

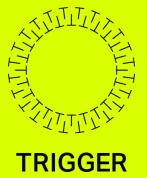
TRIGGER



TRUSTEE CANDIDATE INFORMATION PACK 2023

INCLUSIVE BOARDS

WELCOME FROM OUR CHAIR



Hello! I'm so pleased you're interested in joining the board of Trigger. While nothing can compare to experiencing Trigger's work in person, I hope this pack gives you a flavour of the organisation, our projects and the Trustee role.

Trigger is a bold, ambitious arts charity who create incredible live & digital experiences that respond to big issues in our society. Whether it's exploring migration by flying a life size dragon off the hoe in Plymouth, celebrating the UK's diversity via a spectacular super-garden in the centre of Birmingham, or creating a digital service for critically ill people to hear their loved ones' voices in care homes and hospitals across England - Trigger place people at the heart of everything we do.

Every project is co-created with local people, providing a platform for their interests and voices, and instilling pride in their area. In the last 2 years alone we have engaged over 15,000 participants and 180,000 live audiences with our projects and a further 150,000 digitally. To ensure our work remains relevant to the people we work we need to ensure they are reflected in our team throughout the organisation. That is why we know we need to widen and deepen representation and inclusion at governance level.

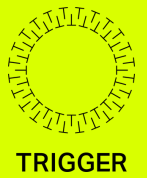
You will be joining a committed, energised and collaborative Board which has an excellent, rigorous and trusting relationship with the Co-Directors. We are a small organisation with big ambitions and we thrive on critical questioning and consensus decision-making.

This is an incredibly exciting time for the organisation. We are delighted to be joining the Arts Council National Portfolio 2023-2026, working towards long term stability of the company and bringing amazing art to people all over the world.

I hope you will consider joining us on the next leg of our journey.

HANNAH SLIMMON
CHAIR OF THE BOARD

ABOUT US



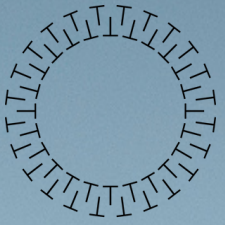
Trigger are shapeshifting creatives who dream-up, create and produce bold and brave live and digital events. We reimagine and revive public spaces, and put audiences and togetherness at the heart of everything we do. Our work is accessible, inclusive and boundary pushing, and is often large-scale and often outdoors. We create epic, imaginative spaces, fly giant dragons and grow magical pop-up gardens.

Trigger's vision is brought to life by diverse teams of cross-disciplinary artists and creatives and aims to shine a spotlight on the creativity of local communities. We use our platform to showcase new, emerging and inspiring talent. When we are handed the microphone, we use it to highlight issues that are important to us all, even if they are difficult to navigate. Trigger is for everyone, and everyone is invited.

We were selected as one of the 10 lead collectives for UNBOXED: Creativity in the UK, with a new cultural project of scale – PoliNations. The project was an experiment in mass participation, co-creation, shared histories, sustainability, installation, performance and spectacle through the lens of nature, multiculturalism, ritual and reclaiming space. PoliNations took place in Birmingham in September 2022, and was also part of the Birmingham 2022 Festival.

Trigger also delivered The Hatchling, a ground-breaking outdoor theatrical performance that unfolded over a weekend of events before reaching an extraordinary finale over the coast of Plymouth in 2021. Following the world premiere, our Hatchling dragon puppet led an array of cultural celebrations outside Buckingham Palace at the Platinum Jubilee Pageant, a globally broadcasted event, in June 2022.

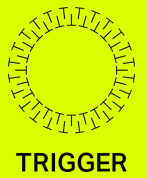
In November 2022, Trigger gained National Portfolio Organisation (NPO) status, an achievement which will allow us to further extend our reach over the course of the next three years. It will also enable the continuation of our commitment to reaching and engaging people with projects and ideas that catalyse social change.



TRIGGER



ABOUT US (CONTINUED)



We take people with us

We are supporters, mentors, educators, and creative sounding boards. Through placements, internships, traineeships and volunteering opportunities, we offer up-and-coming creatives and visionary minds professional and personal development. Our relationships are wide reaching and long lasting. Once you've worked with Trigger, you are part of the Trigger team for life.

We initiate, cultivate & manage

We make ideas come to life, whether they're our own, other artists' or a combination of both. We initiate ideas in response to major issues, frustrations and divisions of our time. We work with creatives to help develop their ideas, fundraise, generate partnerships and project manage. We break boundaries and instigate new live and digital experiences with creators and makers from all sorts of backgrounds. We are not bound by form, shape or medium.

We nurture future generations

We partner with institutions such as the University West of England, University of Bristol and University of Plymouth to offer students and alumni new creative experiences. We also consult on new talent development programmes and have worked with South West Creative Technology Network, Cheltenham Trust, Jerwood Charitable Foundation and Apples & Snakes.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

We are an inclusive organisation that supports a diverse range of people. We want this diversity to be reflected on our Board.

We welcome applications from anyone regardless of age, experience, sexuality, religion/beliefs, disability, ethnicity, heritage, gender, socioeconomic background or other differences.

Trigger is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for care and childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.

If there is anything else you are concerned about or think we could provide, please let us know.

THE TRUSTEE ROLE



Trigger have gone through a period of exciting growth and development over the last two years. Our selection as one of 10 creative teams to deliver a multi-million-pound project for UNBOXED: Creativity in the UK entailed a rapid scale-up of the company. Now, we have an exciting chapter ahead of us having been selected to join the Arts Council England National Portfolio for 2023 – 2026, which will see the charity and its operations stabilise.

We are looking for an individual who can bring expertise and commitment to our already amazing board of trustees and help guide us through this growth. We want our Trustees to bring a broad range of viewpoints and experience; some will already have worked with Boards (either as a Trustee or as an Executive), and some may be joining a Board for the first time.

As a Trustee you will read the written reports sent out before each Board meeting, and come to the meetings prepared to ask questions, discuss, and act as a critical friend to the team to ensure that the charity is being run well.

Person Specification

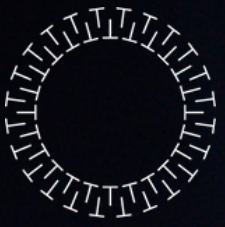
We are seeking a Trustee to support with:

- Expertise in Equality, Diversity & Inclusion
- Excellent communication skills as well as the ability to listen and respect the ideas of others
- A team-oriented approach to problem solving and management.
- An understanding of working in a small to medium organisation
- Understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship

You will work closely with the Joint Chief Executives taking a strategic overview of the organisation's planning and programme and ensuring that the company operates to the highest professional standards. You will attend company events and performances and be an active ambassador for the organisation.

You don't need to know everything about Trigger or being a Trustee upfront; what we do need from you is a commitment to the values and mission of Trigger, and the desire and ability to bring your skills and experience to support these aims. We will work with you to make sure that there is a detailed induction and make sure that you have everything you need to play a fully effective role on the Board.

If you do not have Trustee experience, you might find it useful to have a look at the Charity Commission's guidance here on how to be a good Trustee.



TRIGGER



ADDITIONAL INFORMATION



Time Commitment

The Board and Committees each meet at least four times a year. These meetings last three hours and usually take place on a Thursday between 12-3pm. The Trigger trustees meet twice a year in person (currently at our offices in Paintworks, Bristol) and twice a year remotely as well as:

- Attendance at an annual company planning day.
- Attendance at key events to attend, such as fundraisers and live projects.

Trigger will reimburse you for your travel expenses to attend Board Meetings in person if you do not live in Bristol. Trustees are elected for an initial period of three years, which can be extended by mutual agreement.

Conflict of Interest

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and this will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

Terms of Appointment

An offer of appointment will be made once all candidates have been interviewed and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions,

The recruitment process is being undertaken by Inclusive Boards on behalf of Trigger. If you wish to apply for this position, please supply the following by **23.59 26/02/2023**:

1. A CV detailing your responsibilities, achievements and work so far
2. A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification telling us:
 - Why you would like to join the Board.
 - What you think you would bring to the Board of Trustees and how your skills could support the Board and team.
 - A bit about yourself; the work you do and your previous experience.
 - Please note that the cover letter is an important part of your application and will be assessed.

If you have any questions or would like to arrange a call to discuss the role please email trigger@inclusiveboards.co.uk or call **0207 267 8369**

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to **trigger@inclusiveboards.co.uk**.

INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance.

Why Not Get in Touch?

If you think we can help to improve diversity on your Board, please don't hesitate to contact us via **hello@inclusiveboards.co.uk**.

If you aspire to work on a Board, you can sign up to become a candidate and be eligible for the latest opportunities as and when they become available.

