

fierce

Birmingham (UK)

CALL OUT: BOARD OF TRUSTEES



FIERCE IS LOOKING FOR... NEW BOARD MEMBERS

For any enquiries relating to this call out contact:

catherine@wearefierce.org

@fiercefestival

www.wearefierce.org

ABOUT FIERCE

For over 20 years, Fierce has been promoting Birmingham and the region across the world as a vibrant, diverse and tolerant place where **the incredible happens in unusual places**, the outlandish is **embraced and celebrated** and the new is welcomed with **curiosity and kindness**. As well as leading the biennial international Fierce Festival, Fierce runs special projects year-round, commissions artists and runs artist development programmes and runs Club Fierce events. Fierce is guided by our core values: **Trust, Joy, Disruption and Rigour**.



**“A daring whirl
of theatrical thrills.”**

- The Guardian

**“One of the most
diverse and
representative
programmes in
the country.”**

- The Stage

Our Vision is to transform the national performing arts landscape so that:

- Audiences are **broader** and more **confident**
- Artists take **greater risks** and aspire to **higher standards** of excellence
- Live Art is the **life blood** of our culture

We are an **Arts Council National Portfolio Organisation** as well as a **limited company** and a **registered charity**. Fierce was founded by Mark Ball in 1998, succeeded in 2009 by Joint Artistic Directors, Laura McDermott & Harun Morrison and Aaron Wright in 2016. With Aaron's departure in early 2023, the organisation moved to a **co-leadership model** with Clayton Lee as Director (Artistic), Pippa Frith as Director (Producing) and Catherine Groom as Director (Operations), supported by Rebecca Welsh (Marketing Coordinator). The new Trustees will work closely with the team.

ABOUT THE FIERCE BOARD

As a registered charity Fierce has a Board of Trustees to guide and help us make good decisions; offering **advice, expertise and support** to the staff who are employed to run Fierce on a day-to-day basis, as well as ensuring the **financial and legal requirements** of running a company and charity are all met.

Boards can sometimes be shrouded in a sense of mystery with many people not considering themselves 'board member material'. We are keen to **widen the pool of prospective board candidates** and encourage you to apply if you have some of the skills outlined below. Fierce can offer support in the form of 'buddying' you with an existing member of the board and will give you a simple induction to explain how things work.



Key to the City, 2022 (Photo: Graeme Braidwood)

A MESSAGE FROM NOLLY AICHA BOUAMEUR, ONE OF OUR CURRENT BOARD MEMBERS:

"I've held a board position at Fierce for the last two years, its my first board position which was daunting at first but the team made every effort to bring me up-to-speed and make me feel welcomed. Being on the board has enabled me to garner deeper insight and understanding that I've been able to apply to my own full time role. As a Marketing manager, I've been able to lend expertise and advice to the Fierce team and its been so rewarding to see suggestions put in practice."

The Fierce board and team are hugely knowledgeable and passionate and I've been able to learn so much from everyone. I'd absolutely recommend applying to become a board member with Fierce, you'll get great insight into running a national portfolio organisation with the best people who are constantly striving to do better and be better!"

ABOUT THE FIERCE BOARD

We are now looking for up to three new Trustees to complement the skills and experience of the current Board. We are looking for people who enjoy working as part of a supportive, but rigorous team, who are passionate about the arts and the power they have to change lives. The new Trustees will work with the current Board made up of: Nolly Bouameur (Marketing and Audience Manager, Factory International), Paul Burns (Interim Director of Arts, Creative Scotland), Sindy Campbell (Director, Film Birmingham), Geraldine Collinge (CEO, Compton Verney), Helen Dyke (Legal Director, Shakespeare Martineau), Becki Haines, (COO, 59 Productions), and Jamila Johnson-Small (Artist).

Being on a Board can be **incredibly rewarding**; it is a voluntary role and is a brilliant way to use your skills and experience to support the arts and 'give back'. You meet different kinds of people, and learn a lot, as well as having access to some brilliant Fierce events!

We ask people to serve on the Board for a limited period of **just three years** (although you can consider staying for another term after those three years are over). We expect Board Members to take an **active interest** in the organisation, regularly attending Fierce events and helping us outside of the Board meetings to achieve various organisational goals.



Tania El Khoury @ Fierce Festival 2019 (Photo: Manuel Vason)

WHO WE ARE LOOKING FOR:



The Making of Pinocchio @ Fierce Festival 2022 (Photo: Manuel Vason)

- Someone with **local business and/or commercial property connections** who would be able to broker new corporate relationships with Fierce.
- Someone who can build on Fierce's long history of **working with universities** in a variety of ways from collaborating on research to engaging student groups in our work.

We're keen for the Fierce Board to **reflect the population of Birmingham** and to have similar lived experiences to the communities and areas that we serve. Therefore in this round of recruitment we are particularly seeking applications from people of **South Asian heritage, particularly Bangladeshi, Pakistani or Indian heritage, disabled and trans people** as we currently lack this lived experience on the Board.

We are committed to being an inclusive workplace where all employees and Board members feel able to be their whole selves, free of (micro)aggression. Particularly, in this moment, we highlight our **commitment to anti-racism and trans rights**. We are available to talk to anyone who wants more information about this, particularly if it may make them feel more comfortable in applying to become a Trustee at Fierce. You can read more about our work in this area and how we are holding ourselves accountable [here](#). To arrange a phone call or video call, please contact **Catherine Groom**: catherine@wearefierce.org

EXPECTATIONS OF TRUSTEES:

As a Trustee you will use your experience to help Fierce achieve its full potential as a leading live art organisation in the UK. This involves:

- Ensuring good governance and management to achieve financial stability, resilience and statutory compliance
- Using your specific knowledge and experience to provide advice and guidance on issues relevant to your area of special expertise.
- Developing the strategic vision and long-term planning.
- Meeting its funding obligations in particular as an Arts Council England National Portfolio Organisation.
- Supporting the Company's fundraising campaigns as appropriate.

The Board meets four times a year in Birmingham and online. Board meetings are usually held 6-8pm mid-week. One of these meetings is a longer Board 'away day'.

As a Board member you will agree to:

- Attend meetings in Birmingham (or online)
- Be fully up to date with the business of the company.
- Be well prepared for each Board meeting.
- Be available between meetings to offer additional support specific to your expertise.
- Offer timely feedback and responses when business has to take place remotely.
- Attend performances and events where possible.
- Advocate for the company where/when appropriate.



Dachshund UN @ Fierce Festival 2012 (Photo: Jaskirt Dhaliwal and Pete Ashton.)

HOW TO APPLY:

If you'd like an informal chat about becoming a Trustee beforehand, email our Director (Operations), Catherine Groom at catherine@wearefierce.org.

If you're interested in applying please send the following to catherine@wearefierce.org:

- An expression of interest of no longer than one A4 page, or 2 minute video/ voice note, telling us why you are interested in joining the Fierce Board and what skills and experience you would bring.
- An up-to-date CV - this can be in the form of a link to a website or a LinkedIn page if it saves you time.
- An access document (if relevant)
- The [EQUAL OPPORTUNITIES MONITORING FORM](#)



My Last American Dollar @ Fierce Festival 2019 (Photo: Manuel Vason)

NEXT STEPS

We will review all applications and those we are interested in taking forward will be contacted to arrange a time to meet with Paul (the current Chair of the Fierce Board) and one or more of the Fierce Co-Directors.

Following this we'll invite those candidates that feel like the best match for Fierce at this time, to observe our next Board meeting in March 2024.