverse backgrounds and can bring different voices into the governance of the theatre. We particularly welcome applications from minority ethnic and disabled people as they are under-represented on our Board of Trustees.

Please note: we are unable to take applications from individuals who fall into the categories described in sections 178 to 180 of the Charities Act 2011. This includes:

- Anyone who has an unspent conviction for an offence involving deception or dishonesty
- Anyone who is an undischarged bankrupt
- Anyone who has been removed from Trusteeship of a charity by the Court or the commission for misconduct or mismanagement
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986
Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register

Role description

We are looking for a Chair who display the skills and characteristics below. You must be able to demonstrate that you meet all these criteria.

- Excellent leadership skills and ability to lead a group of influential Trustees
- Strong commitment to the mission, vision and values of Birmingham Repertory Theatre
- Integrity and impartiality
- The ability to build positive relationships and develop networks over time
- Ability to think and act strategically
- Intellectual curiosity to learn and discover more
- Drive and determination to do things better
- Commitment to attending meetings and engaging with the artistic programme of the organisation
- Motivated to working collaboratively with other Trustees and staff
- Commitment to supporting fundraising activities
- Willing to complete a DBS check for safeguarding purposes
- An understanding of the legal duties, responsibilities and liabilities of Trusteeship
- The ability to evaluate, analyse, scrutinize and where appropriate challenge information relating to the charity
- Willingness to leverage own networks for the benefit of the organisation
- A commitment to equal opportunities and representation across all the theatre’s activities, its governance, workforce, audiences and participants

Time commitment and remuneration

The role of Chair is unpaid (though expenses can be reimbursed) and requires a commitment of around 8-12 days a year attending to the business of the charity, including Board meetings, committees, events and training. The Chair is also expected to regularly engage with the artistic programme of the theatre. All Trustees including the Chair serve a maximum of two three-year terms from the date of appointment.
How to apply

To apply to become Chair of the Board of Trustees of Birmingham Repertory Theatre, please forward a CV together with a supporting statement to:

Professor David Roberts FEA
Interim Chair
c/o Birmingham Repertory Theatre
6 Centenary Square
Birmingham
B1 2EP
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Please also provide the names, positions, organisations and telephone contact numbers of two referees. References will only be taken once your express permission has been granted.

Please also complete and return the enclosed diversity monitoring form. The information on the form will be confidential and used for statistical purposes only. It will not be treated as part of your application.

If you wish to have a confidential discussion about Trusteeship, please contact Professor David Roberts FEA (Interim Chair) at david.roberts@bcu.ac.uk in the first instance.

Closing date for applications: 31 January
Interviews: mid February by arrangement
TRUSTEES OF THE BOARD

Birmingham Repertory Theatre
6 Centenary Square
Birmingham
B1 2EP
# ROLE DESCRIPTION

<table>
<thead>
<tr>
<th>Role Title:</th>
<th>Birmingham Repertory Theatre Trustee</th>
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<tr>
<td>Accountable to:</td>
<td>Chair of the Board</td>
</tr>
<tr>
<td>Salary:</td>
<td>Voluntary Position</td>
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For more information about the responsibilities that Trusteeship carries, please see here.

What we are looking for

We are seeking to grow and diversify the skill set on our Board of Trustees. Following the appointment of new Executive and Artistic Directors in 2019, which coincided with our Chair and several longstanding Board members standing down due to terms of office ending, we are looking for Trustees with a depth of experience in the cultural and business sectors to join The REP at this exciting time.

As the new leadership team begins to refresh and revitalise the vision for The REP, we are seeking Trustees who can help the Board to govern the theatre and build deep relationships with partners, funders (public, private and individual), policy makers and other influencers who will support and enhance the delivery of The REP’s vision.

It is important that you are passionate about the role art can play in empowering people’s lives and that you are willing to invest your time and energy supporting Birmingham Repertory Theatre to build its reputation and profile regionally, nationally and internationally. Previous Trustee experience is helpful but not essential and we can provide support for new Trustees.

Birmingham is a diverse and youthful city and we are keen that our Board of Trustees should represent the city in all its diversity and reflect a diverse range of perspectives and people. We are especially keen, therefore, to hear from prospective Trustees who come from diverse backgrounds and can bring different voices into the governance of the theatre. We particularly welcome applications from minority ethnic and disabled people as they are under-represented on our Board of Trustees.

Please note: we are unable to take applications from individuals who fall into the categories described in sections 178 to 180 of the Charities Act 2011. This includes:

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- Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register
Role description & specialist skills

We are looking for Trustees who display the skills and characteristics below. You must be able to demonstrate that you meet all these criteria.

- Strong commitment to the mission, vision and values of Birmingham Repertory Theatre
- Integrity and impartiality
- The ability to build positive relationships and develop networks over time
- Ability to think and act strategically
- Intellectual curiosity to learn and discover more
- Drive and determination to do things better
- Commitment to attending meetings and engaging with the artistic programme of the organisation
- Motivated to working collaboratively with other Trustees and staff
- Commitment to supporting fundraising activities
- Willing to complete a DBS check for safeguarding purposes
- An understanding of the legal duties, responsibilities and liabilities of Trusteeship
- The ability to evaluate, analyse, scrutinize and where appropriate challenge information relating to the charity
- Willingness to leverage own networks for the benefit of the organisation
- A commitment to equal opportunities and representation across all the theatre’s activities, its governance, workforce, audiences and participants

In addition to the above requirements, we are seeking to add a range of specialist skills to supplement our existing Board. We are specifically looking for individuals who fit at least one of the criteria below.

**Artist** – You will be or have been a practicing artist with a deep knowledge and longstanding commitment to the theatre profession at national or international level. You understand the contemporary debates and trends within theatre practice and the need for a critical and rigorous approach. You recognise the valuable role that Birmingham Repertory Theatre plays in the sector.

**Cultural Sector** – You will be a cultural sector professional, probably working within the theatre industry. You will have a deep understanding of the theatre ecology and the qualities that make great theatre work. You will have a good understanding of the funding and fiscal environment that theatres exist within and the emerging cultural and funding policies that will affect our ability to be relevant and raise money.

**Development & Fundraising** – You will work within the cultural sector and probably be a development or fundraising professional. You will have experience of Statutory and Trust and Foundations fundraising as well as individual giving and philanthropic programmes.

**Marketing & Comms** – You will work within a professional marketing and/or communications role at a senior level, not necessarily in theatre, but you will be able to use your significant experience to interrogate constructively the theatre’s own substantial marketing and sales operation. We are particularly interested in people with digital marketing experience.

**Hospitality** – You will work in the commercial hospitality sector, ideally events or catering management. The theatre runs its catering in house and an events business - Unique Venues Birmingham – as a wholly owned subsidiary in partnership with Birmingham City Council. UVB lets out spaces across the theatre and Library of Birmingham site. Catering and events are significant contributors to The REP’s turnover and profits annually and although not core business are critical to the success of the theatre.
Finance – You will be a qualified accountant and will be able to use your significant experience to support the Board in discharging its fiscal responsibilities.

If you do not fulfil any of the specific criteria above, this does not exclude you from applying. We are interested in hearing from the widest range of people and actively seeking people who bring differing perspectives and backgrounds as well as the specific skills listed above. If you believe you have something to offer, we would love to hear from you.

Time commitment and remuneration

The role of Trustee is unpaid and requires a commitment of around 8-12 days a year attending to the business of the charity, including Board meetings, committees, events and training. Trustees are also expected to regularly engage with the artistic programme of the theatre. Trustees serve a maximum of two three-year terms from the date of appointment.

How to apply

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Professor David Roberts FEA
Interim Chair
c/o Birmingham Repertory Theatre
6 Centenary Square
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If you would like to view this text in a larger or audio format, please click on the ‘accessibility’ button at the top right corner of the website.

Closing date for applications: 31 January
Interviews: mid-February by arrangement
Equal Opportunities Monitoring Form

The REP is an equal opportunity employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

To ensure that this policy is fully and fairly implemented and monitored, and for no other reason, would you please provide the following information:

What age category are you in?

- Prefer not to say
- 0-19
- 20-34
- 35-49
- 50-64
- 65+

What gender do you identify with?

- Prefer not to say
- Male
- Female
- Non Binary

Do you consider your gender identity to be different from your registered sex at birth?

- Prefer not to say
- Yes
- No

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

‘You will be considered as having a disability for discrimination purposes if you fit the definition as given in the Equality Act 2010. In the Act, a disability is a 'physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities.’
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

- Prefer not to say
- Yes
- No

What is your ethnic group?

- Prefer not to say

Asian or Asian British
- Bangladeshi
- Indian
- Pakistani
- Chinese
- Other Asian background (Please specify ____________________________)

Black or Black British
- African
- Caribbean
- Other Black background (Please specify ____________________________)

Mixed race
- White and Asian
- White and Black African
- White and Caribbean
- Other Mixed background (Please specify ____________________________)

White
- British
- Irish
- Gypsy or Irish Traveller
- Other White background (Please specify ____________________________)

Other
- Arab
- Any other ethnic group
- Prefer not to say
What is your religious belief?

- Prefer not to say
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Other (Please specify ____________________________)
- No religion

What’s your sexual orientation?

- Prefer not to say
- Lesbian
- Gay man
- Bisexual
- Heterosexual/straight

What’s your marital status?

- Prefer not to say
- Single
- Married/ civil partnership
- Co-habiting
- Divorced
- Separated
- Widowed