



NEW INTERNATIONAL ENCOUNTER

**BOARD BURSARY
RECRUITMENT PACK**



"I truly believe in the transformational effect theatre can have especially with young people and this is at the forefront of NIE's work. The team at NIE have welcomed and supported me with open minds & hearts allowing me to find a voice on their Board."
- Jay Zorenti-Nakhid, Board Member & previous bursary recipient

CONTENTS

WELCOME.....	3
ABOUT US.....	4
THE ROLE OVERVIEW.....	5
WHAT BEING THE BOARD BURSARY RECIPIENT INVOLVES.....	6
WHAT YOU GET FROM THE ROLE.....	7
HOW TO APPLY.....	8
CURRENT BOARD.....	9

OUR COMMITMENT TO INCLUSION AND DIVERSITY

If there is anything we can do to make the recruitment process more accessible and inclusive for you, if you would like support in communicating your skills, experience or attitude, or if you would like to find out more about the role and the company, please contact Lisa Elmer for an informal chat on UKoffice@nie-theatre.com / 01223 403343.



WELCOME



Thank you for your interest in joining the board of New International Encounter (NIE) as our co-opted Board Bursary recipient.

We are an artist led company making magical and surprising performance work for and with young people. The board of Trustees has an integral role in supporting a small team to deliver amazing, targeted projects. We deliver locally in Cambridgeshire, nationally and internationally, making cultural activities available to young people who otherwise might not have the opportunity to participate in creative activity.

We aim to create inclusive and accessible stories that challenge the audience, create conversation and reflect on the world we share. We believe work is at its best when it is impacted upon by people from different backgrounds and life experiences.

It is therefore, important for us to have a diverse board that not only reflects the communities we work with and the stories we tell, but can also challenge us and add a variety of knowledge, skills, experience, and background to the Company. We introduced a co-opted bursary position to our board 3 years ago, to support leadership development and capacity building within the arts sector, particularly for under-represented groups at board level.

Following two successful placements we are opening up the opportunity again to apply to this development programme. We are looking for someone who is looking to develop their leadership skills and be willing to contribute their professional, specialist skills and experience in a non-executive role to support in the oversight of our charity.

We value new perspectives, will support you through training, and would love to hear from you if you think this could be the development opportunity for you!

Alex Byrne (Artistic Director/ CEO)

ABOUT US



NIE is an award-winning artist led international company creating new theatre shows and participation projects with and for young people through a mix of physical theatre, live music and storytelling. We create spellbinding theatre and over 22 years have worked in 35 countries spanning 4 continents, from Cambridge to New York to Cape Town to Shanghai to Peterborough.

In the last 5 years we have reached over 68,000 families & schools audience with live shows & digital projects; engaged 630 young people in depth & directly employed 166 freelance artists.

Established in 2001, NIE is a registered charity in England. We are part of Arts Council England's National Portfolio of organisations and their regular funding amounts to around 40% of our annual income. The remainder is through grants from trusts and foundations for our creative learning work, partnership funding and touring fees.



Our vision is playful stories that connect us all.

We deliver this through our mission:

1. Shows: creating excellent high-quality performances and projects that bring joy and transformation especially to young people and their families
2. Creative Learning: inspiring young people (particularly those not normally engaging in creative activity) as co-creators through storytelling and place-making projects so culture transforms their lives
3. Talent Development: sharing our expertise & providing training in the sector to enhance the quality and diversity of work created for younger audiences and providing opportunities for England based artists to internationalise their work.

FIND OUT MORE ABOUT US!



[Facebook](#)



[Instagram](#)



www.nie-theatre.com

“NIE consistently create well-executed, quality work for all audiences, performed with care & artistry”

- New Victory Theater, 42nd St. New York

THE ROLE



Our co-opted board bursary initiative is a programme targeting three key areas:

- leadership development and capacity building within the arts sector
- Supporting development for under-represented groups at board level
- Strengthening the artistic insight at a strategic level within the organisation

Purpose of the role:

The Board appoints external co-opted members in order to strengthen the breadth of experience and skills available. The role of the Co-opted member will be to independently assist the NIE Board to effectively discharge its role by providing advice and scrutiny on matters relating to the artistic and inclusivity policies of company development.

Bursary role

- Fixed term (1 year) co-opted role on the board – with potential to extend to two years
- Attend and contribute at quarterly board meetings and annual away day (in person or online).
- Support the development of NIE’s creative programme and business plan
- Contribute to NIE’s commitment to the creative case for diversity.
- We hope by the end of the fixed term, the bursary role holder would be in a position to achieve a trustee role on an arts board and/or a leadership role within an arts organisation.



"Promoting children's natural play and narrative form in the way NIE does.. is a recognition of children's way of relating to and reflecting on the world"

- Periskop (Norwegian Press) on I Will Be Everything

WHAT BEING THE BOARD BURSARY RECIPIENT INVOLVES



As a Co-opted member, the board bursary recipient does not have to take on the full range of responsibilities of Board members, but would be expected to contribute their professional, specialist skills and experience in a non-executive role. This role is a non-elected, non-voting member who is Co-Opted by the Board members to assist in the management and operation of the Committee.

Co-Opted members will:

- Advise the Board on the development of artistic and organisational development policies.
- Prepare for, attend and actively participate in Board meetings and away day sessions.
- Work with the executive team in developing artistic ideas for the business plan and funding bids.
- Participate in appropriate induction and training events to develop knowledge and skills.
- Contribute to the continuous improvement of the artistic plans and development by applying external knowledge and expertise.
- The post holder will be required to carry out such other relevant duties commensurate with the role as may be assigned by the Chair of the Board and/ or Co-Artistic Director in agreement with you.

MORE INFORMATION

You can find out more about the role and responsibility of a full charity trustee by reading these

- [The Essential trustee](#)
- [Becoming a Trustee](#)

A copy of our Annual accounts is available on the [charity commission website](#)

“Our children are living in a ward where life expectancy is 10 years less than what it is for those living in the rest of Cambridge. The project has been really powerful in showing them they are a valued part of the community.”

Headteacher, Cambridge Primary School on Tales from the Edge of Town

WHAT YOU GET FROM THE ROLE



What you get from the role

- £2000 honorarium paid in quarterly instalments.
- Induction and training programme
- Opportunity to expand skill set
- Development of non-executive skills
- The opportunity to help shape the future direction of an established and valued theatre company
- be part of an active, loyal and engaged group of trustees
- A chance to make a difference
- travel expenses where appropriate

All meetings are conducted in an inclusive way, with options for online captioning and rest breaks. Specific adjustments for communication, such as interpretation or support to understand written documents, can be provided.

“I joined NIE as I am passionate about the development of young people having mentored my own and numerous others in both a work and charitable arena. I believe that giving young people opportunities for new experiences (with people from diverse backgrounds) is a fantastic platform for development and this is one of the key objectives of NIE. In addition, the commitment, professionalism and approachability of the NIE team was also a key factor in my decision to join this high performing team”

Seb Rana, Board member since 2019 and Chair of Finance and Risk Sub Committee

What we are looking for

- Enthusiasm for the work of the organisation and have an interest in the arts.
- A willingness to offer personal and professional skills and experience to support the work of the company.
- A commitment to be well informed about the work of the organisation and to regularly view the work of the company.
- A willingness to act as an ambassador of the company.
- The ability to treat sensitive information confidentially

Board Meeting dates

- 8th November PM (online)
- 12th February 2025 AM (online)
- Away day (in person Jan/Feb - TBC)
- 2025/26 TBC

HOW TO APPLY



Thank you again for your interest in the NIE board bursary position. We are actively seeking applications from people who are from a background that is currently underrepresented in the cultural sector. For example if you are from a group that experiences racism, if you did not go to university or received free school meals as a child, or if you have a disability please state this in your application.

To make an application please send us the following by **Thursday 5th September 2024**:

- 1) A covering letter (max 2 sides of A4) OR a short video of yourself (max 3 mins, via a URL link) answering the following questions in your own words:
 - why you're interested in the position
 - what you would bring to the role
 - what you would hope to achieve from the role
- 2) Your CV or list of previous experience in an employed or voluntary capacity
- 3) A completed Equal Opportunities Monitoring Form (This Form will be kept separate to your application throughout the recruitment process.)

Note on video applications:

Please send videos or audio files as an unlisted Youtube video or from your chosen platform. Quality of filming has no impact on the application, please just use your smartphone camera or webcam.

Applications should be sent via email to Lisa Elmer, Executive Director: lisa.elmer@nie-theatre.com with the subject NIE Bursary Recruitment

Shortlisting process

Candidates will be scored by a panel of board and staff members on the strength of their responses to the questions above, and any listed skills experience.

Successful candidates will be invited to a first interview with a representative of our board and/or CEO and Executive Director. Interview questions will be sent in advance and we will notify you either way if you have been selected for interview or not.

Interview date

First stage interviews will be held online week commencing 7th October 2024. Selected candidates may then be invited to a second stage interview.

CURRENT BOARD MEMBERS



Sara Garnham – Chair of Board of Trustees

Working with a range of organisation supporting marginalised communities. Executive and non-executive experience over many years including as Chair of Wysing Arts & founding chair of Cambridge Live. Experience in governance, education, arts, charity sector & strategy. Stepping down from NIE Board Summer 2024.

Gwen Hanauer

Head of Individual Giving at the Almeida Theatre, and previously Philanthropy and Events Manager at Roundhouse.

Chair of the Fundraising Sub Committee.

Deborah Hayman -Nkhoma

Head of Services at Pecan (supporting people in the Peckham Community), previously Director of Development & Partnerships at Community Southwark supporting non-profit organisations. Experience in non-arts charity, fundraising & governance.

Brigita Petrova

FCCA (Fellow of Association of Chartered Certified Accountants) and Lecturer in ACCA, CIMA and AAT. Board Champion for Environment.

Seb Rana

Previously a Global Director at KPMG International and Member of the Institute of Chartered Accountant in England & Wales. Experience in strategy, risk & finance. Chair of Finance & Risk Sub Committee

Rowena Russell

Chief Operating Officer & Deputy Executive Director at The Old Vic.

Experience in business planning & strategy, fundraising, operations & HR.

Jay Zorenti-Nakhid:

Theatre Director and Facilitator with extensive experience of collaborating with young people & communities. Member of the More Than a Moment Working group dedicated to creating safe spaces for black creatives in the Midlands. Experience in artistic development & leadership, working with young people, diversity & inclusion. Previous recipient of the NIE Board Bursary.

Claire Hardy

Director of the Norris Museum in St Ives. Experiences across the education and cultural sectors. Chair Designate, taking over Chair of trustees role from Sara Garnham in Summer 2024



NEW INTERNATIONAL ENCOUNTER

**WWW.NIE-THEATRE.COM
UKOFFICE@NIE-THEATRE.COM**



Supported using public funding by

**ARTS COUNCIL
ENGLAND**