

# PEOPLE AT THE OLD VIC



# TRUSTEE

RECRUITMENT PACK

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# WELCOME TO THE OLD VIC

## **Thank you for your interest in becoming a Trustee of The Old Vic.**

The Old Vic is London's independent, not-for-profit theatre, a world leader in creativity and entertainment. It makes, shares and upholds theatre for as many people as possible.

Through its programming, the affordability of its tickets, the 1,000 seats in its auditorium, its history and its education and community work, The Old Vic is able to encourage people to experience world class theatre for the first time as well as offer a unique experience each time to those who keep coming back for more. Its productions are diverse, adventurous and exciting, and its education and talent programmes allow students to explore and artists of tomorrow to develop and create.

The Old Vic is mercurial: it can transform into a theatre in the round, as space for music and comedy, has played host to opera, dance, cinema, music hall, classical dramas, variety, big spectacles and novelty acts. It was the original home of the English National Opera, the Sadler's Wells dance company and the National Theatre. It's also been a tavern, a college, a coffee house, a lecture hall and a meeting place.

These social and cultural references are now in the bones of the building, as much informing its open-armed, inclusive, welcoming personality as its grand historic décor and the iconic performances and famous productions it has housed. Today, Artistic Director Matthew Warchus is building on 200 years of creative adventure.

But these are uncertain times for the theatre industry, and The Old Vic is not exempt. We need our Trustees to help us weather the storm caused by the COVID-19 pandemic and to help us move forward with positivity and strength. We have led the way in educational outreach during the pandemic and in our digital offerings: live-streamed theatre performances in our IN CAMERA series and free engagement opportunities through our Your Old Vic programme. But we are always driving forwards to achieve more. We are seeking Trustees who will bring different perspectives and experiences to our work to help us ensure that The Old Vic continues to remain relevant, forward-looking and bold.

This is an opportunity to help safeguard and shape the future of one of the world's most iconic theatres. We'd love you to join us on this journey.



# VISION FOR THE FUTURE

## VISION FOR THE FUTURE

We want The Old Vic to be a sustainable, inclusive, artistic powerhouse and an indispensable part of the nation's theatre. Our vision is for it to have a strong, confident, clear identity and a clearly articulated social mission. It will be widely known as a good bet for fun and intelligent entertainment which is accessible, vibrant, vital and inspiring. We want it to be full every night, and often during the daytime, with new audiences. Tickets will be affordable, the experience will be classless, unintimidating and uplifting, and everyone will feel welcome. Our vision is for The Old Vic to be a living example of our belief in what theatre can do for society.

However, the COVID-19 pandemic presents one of the greatest threats to the future of The Old Vic since its opening in 1818. We generate 90% of our income from theatre and event tickets, donor support for artistic work and education workshops/activities, and trading (catering). Unlike comparable cultural organisations, we receive no regular Arts Council or government funding to protect us in this closure period. Our income depends entirely on the ability and inclination of both the public to pay for tickets and supporters to donate.

Our mission for the next year is to sustain The Old Vic through this crisis so that it can continue to offer a unique experience for our beneficiaries. That may mean making some hard decisions. But we also want to seize every opportunity to think openly about how to sustain and renew The Old Vic in light of the pandemic to secure its future. We want the power of theatre to be recognised and understood as a force for good in society. We want to be a world leader in creativity and entertainment; we want to reach more audiences in new places and in new ways; we want to unlock creative imagination in people of all ages and backgrounds; and we want to innovate to diversify and secure our income streams.

# WHAT WE ARE LOOKING FOR

**This is a challenging time to join us, but you will be joining an experienced Board and dedicated Senior Management team.**

You will be a key part of helping us to survive, renew and rebuild to secure our long-term ability to deliver to our beneficiaries. You will help us look at things differently; grasp new opportunities and make our vision a reality.

We have up to three Trustee vacancies. We are looking for committed, experienced and forward-looking candidates who share our vision and will help us advocate to achieve it. We are particularly looking for Trustees with experience to share in any one of the following areas:

- Philanthropy/Fundraising
- Finance/Business
- Media/Communications

**The Board is a welcoming and collaborative group with a deep commitment to The Old Vic.**

Here are some of the attributes we are looking for in potential new Trustees:

- Commitment
- Strategic vision
- Independent judgement
- Creative thinking
- Willingness to speak their mind
- An ability to working effectively as a member of a team
- An understanding of the ethical principles of voluntary service and public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership)
- Demonstrable commitment to equal opportunities, inclusivity and diversity
- A willingness to act as an ambassador for the organisation

# THE BOARD

**The Board is the governing body of The Old Vic and is responsible for the governance and the strategic direction of The Old Vic in pursuance of its charitable objects. The Old Vic is a charitable company and as such its Trustees have duties under both company and charity law.**

Board meetings are normally held four times a year.

Trustees are encouraged to participate in sub-committees. The Old Vic currently has a Finance and Risk Committee (which meets quarterly) and an Anti-Racism Working Group (which meets monthly). The Annex Committee (which oversees our capital project), the Donations Acceptance Committee (which oversees some of our development work relating to ethical donations) and the Nominations Committee (which recommends new Trustees for appointment) meet as required.

Trustees will also be invited to attend theatre performances, our Education and Community work, fundraising events and have informal meetings with relevant members of the Senior Management team.

Appointments are made for an initial term of three years. No remuneration will be made, but travel and out-of-pocket expenses can be reimbursed where required.

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## COMMITMENT TO DIVERSITY AND INCLUSION

We welcome applications from anyone regardless of their age, disability, ethnicity, heritage, sexuality, gender and socio-economic background. We are committed to inclusive working practices so during the application process we commit to:

- Pay for childcare (or other caring obligations) to enable you to attend interviews
- Pay for your travel costs to attend interviews where these take place in person
- Make any reasonable adjustments that would assist you — for example, having a BSL interpreter if you would like this
- Providing this document in an accessible Word document format
- Offering a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role

