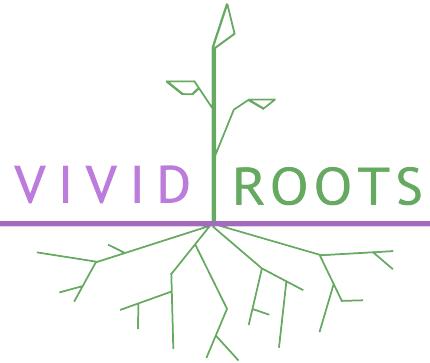


# Vivid Roots Collective

## Board Member Recruitment Pack



### SUMMARY

**Application deadline** Monday 23rd March 9am

**Interviews** Wednesday 1st and Tuesday 2nd April

We are thrilled to be launching applications for additional directors to our board, and a new chairperson to support the continued development of our organisation.



Photography by Alexander Williamson; Erin Elkin at ROOTS Festival 2024

### HOW TO APPLY

Note of interest (no more than 1 page or 750 words) and CV to [laura@vividrootscollective.co.uk](mailto:laura@vividrootscollective.co.uk); subject line **BOARD APPLICATION**

Your note of interest should tell us:

- How your experience makes you a good fit for our board
- Why you are interested in being a board member
- What excites you about the work that we do

Please get in touch if you would like to talk to one of the team before applying or see our website: [www.vividrootscollective.co.uk](http://www.vividrootscollective.co.uk)

Board Chair [outgoing] – Iris Thompson-Burton – [iristhompsonburton@gmail.com](mailto:iristhompsonburton@gmail.com)

CEO – Laura Valerie Walker – [laura@vividrootscollective.co.uk](mailto:laura@vividrootscollective.co.uk)

# BOARD ROLES

We are looking for board members who share our company values, who believe in our vision, and who can support the CEO and the board in the next phase for this Highland theatre company.

## Chairperson

We are looking for a chairperson who has the skills to galvanise a small team of passionate leaders, who really understands what is needed to support people to feel fulfilled and valued in their voluntary roles, and who has good instincts about what is needed from a board to support an organisation to excel.

Our ideal candidate is someone who shares some of the interests of our organisation, who understands the value of our contribution to this community, and has experience in governance and leadership in any sector.

They should be able to have high-level conversations about strategy and understand what this means in a cultural and regional context, and be able to communicate this effectively to diverse listeners.

They should be a proficient community connector, who is ready to get stuck in as an ambassador for the organisation across a range of industries.

It isn't essential for the chairperson to have experience in theatre, but a background in arts or arts administration will make your application stand out.

It isn't essential for the chairperson to be local, but if you are based in the Highlands, have good connections in local industries, or have strong roots in the area from growing up here, this will help your application to stand out.

The successful candidate will have a handover with the outgoing chair, Iris Thompson-Burton.

## Directors

We are looking for directors who are passionate about our work, and about the importance of strong leadership and governance.

The ideal candidates will be excited and prepared to get to know the organisation deeply, and to build strong relationships with the other directors, team members, community, and stakeholders.

We are particularly looking for directors with a background in the following areas, but we are accepting applications from directors with any background:

**Finance**

**Human Resources**

**Safeguarding** (particularly regarding young people)

**Environment**

**Highland theatre-makers**

**Scottish emerging theatre-makers**



Photo by Alexander Williaomson; Steph Riffort in ROOTS Festival 2024

# ABOUT VIVID ROOTS COLLECTIVE

Vivid Roots Collective is a Highland-based theatre company and registered charity. We work to inspire artists to pursue theatre careers from the Highlands by creating professional opportunities for and supporting the creative development of local and emerging theatre-makers.

We believe that by supporting emerging and early-career theatre-makers in the Highlands, we will encourage artists to remain in the region while they pursue their professional development. These artists will contribute to the local workforce, particularly in hospitality, retail and tourism, instead of relocating for work elsewhere. In this way, Vivid Roots Collective will combat regional depopulation.

Through our efforts to support and retain emerging and early-career theatre-makers, Vivid Roots Collective will contribute to the Highlands being recognised as part of Scotland's arts and culture nationally and internationally.

## Team

- Laura Valerie Walker | CEO & Producer
- Pauline Krawhel | Marketing Officer
- Sophie Wink | Creative Learning Officer

## Board

- Iris Thompson-Burton | Board Chair (outgoing)
- Ellen Bradbury
- Keira Smith
- Alexander Williamson
- Lauren Pyott

## Projects

- October 2024 – *ROOTS Festival 2024*; our second annual festival for local and emerging theatre makers, with 12 events both online and in-person. Funded by the National Lottery via Creative Scotland
- May 2024 – *The Wound, the Rag & the In-Between*; our first production at Eden Court Theatre on 4th May 2024. Funded by the National Lottery via Creative Scotland.
- September 2023 – *ROOTS Festival*; our first annual festival for local and emerging theatre makers, with 6 talks, 6 workshops, and 2 performance events. Funded by the National Lottery via Creative Scotland and First Port, and sponsored by Rendezvous Cafe and Aeternum Shop.
- May 2023 – *FUTURES*; a report on the needs of emerging theatre-makers in the Highlands, based on interviews and focus groups with almost 40 participants. Funded by the National Lottery via Creative Scotland.
- September 2022 – *HYSTÉRIA*; an R&D and play commission about gender inequality in medicine, funded by the National Lottery via Creative Scotland and supported in-kind by Lyth Arts Centre.
- September 2021 – *#WIP1*; an online work-in-progress showcasing work from our co-founders and 5 emerging performers. This activity was crowdfunded and supported in-kind by Eden Court.



Our income generation strategy involves running workshops and producing activities for other companies and organisations. We have delivered work for DYW ICH, UHI Inverness, Lyth Arts Centre, and Skye Bridge Studios.

## Values

**Care.** This is about treating everyone we interact with respectfully and inclusively; taking care over the creative work that we produce and offer; and embedding our EDI policy and support at all stages of our work.

**Learning.** This is about taking opportunities to learn more about ourselves and the organisation at all times; being transparent about the way that we work so that we can celebrate best practice and learn from our shortcomings; and creating safe spaces that nurture trust and development.

**Ambition.** This is about being true to our vision as a company; honouring the creative and professional ambition of those we work with; and supporting others in realising their own creative and professional goals.

**Community.** This is about being open in how we work, and nurturing all of our networks whether they be freelance artists, young person volunteers, partner organisations, funders, and more, to connect with us and one another.



Photography by Alexander Williamson; Megan MacDonald (left) and Cindy Awor (right) in *The Wound, the Rag, and the In-Between*, 2024

## BOARD RESPONSIBILITIES

The board is responsible for ensuring that the company is meeting its aims and responsibilities. The directors, through their shared expertise, keep the company strategy up to date, and are equipped to respond to and advise on the various external factors which shape the context of our work. They support the CEO so that she can manage the delivery of our work to meet the aims of the organisation, and the needs of our community.

- The board is responsible for ensuring that the company is run in accordance with the law, and must remain current on changes that might affect the company. This includes the financial and reporting obligations that the company must carry out. The board are responsible for ensuring that the company is reporting and governing its finances in full accordance with the law
- The board must ensure that all activities of the company are legal, ethical, and in alignment with company policies and values
- The board must ensure that the company's finances are managed to ensure the sustainability of the organisation
- Directors must maintain prompt and effective communication with other board members
- Directors must attend quarterly board meetings, and the AGM, and must prepare adequately for all meetings, including the reading of all reports and supporting documents
- Directors should get to know the company's programme of delivery and develop relationships with our audiences, artists, and team by attending events where possible and appropriate
- Directors must be enthusiastic ambassadors for the company and actively work to support the company's connections towards fulfilling its aims
- The board are responsible for designing and developing the company strategy in response to the external factors in the context of our work; this must be informed by the internal reality of the organisation, imparted by the CEO
- Directors are responsible for reviewing policies annually and suggesting updates to be undertaken by the CEO
- The board are responsible for ensuring that the CEO is supported to carry out their work in alignment with the company's charitable purpose, vision, and mission; that they uphold company values; and that they are performing their duties as described in their contract and in accordance with policy.