

"Edinburgh's dynamic Magnetic North" The Skinny

Magnetic North is seeking new members to join our small but committed Board of Directors.

We are looking for people who are keen to become active and energetic champions for Magnetic North. Magnetic North aims for its Board members to reflect the diverse communities of Scotland; we want to hear from a wide range of individuals and are particularly keen to hear from BAME candidates. We are interested in hearing from people with all relevant experience including that gained in a volunteering or personal capacity. This may be your first role as a trustee, or you may have current or previous board experience.

Magnetic North is a charity and a company limited by guarantee, governed by a Board of Directors who are also Trustees of the charity. Magnetic North joined Creative Scotland's portfolio of Regularly Funded Organisations from April 2018. This will enable the company to plan and deliver a programme with guaranteed funds for the next 3 years.

Board meetings are held 4 times per year in Edinburgh. Board members are expected to attend at least 3 of these meetings and to attend at least 2 Magnetic North performances or other public events each year.

Board members are invited to stand for an initial three year term of office with the option for renewal for a second term of three years.

If you would like to find out more please contact Nicholas Bone (Artistic Director)

nicholas@magneticnorth.org.uk or **Verity Leigh (Producer)** verity@magneticnorth.org.uk

We'd also be happy to put you in touch with one of our current Board members for an informal discussion.

You can find out more about the company and its work at www.magneticnorth.org.uk

How to apply

Please email recruitment@magneticnorth.org.uk with an outline of your relevant experience, a brief account of why you are interested in becoming a Board member for Magnetic North, and what you would bring to the role.

The deadline for applications is 18 June 2018.

Magnetic North - background

Based in Edinburgh and founded in 1999 by Artistic Director Nicholas Bone, Magnetic North is acclaimed for its programme of innovative artist development and support work and its track record of developing and producing high quality, award-winning performance work. In collaboration with playwrights, composers, choreographers and visual artists, the company has created 11 stage productions and a film, mounted 12 tours, commissioned 11 new plays, a screenplay and 2 music-theatre pieces. It has co-produced with partners including Southbank Centre, Traverse Theatre, Tramway, Comar, Dundee Rep and Aberdeen Performing Arts.

Since 2006 the company has initiated and grown a programme of artist development and support, giving artists paid time to discuss, experiment, refresh their practice, share skills and create work through residencies, creative retreats, production support, mentoring, networking events, and, from 2017, bespoke attachments to the company. We have supported 85 artists from a wide range of artforms - including playwrights, composers, choreographers, visual artists and film-makers - through our artist development work over the last 10 years. This work has been transformational not only for the artists, but also for Magnetic North: creating opportunities for artists has not just fed into our work, but *become* our work - initiating fruitful relationships with many new artists, stretching the company in new ways and

keeping the work we produce fresh, exciting and strong - as shown by the feedback we get from audiences and critics.

Magnetic North's unique operating model integrates its artist development and support work with its production work in a five part programme: **1. Rough Mix, 2. Re-Mix, 3. Make, 4. Space/Time, 5. Support.** This enables us to give early career and experienced artists support at all stages of the creative cycle, whether they have an idea they want to develop, a new direction in their work they want to explore, or want help moving an idea forward into production.

Vision, Mission and Purpose

Our Vision is to be leaders at the heart of ambitious artist-centred development and production in Scotland, the UK and internationally.

Our Purpose is to give artists from a range of disciplines and backgrounds the nourishment, focused support and production opportunities needed to continue developing and creating great work throughout their careers.

Our Mission is to run a **multi-art form** programme of **artist-centred** development and production that creates significant **paid** opportunities for **diverse** individual artists at different **career stages** and produces a distinctive body of high quality work for **audiences** in Scotland, the UK and internationally.

- **multi-art form:** we believe that all artists share a common set of values – including a desire to communicate and a natural curiosity - and that exposure to other artists' practices can only benefit individual artists.
- **artist-centred:** all our development work is built around artists' needs. The key focus of our work is on developing individual artists rather than developing work to fill our programme – though that also happens - leading to a better outcome for the company as well as for the artists.
- **paid:** an essential part of respecting and supporting artists and their work. This should be a given within the arts, but it is not always the case.
- **diverse:** our work depends on a diverse mix of artists – in terms of artforms, career stages, backgrounds and experiences. We are committed to upholding EDI principles in the way we recruit and work with artists **career stages:** we create opportunities for artists at all stages of their career to engage with us. This mix is important. Our focus is on experienced artists because our research shows they are otherwise under-served but we also include opportunities for early-career artists.
- **audiences:** the outcome for all our work is the creation of high quality work that can be presented to diverse audiences.

Current Staffing

Magnetic North has two part-time employees, Artistic Director Nicholas Bone and Producer Verity Leigh. We have a freelance part-time Marketing Manager, James Coutts, and are currently recruiting for a part-time Artistic Administrator to help support our artist development programme.

Current Board Members

Nicholas Bone – Artistic Director, Magnetic North

Mike Griffiths – Executive Producer of Brunstane Productions

Alex Hinton – Marketing Manager for National Museums Scotland

Alice McGrath – Creative Director of Redbridge Arts

Sadie McKinlay – Head of Development for Edinburgh International Festival

Our current Chair, Lucy Mason, is stepping down from the Board. We intend to fill this role either from the current Board members or as part of this recruitment process.

Board Member Role Description

- The role of the Board of Directors is to support the work of Magnetic North Theatre Productions and to provide leadership and strategic governance, in line with the core purpose of the company
- Board members approve the company's budget and annual report and accounts, and are responsible for approving, and making, financial decisions which best serve the organisation
- Whilst day to day operations are led by the Artistic Director and the Producer, Board members remain accountable for the activities and operations of the organisation and appropriate involvement of the Board is vital to ensure that the organisation operates effectively and responsibly
- Board members agree the organisation's business plan, reviewing outcomes and evaluating impact as required over time
- Board members are responsible for undertaking a performance review of the Artistic Director and Producer annually or as agreed
- The Board work together and with the Artistic Director and Producer to identify and recruit other Board members
- Board members are ambassadors and advocates for the organisation and should be sufficiently informed to be able to promote the company's work to a range of stakeholders
- Board members should be committed to the requirements of the role description and to the values of the organisation.

Board members are required to meet the following legal requirements:

- to act in accordance with the company's constitution as a Limited Company and a Charity registered in Scotland and to exercise their powers for the purposes conferred
- to act in a way that the directors consider, in good faith, will promote the success of the company for the benefit of all stakeholders
- to exercise reasonable care, skill and diligence
- not to accept benefits from third parties
- to declare interests in proposed transactions or arrangements.

OSCR (Office of the Scottish Charity Regulator) have a useful [guide to good practice for trustees on their website](#).

Key qualities of a Board member will be:

- Integrity
- A record of relevant expertise, experience or influence which commands the respect of fellow Board members, the staff and stakeholders
- A genuine interest in and commitment to the organisation's artistic activities
- A willingness to attend the company's work and support its activities in the public realm
- An understanding of the not-for-profit sector and the division of responsibilities between Board and staff
- Willingness to offer personal and business skills and experience to support the work of the staff when required
- Ability to co-operate and to be able to work as part of a team, including a willingness openly to state personal convictions and, equally, to accept a majority decision and be tolerant of the views of other people
- Knowledge of, or willingness to learn about the context in which a small-scale independent arts organisation operates
- The ability to act discreetly and to respect confidentiality
- Being available to prepare for, attend and follow up at least 3 Board meetings each year (usually 4 held per year)
- Being able and willing to declare and manage conflict of interests
- Being willing to retire when their 3 year term (repeated for one further 3 year term if re-elected) is concluded.