



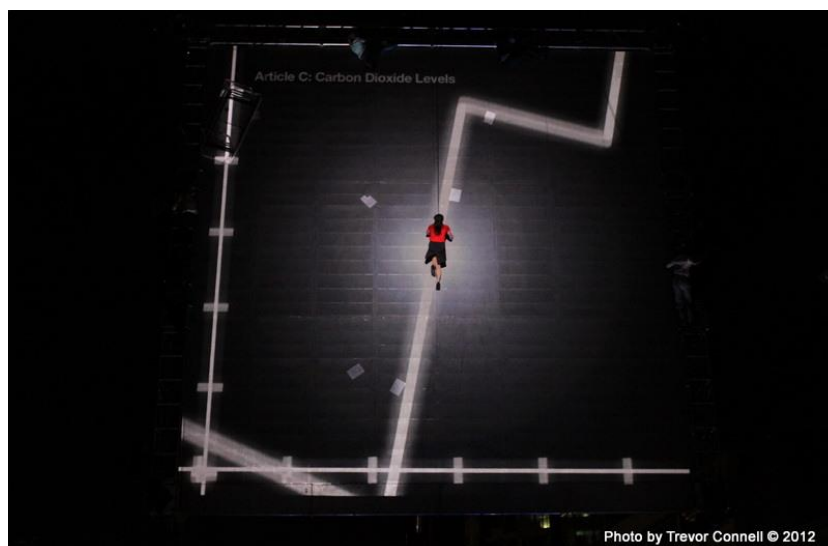
## WIRED AERIAL THEATRE BOARD RECRUITMENT PACK

Thank you for your interest in becoming a Wired Aerial Theatre (WAT) Board member.

We value the expertise and commitment our board members bring on a voluntary basis in the interest of our company and the communities we serve. We recognise that the people on the board represent and reflect our vision, mission and values and are key to the decisions we make, our culture, and the impact we create as a company.

Wired Aerial Theatre are looking for a diverse group of people to join us who can help guide and support our leadership team as we hit the ground running after the game-changing COVID period. We have led a significant company restructure and refocused our vision which has involved writing a new business plan and as an Arts Council National Portfolio Organisation, includes detail of how our plans fit within The Let's Create strategy of Arts Council England. The Board will assist us in finding and developing new ways of working, to reach new and different people to enable us to achieve our mission to create and tour world-class, gravity defying aerial dance, which is pioneering artistically, accessible to all and reflects UK society.

It is important that you have commitment and passion to respond to our 4 aims for social justice, innovation, cultural relevance and representing UK talent, and that you would be excited to assist us in using our global profile and success to effectively influence young people, lowering barriers to those interested in all aspects of the work we produce and collaborate on.



We have a small Board at present, and wish to appoint 4 new members. We particularly welcome applications from people living and/or working in the North West, and those with specialist knowledge in areas such as diversity and inclusion, working as a freelancer, marketing and communications and business.

If you think you may be interested, then please read the following information. If you would like an informal and confidential discussion about applying, or a large print version of the recruitment pack, please contact Wendy Hesketh-Ogilvie by email: [wendy@wiredaerialtheatre.com](mailto:wendy@wiredaerialtheatre.com)

We do hope you would consider joining us.

**This briefing pack sets out information to support your application.**

- **About us**
- **Information about Wired Aerial Theatre**
- **The role, duties, statutory and legal responsibilities of board members**
- **Attributes of board members and skills sought by the company**
- **Recruitment process**

## About us

Directors Wendy and Jamie formed Wired Aerial Theatre in 1999 whilst working for the iconic Argentinian company De La Guarda. Their love affair of the show and each other grew from that moment. Using climbing techniques, contemporary dance theatre and a newly found need to fly as their catalyst, they found every opportunity to handle a rope, build a bungee and make work which explored ways to combine all these elements to create performance. WAT are the creators and world's foremost performers of Bungee-Assisted Dance technique.



WAT specialise in creating inventive aerial productions with the use of carefully designed, flyable set pieces and performer/ animation interaction. Since 2000, WAT has created eight touring shows of different scales, working with Directors and Choreographers such as Nigel Jamieson, Sharon Watson, Liam Steel, Brenda Angiel and Henri Oguike; been awarded commissions by Greenwich and Docklands International Festival, Without Walls consortium and The Royal Opera House.

WAT also offer consultation in all aspects of aerial performance working for theatres such as the Liverpool Everyman, Regents Park Open Air Theatre, Birmingham Rep Theatre and corporate spectacle work for Lady Gaga, The Chemical Brothers, PINK and Diversity.



In 2010, WAT began a game changing collaboration with renowned Sydney based Director, Nigel Jamieson (Manchester's Commonwealth Games closing ceremony and *How To Train your Dragon* Arena Tour). The success of the large-scale show, *As The World Tipped*, (ATWT) written and directed by Nigel, positioned WAT as the UK's lead Aerial Dance Theatre Company financially, technically and artistically.

2017 marked the start of WAT's relationship with Bregenz Opera. WAT work annually with the Opera consulting on all aerial stunt work (technical and artistic) as well as providing Movement Direction in the most recent production of *Rigoletto*.

WAT works globally and is proud to be one of 5 dance focused NPO's in the Northwest of England - 2021 marks our 6<sup>th</sup> year. A brand-new business plan, (rewritten in 2021) lays out our strategy for how we can best use our skills and expertise to influence peoples' lives and best serve our local communities.



## Information about Wired Aerial Theatre

Wired Aerial Theatre is a company limited by guarantee and is currently considering applying for Charitable status.

**Vision:** Wired Aerial Theatre is fearless with its artistic rigor and ambitions, celebrating the resilience of the human spirit using a vertical wall as our backdrop and bungee as a metaphor.

**Mission:** Wired Aerial Theatre's mission is to create and tour world-class, gravity defying aerial dance, which is both pioneering and accessible to all and reflects UK's multi-cultural society.

### **Values:**

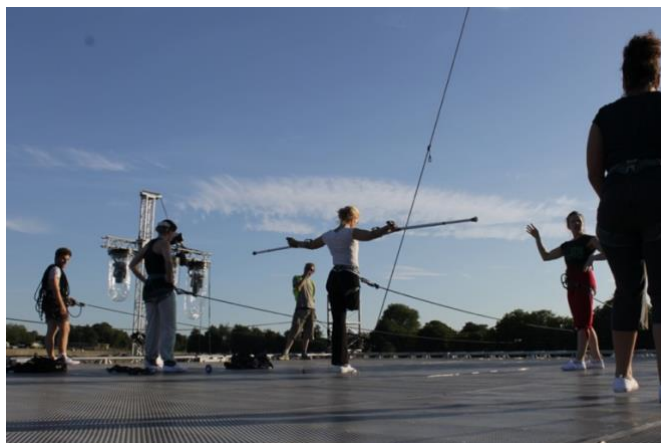
Putting safety above all else and integrity at the heart of everything we produce, we work ethically, flexibly with an entrepreneurial spirit. We celebrate and support the talent of our staff and creative team. Using aerial performance we increase access and seek to make the mundane simply magical.

### **Aims:**

- To create work that is propelled by activism, inspired by our local context, informed by lived experiences, drives our priority PCGs and calls for social justice
- To be the "go to" company for fusing aerial harness techniques with dance
- Be an integral part of the UK arts ecology and relevant to our local community
- To dismantle the barriers that currently exist within arts ecology to invite talent regardless of economic or cultural status
- To collaborate internationally and be proud to represent the UK

WAT have 3 strands of work:

### **1. Productions and Participation**



## 2. Art Form Development



## 3. Services (Consultancy/ The Higher Space - aerial rehearsal studio space in Liverpool)



## Attributes of board members and skills sought by the company

We are striving to achieve accurate representation of our local and global community across all aspects of our organisation and therefore welcome applications by people from minority ethnic backgrounds and people who identify as deaf, disabled and/or neurodiverse. We believe that we can be more relevant and make better, more informed decisions if we have a broad range of opinions, expertise and experience on our board.

Wired's current board consists of 2 non-executive board members and the Artistic and Technical Directors.

Current skills held within the board:

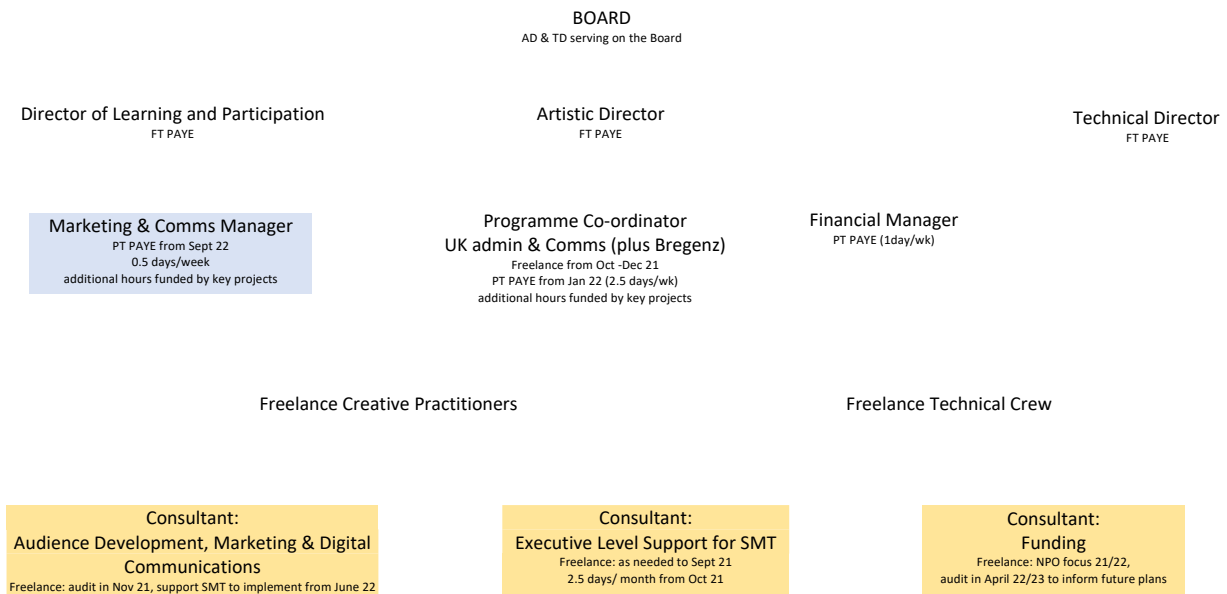
- Governance
- Financial and Business Development
- Technical/Artistic Development and Outdoor Arts Festival Management.

Directors will be expected to share their expertise and contacts in areas where gaps currently exist. We are particularly looking for people who are able to offer skills and experience in:

- Diversity and inclusion
- Marketing and public relations
- Working as a freelancer
- Experience (either personally or professionally) of the key artistic themes/projects detailed in the WAT business plan (*Building Tide Momentum* – displaced communities and *Metamorphous* – mental health needs)
- Communications, with experience of brand marketing and working with growing businesses
- Local knowledge and regional networks
- Human resources, with experience of growing businesses
- Digital innovation
- Legal issues
- Business
- Experience of leading an NPO organisation



## Organisational Structure



- The core staff team are:
  - Artistic Director - Wendy Hesketh-Ogilvie
  - Technical Director - Jamie Ogilvie
  - Director of Learning and Participation : Michaela Anders
  - Financial Manager – Colette Dalton (PT)
- We have ambitions to recruit:
  - a Full-time Executive Director by March 2022
  - a Programme Co-ordinator from Jan 22
  - a Marketing and Comms Manager from Sept 22

### The role, duties, and legal responsibilities of board members

- Time Commitment: The Board will meet four times a year plus a Board Away Day. Additional meetings can be called although this will only be for very specific reasons.
- Meetings will usually take place at The Higher Space in Liverpool. We are also now quite skilled in meeting remotely via zoom.

- Remuneration: These are voluntary roles and no financial remuneration is offered to any board member.
- Expenses: Reasonable travel and subsistence expenses incurred on WAT business can be claimed. This also includes costs for childcare should this be required for you to attend meetings.



### **Responsibilities of board members**

- To ensure that WAT is carrying out its purposes in relation to public benefit and complies with its governing document, and any other relevant legislation or regulations.
- To fully understand the legal duties and responsibilities of Board members and be committed to good governance.
- To provide support, advice, expertise and constructive challenge to the senior management team.
- To monitor the financial viability of the Company, ensuring prudent financial management and that the company's assets are safeguarded and well managed, overseeing budgets, management accounts and annual financial statements.
- To promote the success of the Company (including consideration of factors such as the impact of decisions on employees, customers, suppliers, community and the environment).
- To contribute actively to the Board's role in giving firm strategic direction to WAT, setting overall policy, defining goals and setting targets and evaluation performance against agreed targets.
- To safeguard the good name and values of WAT and to act, at all times in the Company's best interest and with reasonable care and skill.

## Personal Attributes of Board Members

- A commitment to WAT and its work, focusing on our four AIMS of social justice, innovation, cultural relevance and representing UK talent across the globe.
- An enthusiasm for the work of WAT and a willingness to act as an ambassador
- A genuine interest in and commitment to equality and diversity with insight into the Board's role in this area.
- A clear communicator with an inclusive approach and good independent judgement.
- An ability to work effectively as a member of a team.
- A commitment to carry out the duties of a Board Member, opening up networks and contacts to help Wired Aerial Theatre broker new relationships, also supporting the recruitment of new board members.
- To be a respected member of the community with good networks.

\*Board Members are expected to hold all matters related to the business dealings of WAT in strict confidence.



## Recruitment Process

- To apply, follow this [link](#) to fill in an application form via our website.
- The form will ask you to upload your **CV** and a **covering letter**. The covering letter should describe why you would like to become a Board member and the skills/experience you can bring to the role.
- Please describe your areas of specialism and how you meet the requirements of the role.
- Should you believe that your application may cause a conflict of interest, then please include any details about this and how you would address it should you be successful.
- When you press submit, you will be directed to our online ED&I form. Please also complete this and hit the submit button to complete your application.

We will accept written, video or sound recording applications.

## COMPANY/CONTACT INFORMATION:

If you have any questions please contact us using [jobs@wiredaerialtheatre.com](mailto:jobs@wiredaerialtheatre.com) please write, 'board member application' in the subject title of any emails you send us.

Wired Aerial Theatre

The Higher Space

10 Cotton Street

Liverpool

L3 7DY

Website: [www.wiredaerialtheatre.com](http://www.wiredaerialtheatre.com)

Company number: 07489215

## Other information:

**Completing the Equality and Diversity Monitoring Form:** Please help us monitor the fairness and effectiveness of our selection process and to identify barriers to selection by completing our Equality and Diversity Monitoring Form via the website. Your data is managed by a computer programme, it is anonymous and will be kept strictly confidential and used only for statistical monitoring purposes.

### The next steps:

Candidates will be notified of an interview w/c 13th Dec and invited to an interview in February 22. If you are invited to join the Board, we will ask you to provide details of a referee who has personal knowledge of your achievements. Prospective Board members will be invited to observe a Board meeting prior to deciding whether they wish to join.

### Induction:

As part of welcoming you to our Board, you will receive an induction to give an overview of the company's history and future trajectory. We will ask you to sign a Declaration of Interest Form and provide us with a biography and photograph for the WAT website.

