

WELCOME

Thank you for your interest in becoming a Trustee of Landmark Theatres. We are currently looking for new members of the board of trustees.

We are seeking six exceptional individuals from a broad range of backgrounds who will bring relevant insight, skill and experience to support us in delivering the highest quality theatre by, for and with the widest demographic in the least engaged places in England.

In 2022 we were successfully awarded Arts Council National Portfolio status for 2023-2026 securing £3 million over the 3 years to deliver measurable economic benefit, improve health and wellbeing and first and foremost to empower talent and create accurate exceptional work in our theatres in North Devon and Peterborough.

Which is why at this crucial time of growth, and increasing challenge for our sector, we are looking for trustees to hold us to account and to help us continue to drive our ambitious plans for this new national organisation.

We hope you find the information contained in this pack useful and engaging; you can also find out more information about our organisation by visiting <https://www.landmarktheatres.co.uk/>

In addition, you can book an informal introductory chat with us by contacting Paul.Jepson@landmarktheatres.co.uk or governance@landmarktheatres.co.uk

The closing date for applications is **9am Monday 25th November 2024.**

Thank you for your interest in our organisation and its exciting plans for the future.



PAUL JEPSON
CREATIVE DIRECTOR & CEO



HARRIET FINNEY
INTERIM CHAIR



DAVID HUTCHINSON
TRUSTEE



LUCY GOAMAN
TRUSTEE

ABOUT US

LANDMARK THEATRES LTD

Landmark Theatres, born from Selladoor Venues is a portfolio of regional venues in North Devon and Peterborough receiving a wide variety of arts and cultural opportunities for local communities including major touring productions, high-profile live music acts, big-name stand-up comedy, dance, superb theatre and new writing. We also produce high-quality Theatre, Drama and Family productions including our annual family Pantomime in Peterborough.

We pride ourselves on an in-depth understanding of the locations in which we operate. Working in areas of lower cultural engagement across the UK. We are respecting and responsive to local priorities, deliver innovation and work in partnership to empowering our communities. We deliver a breadth of creative activities and ways in which our communities can engage whether that be as an audience member, participant, decision maker or through developing talent.



About Us

INTERIM CHAIR

Harriet Finney Deputy CEO BFI. Harriet led the development of the BFI's next 10-year National Lottery strategy working with stakeholders across the cultural sector, industry & government to advance the UK's position as a global leader in screen. Prior to this she was Deputy CEO at the Creative Industries Federation, focusing on industrial and cultural policy. Harriet started her career in the City, working in equity sales for Dresdner Bank and UBS, before joining Chrysalis Group PLC as their head of corp. comms. from 2002 until its sale in 2011.



TIMELINE

2009

Selladoor Worldwide was founded in 2009. Selladoor Worldwide have produced iconic touring productions, in addition to west end runs and international touring covering 4 continents. Previous productions include: Flashdance The Musical, Madagascar The Musical, Jersey Boys, Bring it On the Musical & Footloose.

2019

In 2019 Selladoor Worldwide created Selladoor Venues when moving into venue management with operation of Queen's Theatre (Barnstaple), Landmark Theatre (Ilfracombe), New Theatre (Peterborough).

2022

In 2022 Selladoor Venues also brought Key Theatre (Peterborough) into the portfolio of venues it operates.

2023

In 2023 we transitioned to Landmark Theatres Ltd.

We are thrilled to be part of Arts Council England's National Investment Programme for 2023- 2026. This will ensure that Landmark Theatres can deliver an ambitious artistic mission, driving quality work, inspiring and developing new talent for and with the audiences we serve.





DICK WHITTINGTON (2022)
PHOTO: LOUISE WALDRON

ABOUT OUR WORK

Since 2019 our 4 theatres have hosted 400,000 people at performances, workshops and events. Of these, 75,000 people have purchased tickets visiting from every region of the UK.

We have presented internationally and nationally renowned productions such as We Will Rock You, Blood Brothers, Footloose, Gangsta Granny, Beautiful: The Carole King Musical, Mamma Mia, Six the Musical and much more. This year's programme sees us bring more West End musicals to our communities, including our first ever produced production of Rent.

We have delivered events supporting our communities including relaxed performances of our annual pantomimes removing barriers that may have otherwise prevented people from attending the theatre. Our venues provide a platform to local amateur dramatic groups, education settings, scout groups, and more giving them the chance to perform in a professional theatre. Both Devon, and Peterborough venues provide a home for local youth theatre groups introducing people to the magic of theatre from a young age.

Arts Council's investment over the next three years further supports projects, developing artists and partnering with organisations by providing resources and opportunities to continue to bring work to places of low cultural engagement.

OUR PLANS

MISSION

To be a leader nationally and at the heart of our communities and through the medium of performance to innovate, collaborate, empower, include, sustain, and enhance the wellbeing of the widest possible demographic in and beyond North Devon, Peterborough, and those other places where we come to work.

VISION

Through the creation and curation of exceptional work that speaks to the widest possible demographic and through empowering in the creative process; to lift our communities whilst increasing the sustainability of our activities through full commercial exploitation of our assets.



WHY WE NEED YOU

We are on a journey of change. As build this ambitious new national organisation we have been challenging ourselves with the following questions:



How we empower the widest possible demographic in our governance, management, team, freelancers, spaces and activities.



How we curate & create exceptional theatre ensuring it is at the heart of the communicates we serve.



How we maximise our financial sustainability including through capital programmes to expand our engagement and develop our audience.



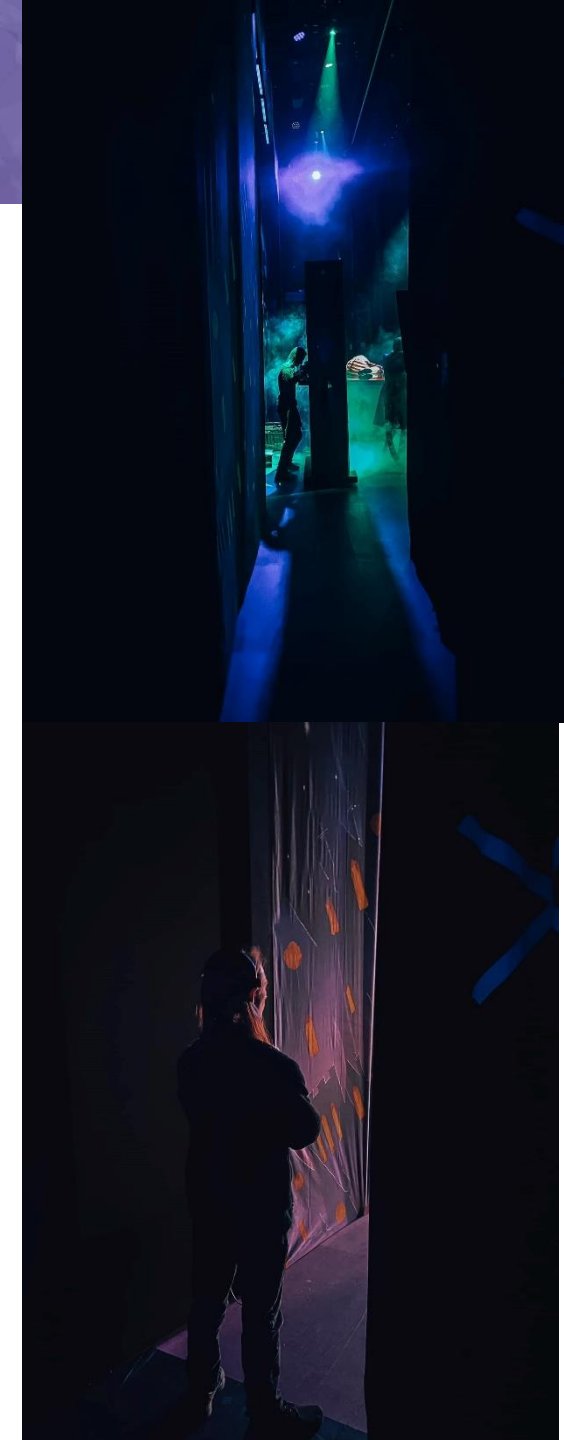
How we harness data, systems and new technologies to reach new audiences.



How we create internal efficiencies in procedures and process.



How we position ourselves to maximise investment.



A stage production of 'Jack and the Beanstalk' featuring a large cow prop and dancers. The cow is brown and white with a red collar and a yellow flower. The dancers are wearing yellow and red dresses. The background is a dark blue stage set with wooden beams.

JACK & THE BEANSTALK (2022)
PHOTO: ROBIN SAVAGE

WHO ARE WE LOOKING FOR?

You don't need to have been a trustee before, if you have the skills, knowledge and experience we're looking for we will support you in the role.

We have specific gaps on our board that we'd like to address (listed below). If you do not have experience in these areas but are still interested in becoming a trustee, we'd like to hear what you think you can offer.

- Finance
- Legal
- Diversity Champion
- Fundraising
- IT and Digital Technology
- Environmental Sustainability
- Education

Studies have shown that women and people from global majority heritages are less likely to apply for roles unless they meet every single qualification. Landmark Theatres Ltd are dedicated to building a diverse, Inclusive organisation and we are keen to make our workforce more representative of different backgrounds and experiences of the communities we serve. If you are excited about this role but your past experience doesn't align perfectly with the person specification, we encourage you to contact us for a chat. You might be the right person for this role.

We want to ensure that the board better reflects the people we work with prioritising those who identify as LGBTQIA+, D/deaf, disabled, those who are early in their careers or come from groups who experience racial inequality. We welcome applications from those with arts & culture experience as well as from those outside the sector.

WORKING WITH US

EACH TRUSTEE MUST HAVE:

- A willingness to meet the minimum time requirement and engage in training as and when required
- And understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An understanding of the principles of equality, diversity and inclusion
- A commitment to Landmark Theatres vision, goals and values
- A willingness to respectfully speak their mind
- Good, independent judgement
- An ability to think creatively
- Strategic vision

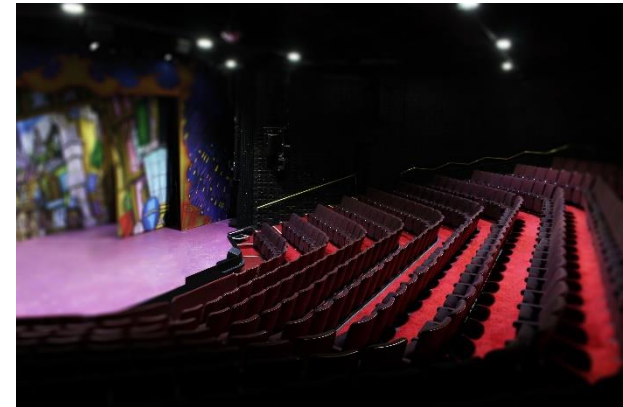
INDUCTION AND SUPPORT:

- New Board members will be given an induction, including time with the theatre staff and other board members.

WORKING WITH US

TERMS OF OFFICE:

- Trustees will be appointed for a three year term of office with an option for renewal for a further term to a maximum of six years subject to the following:
- Review of skills and diversity matrix to identify opportunities as trustees reach the end of their term of office.
- Annual Trustee appraisal in which consideration will be given to attendance, commitment and contribution.
- This is an unpaid role, however adequate expenses will be provided.



Trustee Responsibilities

THE ROLE AND RESPONSIBILITIES OF DIRECTOR/TRUSTEE INCLUDES:

- Being legal directors of the charity, and those related responsibilities.
- Ensure decisions taken at board meetings are implemented.
- Oversee good practice and compliance.
- Scrutiny of decisions and finances.
- Build connection and opportunity.
- Fundraise and cultivate donors.
- Challenge and advise.
- Act as final stage adjudicator for disciplinary and grievance procedures if required.
- Support equality, diversity, and inclusion throughout the organisation.
- Support the (senior) staff, and collectively line manage the CEO.
- Be an advocate and champion Landmark Theatres.
- Trustees are expected to:
- Have read board papers for each meeting and contribute to discussions.
- Meetings are held a minimum of four times a year with times mutually agreed.
- Attend full board meetings (four times yearly, scheduled in advance).
- Join at least one subcommittee (four times yearly, hybrid – in person or via teams).
- Attend events and activities at Landmark Theatres Ltd.

USEFUL INFORMATION

Eligibility

Before you apply, you should make sure that you are legally able to become a trustee. The following is from the gov.uk guidance on being a trustee:

- You must be at least 16 years old to be a trustee of a charity that is a company or a charitable incorporated organisation (CIO), or at least 18 to be a trustee of any other sort of charity
- You must be properly appointed following the procedures and any restrictions in the charity's governing document
- You must not act as a trustee if you are disqualified unless authorised to do so by a waiver from the Commission. The reasons for disqualification are shown in the disqualify reasons table and include:
- Being bankrupt or having an individual voluntary arrangement (IVA)
- Having an unspent conviction for certain offences (including any that involve dishonesty or deception).
- Being on the sex offenders register.

Legal information

Our information can be found at [Companies House](#)

We are committed to protecting the privacy and security of your personal information. If you would like to see a copy of our privacy notice please write to: governance@landmarktheatres.co.uk

Landmark Theatres is committed to safeguarding the welfare of our apprentices, their employers, our partners and the communities in which each of these operate. Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory Enhanced DBS Check (with children's barred list check) and references.

INTERESTED?

NEXT STEPS

- If you are interested in becoming part of our Board, please submit an up to date CV and a supporting statement outlining why you are interested in being a board member and how you feel your skills and/or experience fulfils one or more of the criteria. Please also complete our Equality, Diversity and Inclusion Monitoring Form available via our website <https://www.landmarktheatres.co.uk/>
- If submitting a written statement is not the best way for you to tell us about your skills and experience, we can accept your application another way, such as video, audio or you could dictate your application to us over the phone. Please contact Wendy Gray on: 01733 852992 or theatreadmin@landmarktheatres.co.uk If you need us to make any adjustments to allow you to fully participate in this application and selection process please get in touch.
- However you chose to apply, please submit your interest to governance@landmarktheatres.co.uk by **9am Monday 25th November 2024**.
- Shortlisted candidates will be invited to an interview online on the **29th November 2024**.
- If you have any further questions after reading this material and would like an informal and confidential discussion about the position please email governance@landmarktheatres.co.uk
- If you would like this candidate pack in a different accessible format, please contact theatreadmin@landmarktheatres.co.uk