

# Company of Others

Board of Trustees Recruitment Pack 2021

Deadline: Wednesday 30<sup>th</sup> June 2021

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Thank you for your interest in the role of Trustee with Company of Others.

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## **Application Requirements:**

A covering letter no more than 2 sides of A4 or an audio recording no more than 5 minutes long, detailing your interest in the role, and how your experience and skills will meet the requirements of the post

A CV including 2 referees  
A completed equal opportunities monitoring form

Please submit your application by email to Pippa Howie: [pippa@companyofothers.org.uk](mailto:pippa@companyofothers.org.uk) with Trustee in the subject line.

If you would like an informal conversation with the Chair of the board and/or Artistic Director & CEO, have any questions about the application process or access requirements please contact Nadia Iftkhar at [nadia@companyofothers.org.uk](mailto:nadia@companyofothers.org.uk) or call her on 07511212695.

## **RECRUITMENT PROCESS**

Informal Conversations: Between 7th - 25th June

Application Deadline: 30th June

Decision to applicants: 7th July

Company of Others is a diverse led organisation, and it is important that the people who work at all levels of Company of Others are representative of our community.

We welcome applications from people of all backgrounds and lived experiences, however we are particularly interested in applications from people who identify as d/Deaf, Disabled, Black, Brown, Asian, POC, Woman, and/or Working Class. 'The Foundations' is our Diversity & Equity Policy and can be found here: <https://www.companyofothers.org.uk>

Please contact Pippa Howie should you have any access requirements or need any adjustments to be made in order to apply for this role.

***'When I dance, I feel free'***

Walker Youth Dance Project member, Patience

**ABOUT COMPANY OF OTHERS**

Company of Others is a dance theatre company based in the North East of England, founded and led by Artistic Director and CEO Nadia Iftkhar. Company of Others was founded in 2014 and incorporated in 2016, supported by Arts Council England's Elevate Fund.

We collaborate with people who have experience of being 'othered' by the society we live in, to create dance theatre experiences which highlight and share stories of the human experience through their lens, and on their terms.

Our values are Artistry, Diversity and Integrity.

As a responsive organisation, our work is varied and crosses a multitude of settings, communities, priorities and processes. We define our community as; the artists we work with - trained and non trained, the freelancers we work with, our staff, our board, our members and audiences. Often people in our community will work on and take part in a number of our projects.

We have 3 members of staff, Artistic Director & CEO FT, General Manager 0.4 FTE and Artist 0.6 FTE with a 20-21 turnover of £117,000 and projected 21-22 turnover of £230,000.

Our current projects include;

Children & Young People - Dance in an Envelope & Walker Youth Dance Project

People over 70yrs - Company of Others Ensemble

Artists (All Black, POC, Disabled, LGBTQIA+, Working Class) - Professional Development, Mentoring, Wellbeing support and Northern Storm

Productions - Grief Floats, our first outdoor work premiering Summer 2021 in the North Sea, and HELD, commissioned by Baltic, premiering Summer 2022

***'Monday afternoons are a bright spot in the grey of lockdown. Nadia provides a supportive atmosphere where we are able to develop creative dance to suit our ability. I couldn't have managed without them.'***

Company of Others Ensemble Dancer, Patricia

During the pandemic, from March 2020-March 2021, we:

- became a registered Charity

- created Dance in an Envelope, a free, non-digital dance game, gifted to 4220 3-7 year olds in Walker, Byker, Gateshead and Yorkshire who may be experiencing digital poverty
- delivered Self Care Packages to our WYDP members
- delivered online weekly dance workshops with Company of Others Ensemble and created a film for International Dance Day
- began to create Grief Floats, staged in the North Sea with 12 artists
- created and curated an online artist's network for 650 artists
- provided 35 hours of mentorship to Northern artists
- delivered free professional class twice weekly to 15 dancers
- developed Northern Storm, a project with mid- career artists who identify as Black and/or Asian women.

More detailed information about our projects can be found at [www.companyofothers.org.uk](http://www.companyofothers.org.uk).

***'I feel that Company of Others are about kindness and compassion, reflection and moving forwards, and accountability.'***

Northern Storm Artist, Ella Mesma

### **ABOUT THE ROLE**

Company of Others has recently undertaken a period of re-assessment of its original artistic ambitions to become even more responsive to our community, we're looking for active Trustees to help us be a more robust and well-resourced organisation as we move toward applying to be a part of Arts Council England's National Portfolio of Organisations in 2022 and The Bricks, Movement + Community, a new community space.

Having conducted a skills audit of our current Board of Trustees we are specifically looking for Trustees with skills and experience in the following areas:

HR

Charity Governance

Accounting and Financial Management

Fundraising

Business Development

Marketing

If you have skills and experience outside of these areas, but would love to join us, we will want to hear from you and would encourage you to apply.

Purpose of the Board of Trustees:

To ensure the effective, efficient administration and financial stability of Company of Others

To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations

Provide governance and aspiration for Company of Others, supporting the development and delivery of its strategic objectives

Act as an ambassador and advocate for Company of Others wherever possible

Ensure that the Board has put in place satisfactory systems of control in respect of legal, operational and financial risk management

Be available at times outside of board meetings for sub committees as required and attend all Company of Others' performances

Support and guide the Artistic Director and staff in achieving the company's vision and aims outside of board meetings.

Become Members of Company of Others

## **ABOUT YOU**

You'll be passionate about art and its capacity to impact social change. You'll care about communities and creating better connections between us and better environments to live in through culture and art.

You'll be representative of the people we work with and may have also experienced being 'othered'.

You'll enjoy big conversations and know that through discussion and working together ideas and solutions are formed that would never have existed otherwise. Perhaps you've never been, or considered being a trustee before, but you want to support our organisation and ambitions. Each of our current board members have very specific areas of expertise that benefit the organisation in different ways, we don't expect any individual to be able to steer the ship alone and we can provide training and support along the way.

You'll:

have commitment to the organisation and its core values of Artistry, Diversity and Integrity  
have willingness and enthusiasm to devote the necessary time and effort - commitment of 10 days per year

have good, independent judgement

be able to see the bigger picture and think strategically

be open and honest and have high levels of integrity and trustworthiness

be willing to speak your mind and encourage debate

have an understanding and acceptance of the legal duties, responsibilities and liabilities of board membership

be able to work effectively as a member of the team

have tact and diplomacy

have good communication and interpersonal skills

be able to consider proposals and examine their consequences and impact

be willing to be available to staff for advice and enquiries

## **WHAT DOES BEING A TRUSTEE INVOLVE?**

**Quarterly Meetings:**

The board of trustees meets every 3 months (quarterly meetings). In those meetings the board receives reports from the staff on activity and finances in the past 3 months. It is the board's job to provide feedback, challenge, and knowledge on those reports. They then discuss topics that are on the agenda for that meeting which relate to the future growth, activity and strategy of the organisation. The board are legally responsible for the overall management of Company of Others, and these meetings are a way of checking that its staff are working towards the organisations aims and upholding its values to the best of their ability.

It is also a way for the board to provide expert knowledge and insight to the staff, to support them on that journey. Company of Others provides a light dinner of sandwiches, fruit, water, tea and coffee for all in person meetings and the meetings usually last 2 hours.

Our quarterly trustee meetings usually take place in the early evenings in Newcastle, but for the past 16 months have taken place on zoom. As we emerge from lock down we aim to stay flexible in whether Trustees attend meetings virtually or in person, although annual general meetings and at least 1 other meeting should be attended in person. Often, as a result of these meetings Trustees will be given specific actions to complete which are monitored in our Trustee action log.

#### **Committee and Panel Work:**

In addition to quarterly meetings, trustees and committee members meet in between Board Meetings as and when needed to address particular areas of work. These committees are created as and when needed and then disband when they no longer have a purpose. When recruiting staff or trustees, we ask that at least 1 current trustee is on the recruitment panel alongside staff and other people we have identified.

#### **Performances and Events:**

All trustees are expected to attend at least 2 Company of Others events or performances per year. It is important to Company of Others that our trustees are connected to our wider community and experience our work.

In addition, trustees are expected to be available where possible via email or telephone to the Chair of the board, other trustees and staff when needed.

#### **A NOTE FROM CURRENT TRUSTEE ELIF EMMA TRUE**

'What makes me proud of Company of Others is our ethos and values. Company of Others has always been reflexive and reflective, we were constantly evaluating and questioning our work before the pandemic. I'm proud of how Company of Others has given meaning to many during this tumultuous period and created beautiful art. I'm proud of the impact Company of Others has had in the North East and beyond, platforming and uplifting voices that require urgent attention.

I joined the board in 2017 when I was 18 years old. Since 15, having campaigned about child poverty in the North East, an issue important to me through the treatment of people in my

community and the severe impacts of austerity. I continued to work with charities and organisations, lobbying the government with recommendations to address religious and racial discrimination for young people and to address poverty the UK. I joined Company of Others during my undertaking of this work because of their open and inclusive ethos; sharing the stories of unheard voices. Gatekeeping in the arts is a part of why people in poverty are unable to access cultural capital and it was clear Company of Others knew this and actively included communities pushed to the margins in their work.

I contribute to change by being a trustee in several ways. Firstly, I have had the opportunity to connect to many of the people that are involved in Company of Others work.

I was able to meet Ensemble, a group that connects older generations to dance and watch a performance by Walker Youth Dance Project, a group of young people in learning to take up space through movement. Being a part of Company of Others, I have a real social impact on my community, knowing our work has helped young people pass the hours in an isolating lockdown, connect audiences with stories that must be listened to, and has given communities a way of finding meaning. What I love most about being a trustee is the knowledge that our decisions as a board inspire a community that loves and cherishes our work.

Of course, there are challenges to this work as a trustee, being a young person on a board comes with many issues. I have tackled learning jargon at meetings, understanding financial queries and other important knowledge in the running of an organisation. However, learning new skills as a trustee has equipped me to develop as an emerging young adult. Young people serving on boards should not be a rarity, it should be commonplace and Company of Others have championed this principle. Being a trustee at Company of Others has given me invaluable perspective into my community while developing my ability to be a part of running an organisation.'

## **THANK YOU**

**Thank you for your interest in working with Company of Others.**

If you think this role was made for you, but perhaps you don't feel you have the skills or experience necessary we urge you to apply and let us know in your covering letter how we could support your learning and development in the role.

Nobody at Company of Others is fully formed, we are always learning and have a culture of investing in the people we work with.

Travel expenses will be reimbursed for travel to and from meetings, events or performances.

**We look forward to hearing from you. Follow our work on social media:**

**Facebook: [companyofothersdance](#)**

**Twitter: [@company\\_others](#)**

**Instagram: [@company\\_of\\_others](#)**

**Watch our work on Vimeo: [companyofothers](#)**