

HFC Trustee Recruitment

Hall for Cornwall (HFC) is succession planning for its board of trustees and looking for three Non-Executive Directors to join the board from February 2021 onwards. Our first appointment will be for a finance Trustee.

THE ORGANISATION

Hall for Cornwall is a large-scale theatre located in Truro, Cornwall. We opened in 1997 and are currently investing £26m in a major capital project to upgrade our historic building.

Our core business is running a thriving regional theatre with 90% of our income coming from ticket sales and commercial activity. We welcome over 300,000 people every year.

Our stage programme runs year-round and is intentionally diverse; our approach is to programme theatre, dance, music, film and comedy with our audience in mind. As a result, a wider range of people attend our shows than most UK theatres.

But we do much more than this. As a charity and successful social enterprise, we use our public funding (around 10% of our turnover) and any profits we make to provide our local community with access to great culture; creating positive opportunities for young people and supporting our artists and creative businesses to be successful.

THE COMPANY – OUR BUSINESS AMBITIONS

Our reopened theatre will be a new kind of public space in the heart of Cornwall. A place where all are welcome, where everyone can see the work they crave, where creative talent can break new ground and where our next generation can be supported.

Our new building breaks the mould of what it means to be a successful regional theatre. Our innovative design allows for a greater commercial ambition and more public use.

Whilst at its heart is our Cornwall Playhouse - a new auditorium space with 1,253 seats (300 more than before) - the building has also been opened up to accommodate more cafés and bars, a new collaborative workspace for creative businesses and lots of small usable public spaces hidden away around the building to host an eclectic mix of youth, community and heritage-led activity.

More seats mean better shows and a greater choice of programme for our audience. Our core business plan ambition will see us achieve and sustain a new target of 300,000 tickets per year (from a pre-closure baseline of 200,000). Achieving and sustaining this level of ticket growth (100,000 tickets a year) will also support increased targets in our cafés and bars, with food and beverage sales targets rising to £1m per year during the span of this business plan from a pre-closure level of £600k per year. We also have ambitions to produce and co-produce more work of our own. To add to this, we have a whole new income stream from renting out spaces in the Husa Hub, our new creative industries workspace, and selling tickets for third party cultural organisations.

THE COMPANY – VALUES

As a company we are driven by our values. They underpin our approach and focus; they help others understand what type of organisation we are. When recruiting Trustees, we look for those individuals who share and support our values.

Passion – we are dedicated, brave, heartfelt, loving.

A place where we...

are proud of the work we do
trail-blaze for all things HFC
have drive and enthusiasm
inspire and care for others
do it because we love it

Grit – we are determined, tireless, grounded, focused.

At work we see...

ownership of challenges and decisive actions
hard work that makes a difference
people going the extra mile
a can-do attitude

Empathy – we are considerate, open, understanding, inclusive.

You will find us...

taking the time to listen, so we can better understand
respecting and understanding others' point of view
expressing gratitude and saying thank you
being aware of how our behaviour impacts others

Gusto - we are playful, enthusiastic, imaginative, hungry.

We will be...

happy and cheerful
celebrating when we win and understanding when we don't
brave and curious
aware of the big picture

TRUSTEE OPPORTUNITY

Ahead of reopening our theatre we are recruiting a finance Trustee to join our Board.

Certain voices are under-represented on the Board, and we are particularly looking to address our gender balance, for younger candidates, those from Black and minority ethnic backgrounds and people who identify as being disabled or LGBT+. We need individuals who can represent the diverse perspectives and lived experiences of Cornish life, with relevant skills and experience in the areas of finance, the theatre industry, comms and PR, the policy-making context in Cornwall and beyond, social change and equality, health, Cornish language and culture; or quite simply, anyone who is passionate about theatre as a means to inspire change. Training and support will be provided if we believe a candidate has the right skills but perhaps lacks experience as a trustee.

As a Board member you will work effectively with our current Board and the Executive Team to help us realise our vision. You will contribute to the good governance of the organisation and its use of public funds and will act in an ambassadorial role.

If you think you are that person, and feel like you share our values, ideals and aspirations, then we'd love to hear from you.

THE ROLE

HFC has a board of Trustees with a diverse range of skills and experience, drawn from a variety of occupations and backgrounds, the current Board has nine Trustees and is co-chaired by Dame Rosemary Squire and Christopher Pomfret OBE.

The Board has the legal responsibility to ensure that the assets held on trust are applied to the charitable objectives.

The Board is collectively responsible for the success of the organisation, for setting its strategic aims and ensuring that necessary resources are in place to meet its objectives and monitoring performance.

The Board defines the values and standards of the Company, including the Vision, Aims and Objectives. Once the Board has agreed on strategy and policies, it defers responsibility for execution to the Executive Team and assumes a monitoring and supporting role.

The Board scrutinises the performance of management in meeting agreed goals and objectives and ensures that the Company's controls and systems of reporting are robust.

The Board ensures transparency and accountability in the Company's activities, being mindful of the support from public funds.

The Board safeguards the reputation and values of Hall for Cornwall.

The Board reviews and approves the artistic programme and business plan proposed by the CEO and Creative Director.

TRUSTEE PERSON SPECIFICATION

HFC's trustees have a collective passion for theatre and access to the arts, are drawn from diverse backgrounds and have skills or experience in particular areas including the arts, local government, finance, politics, law, digital tech, education and business leadership.

Board members are not expected to take on sole responsibility for their area of expertise, as the Board is collectively responsible for its decisions and actions.

Trustees are expected to involve themselves in committees and other matters according to their interests and skills. They are also expected to attend stage performances and Get Creative events.

Trustees are expected to have:

A commitment to HFC, its work and people

A willingness to devote the necessary time and effort

Strategic vision

Good, independent judgement

An ability to think creatively

A willingness to speak their mind

An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

An ability to work effectively as a member of a team

A commitment to our values and the Nolan's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

TIME COMMITMENT, ELIGIBILITY & REMUNERATION

TIME COMMITMENT The successful appointee will be required to commit the equivalent of one full day per month, although more may be required from time to time. This includes four Board meetings per year (including an Anniversary Meeting), and other sub-committees as necessary.

In addition, time will be needed to study meeting papers and attend a variety of HFC events.

Trustees should be prepared to serve for two four-year terms.

Board and committee meetings are usually held in Truro, occasionally in London, but can always be attended virtually.

ELIGIBILITY The law places certain restrictions on becoming a charity trustee. For example, you cannot be under the age of 18, previously been removed from trusteeship of a charity by a Court or the Charity Commission, disqualified under the Company Director's Disqualification Act 1986, or been convicted of an offence involving deception or dishonesty (unless the conviction is spent).

If you are in any doubt about your eligibility, visit the Charity Commission website at www.charitycommission.gov.uk

Although selection as a trustee is not a public appointment, the Seven Principles of Public Life as defined by the Nolan Commission (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) are applicable to this role.

REMUNERATION This is a non-remunerated position, though reasonable travel and subsistence expenses will be reimbursed.

HOW TO APPLY

To apply, email zoep@hallforcornwall.org.uk noting HFC Trustee Application in the subject line and attach a copy of your CV and cover letter. Video applications will also be accepted as an alternative to a paper-based CV and cover letter if preferred.

All applications will be acknowledged.

Deadline for applications: Midnight on 24 January 2021.

Interview dates to be confirmed, though likely to be the week commencing 1 February 2021. Shortlisted candidates can contact Julien Boast, CEO & Creative Director, for an informal conversation before the interview if required.