

National
Cenedlaethol
Dance
Company
Wales
Cwmni
Dawns
Cymru

Brief for candidates for new Trustees National Dance Company Wales

December 2018



Marcos Morau's Tundra, 2017



Caroline Finn's Folk, 2016

New Trustees

Thank you for your interest in National Dance Company Wales (NDCWales) and the role of Trustee.

NDCWales is one of the foremost national arts companies of Wales. Working with exceptional choreographers, we reach and inspire audiences across Wales, the wider UK and around the world.

The Company is on a high after 3 years of extraordinary achievement which has raised our profile and enhanced our reach and reputation. With the TV broadcast of one of our iconic works last year, and extensive international touring in Europe and beyond, plus a massive growth in our participation and learning programme in Wales, the Company is making its mark by sharing the excitement of dance with ever-growing audiences across the world. We are a regularly funded organisation of the Arts Council of Wales who are hugely supportive of our direction. Our fundraising has increased, but we want to continue to expand our funding base in order that we can make even more ambitious work.

Based at the Dance House in Cardiff, at the heart of a vibrant Nation, we are particularly proud of our status as a National Company. Wales is undergoing an exciting and dynamic renaissance, led by its national arts companies, and underpinned by the network of individual artists, venues, producers and festivals. NDCWales has played a tangible part in that growth, creating distinctive work, by Wales for Wales, celebrating the cultural resonance of this rich and beguiling place by championing the work of Welsh artists. As our profile grows, the Company is making an increasingly significant contribution to the profile and awareness of contemporary Welsh culture both across the UK and internationally.

Within the Company there is a highly talented creative and business team and exceptional dancers. Our Chief Executive is Paul Kaynes who has been with the Company for four years, and our Artistic Director is Fearghus Ó Conchúir who commenced his role earlier this year. Together they are forging a new strategic plan to articulate the exciting vision we share.

The board of trustees – of which I became Chair in September 2017 – is a vibrant, knowledgeable and dedicated group of individuals with a shared love of contemporary dance and an agenda to support the growth and success of NDCWales into the future. As a board we have a broad spectrum of specialisms including dance, participation, business and financial, digital, and management. But as some existing members retire from the Board, we are now looking to recruit new trustees to strengthen our board and diversify our governance.

In this pack you will find:

- A job description and person specification and information on how to apply
- Background information on NDCWales

You can, of course, find more information about NDCWales on our website www.ndcwales.co.uk, where you will also find a copy of our most recent annual report and videos of our work.

The closing date for applications is 11 February 2019. I look forward to receiving your application.

Best wishes



Jane McCloskey

Chair of Board of Trustees

Background

The Company was founded as 'Diversions' in 1983. The Company grew in size and stature, mounting tours to China, Australia, India and many European countries. In 2004 the Company moved to a new purpose-built home, Dance House/Tŷ Dawns, as part of the new Wales Millennium Centre (WMC) and in 2009 the Company became National Dance Company Wales, reflecting its status and its role in leading and championing dance in Wales.

2015 saw the appointment of Chief Executive, Paul Kaynes and 2018 saw the arrival of Fearghus Ó Conchúir as Artistic Director. This signaled a new phase in the Company's history, fulfilling its responsibilities to the wider dance sector in Wales and placing audiences and participants at the core of its mission. The Company's role as an ambassador for dance in Wales is vital to its new strategy, increasing the reach of its international touring and forging contacts and gathering knowledge which it brings back to Wales for the benefit of the wider dance sector.

The Company

The Company is based at The Dance House in Cardiff, at the Wales Millennium Centre, where it has a dedicated rehearsal studio and performance space. There is currently a company of eight dancers and two student apprentice dancers who perform at base and at other venues in Wales, the wider UK and overseas. Company members also deliver a range of education and participation projects.

NDCWales creates dance which engages and resonates with audiences by being extraordinary and inclusive, working with the best dancers and choreographers from across Wales and beyond to make dance for stages large and small, in unusual spaces, and online.

We perform across Wales, the UK and around the globe, taking people on journeys of discovery, creating opportunities to participate, discuss, watch and learn about dance, about themselves and about the world. Our status as the national dance company is a privilege that informs everything we do: how we make work, who we work with and where work is placed. It is important that our programmes resonate with the diverse communities of Wales. Working in collaboration, we will ignite the spark of interest in dance with the widest range of promoters in every corner of the nation, building larger, broader audiences for dance.

NDCWales is part of the Arts Council of Wales (ACW) portfolio. ACW is the Company's major funder, awarding a revenue grant of £834,186 for 2018/19. An increase is not expected in the next few years.

Structure and Governance

NDCWales is a registered charity with trustees who also act as directors of the Company. The Board of NDCWales has a number of suitably qualified members who have an excellent track record of attendance and willingness to share their expertise and given their time for the good of the Company. Members were recruited through open advert and interview. The members of the Board include:

- Jane McCloskey, broadcaster and academic, with a strong background in creative industries development
- Susan Coffey (Chair of Finance and General Purposes Committee (F&GP)), Head of Finance for Wales Life Sciences Centre
- Huw Davies (F&GP member), Director of Finance for Welsh National Opera
- Emma Evans (F&GP member), dance producer and consultant
- Matthew Gough, Head of Dance at University of South Wales
- Julie Hobday, experienced dance teacher and youth dance leader
- Gary Thomas, digital/film expert, staff member at British Council.

The Board currently has one sub-committee, the Finance and General Purposes Committee (F&GP) made up of trustees.

Board and F&GP meetings are held quarterly in Cardiff. Board meetings last 3 hours and F&GP meetings last one and a half hours. The Board is active between quarterly meetings to offer expertise, contacts, act as a sounding board for senior staff and making the Company aware of opportunities. There will be two annual awaydays, usually held at the weekend. Trustees are elected for an initial term of 3 years and may serve a second term of no more than 3 years.

Recruitment of new Trustees

National Dance Company Wales (NDCWales) is seeking new Trustees to join its Board. It is looking for individuals with a passion for the arts in Wales who have the time and commitment to contribute to the future strategic development and sustainability of NDCWales. This is an opportunity to work with a dynamic Company delivering new programmes and raising its profile, enabling an exciting future for Wales' leading dance company, its dance artists and its audiences.

NDCW will be recruiting up to 4 new Trustees, and is seeking individuals with a range of knowledge and skills including:

- Dance/the arts
- Welsh language and culture
- Promoting diversity
- Venue programming and leadership
- PR and marketing
- Fundraising
- The wider political and economic context in Wales and beyond.

Trustee role description

The duties of a trustee are:

- To ensure that NDCWales complies with its governing document, charity law and any other relevant legislation or regulations.
- To ensure that NDCWales pursues its objects as defined in its governing document.
- To ensure that NDCWales applies its resources exclusively in pursuance of its objects.
- To contribute actively to the board's role in giving firm strategic direction to NDCWales, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of NDCWales.
- To ensure that effective and efficient administration of NDCWales.
- To ensure the financial sustainability of NDCWales.
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.
- To appoint the chief executive and artistic director and monitor their performance.
- In addition, to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board reach sound decisions. This may involve scrutinising board papers, leading discussions, focussing on key issues, providing advice and guidance on new initiatives, coaching staff or other matters in which the trustee has special expertise.

Trustee person specification

- A commitment to NDCWales and its work
- A willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgement

- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as a member of a team.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

How to apply

Please go to our website www.ndcwales.co.uk/en/about/jobs where you will find the following documents;

- Report and accounts for 2017/18
- Equal Opportunities Monitoring Form

To apply please complete the Equal Opportunities Monitoring Form and send along with CV and covering letter outlining why you would like to become a Trustee and the skills you can bring to the role to paul@ndcwales.co.uk.

If you would like to talk about this opportunity in more detail please contact Jane McCloskey (Chair) - jane.mccloskey@me.com, or Paul Kaynes (Chief Executive) – paul@ndcwales.co.uk.

Closing date for applications 12 noon on 11 February 2019.
We will hold informal interviews late February.



Dance for Parkinson's 2017