



## **Board Application Pack**

### **Introduction**

Thank you for your interest in joining the board of Theatre and Dance NI (TDNI) as a Board member. TDNI is the sole support and professional membership organisation for theatre and dance in Northern Ireland. Formed following a successful merger in April 2020 between Theatre NI and Dance Resource Base, our current membership of 293 is made up of over 70% individual practitioners and the remainder made up of venues, theatre and dance companies, local authorities, and associate organisations. We achieve our aims through delivery of a programme of artist and company skills development, professional training & bursary programmes, residencies and delivery of major sectoral initiatives such as INVEST (theatre and dance makers immersive development and mentoring programme) & NI Spotlight at the Edinburgh Fringe platforming Northern Ireland's artists in the world's biggest arts marketplace, Creating Safer Spaces (across the theatre, dance and performing arts sector, calling out and ending bullying, racism and harassment) and our Membership Assistance Programme (MAP) (designed to support member's health and wellbeing).

We support sector advocacy and lobby collaboratively to give theatre and dance a strong united voice, and recognition of its vital role in society.

Board members of Theatre and Dance NI have the opportunity to gain new skills and enjoy the privilege of being part of an exciting, innovative, growing organisation. Even though this is a voluntary role, being a board member is a crucial leadership role in maintaining the financial and cultural well-being of our organisation.

I look forward to hearing from you.

Yours sincerely,

Louise Rossington

**Chair**

## **What we Do**

As an organisation, we combine a breadth of experience and expertise with artistic knowledge and practical understanding. We share what we know generously and create opportunities for others to share experiences and skills.

A key priority is building our organisational capacity through training, board development and external professional support enabling us to implement our strategy, fundraise, diversify income models and heighten awareness around key sectoral issues.

Our programme demonstrates clearly the central sectoral leadership role TDNI holds as a resource, professional development, training, and advocacy organisation.

## **TDNI Current Programmes**

### **Information Services**

Continued high-quality information is shared digitally; highlighting jobs, opportunities, bursaries/funding, profiling NI artists, building membership, and increased engagement, including e-zines, Clash Diary, Industry Jobs, and Freelancers' Directory. We answer member's queries by operating an open-door policy; sharing specialised advice and support through one-to-one meetings.

### **Membership Assistance Programme (MAP)**

Commitment to supporting and improving wellbeing/mental health across the sector through MAP. In partnership with Spectrum Life, we offer 100% confidential, professional counselling service available 24/7, 365 days/year to members and their families. TDNI have embedded mental health support across key initiatives (INVEST, Edinburgh Spotlight Programme); remaining a key aspect of our offering, continuing to have positive results across the whole sector.

### **Networking**

TDNI supports creatives at all career levels; facilitating introductions, establishing connections, and creating opportunities for information, experience, knowledge, and resource sharing through multiple networking events. We encourage and support the sector to network locally, nationally, and internationally - establishing relationships with other networks leads to new opportunities, collaborations, and exchange.

### **Skills and Career Development Bursaries**

TDNI distributes small bursaries enabling artists to upskill, exchange knowledge and build relationships with festivals including BIAF, IETM, Edinburgh Fringe, Dublin Dance, Dublin Fringe, Dublin Theatre Festival, Belfast Children's Festival, go see bursaries and Archa Divadlo. They allow artists to see new work, access development/mentoring opportunities, nurture their creative talent, innovate, empower, and provide opportunity for creation of excellent work with touring potential.

### **Shared Island/ Cross Border Collaboration**

Following the UCD/QUB research (*Dance Counts, Building Capacity for the Cultural Industries, 2019-2022*), TDNI continue to work with partners maximising North-South connections, sectoral initiatives, and partnerships, enhancing cross border and cultural change.

### **Spotlights**

Platforming NI artists/companies work at major festivals including Edinburgh Fringe, Belfast International Arts Festival and Belfast Children's Festivals (pilot 2025) with initiatives in development with Dublin Theatre & Fringe Festivals.

Edinburgh Fringe Programme - TDNI will continue to lead, coordinate, and deliver the programme in partnership (BIAF, ACNI, BCNI); a sectoral platform presenting work of excellence from NI at the world's biggest marketplace. NI artists/companies have built relationships and been invited to perform globally because of this;

Melbourne/Sydney/Auckland Fringe Festivals, Irish Arts Centre (London), Royal Court, Brighton Festival, Traverse, The Tron, Lyric Theatre, Grand Opera House and the MAC.

### **INVEST**

TDNI's freelance artist professional development programme was launched in 2022. With national and international reach, the programme continues to support the next generation of inclusive NI theatre and dance artists. It provides major bursaries to explore new creative ideas, attend training, intensive residencies and one-on-one mentoring with TDNI, partner organisations and industry experts. INVEST develops skills, generates networks and removes barriers to creative careers, creating a legacy of collaborative, diverse, interconnected artists in NI and beyond.

### **Professional Development Workshops**

Our professional development is informed by analysis, evaluations and focus groups which highlight the critical need to build artistic excellence and creative innovation. Our workshops continue to provide business and artistic skills training necessary to sustain successful careers.

### **Dance Intensive**

The absence of professional dance training in NI led TDNI to develop intensives (Oona Doherty, Akram Khan, Michael Keegan Dolan). These five-day intensives support the ongoing development of local, national and international dance artists, evolving professional artistic practice and connections under mentorship of leading international artists.

### **Creating Safer Spaces (CSS): Promoting Dignity and Respect**

Since 2017, TDNI have maintained consistent focus on promoting CSS through delivery of professional development workshops (Intimacy on Set), and awareness raising panel discussions. Through CSS, we have sought to address these harmful societal and industry-wide behaviours and promote safety and dignity at work within the performing arts communities, providing training, and raising awareness through delivery, in partnership, of workshops, seminars and professional development for members and the broader sector.

TDNI support the work of the Creatives Industry Independent Standards Authority (CIISA), a standards body established to uphold and improve standards of behaviour across the creative industries of which TDNI Executive Director was a member of the Co-Creation Council. She currently sits on the Accreditation and Licencing roundtable for CIISA and will participate in its Council, a stakeholder engagement group, which is being put in place alongside its formal Board and Finance Board.

### **Access and Inclusion**

TDNI's vital Captioning service provides equipment at highly reduced costs to organisations/venues, increasing accessibility for d/Deaf/disabled, hard of hearing or those whose first language is not English.

### **Advocacy**

TDNI works in partnership to advocate for the sector, influence policy development (taskforce, focus groups, responding to consultations) and develop relationships with statutory bodies, politicians, local authorities, and other stakeholders. TDNI will continue to champion, promote members, wider sector values, and increase visibility through high level advocacy with funders, politicians, and policy makers. TDNI provides a strong, representative, and authoritative voice for our members making a compelling case with them and on their behalf.

### **Green Arts**

TDNI will continue to ensure 'Theatre Green Book' becomes a widely shared resource through ongoing dissemination and promoting awareness. This 'book' defines shared industry standards for sustainable practice and was a UK cross-industry partnership in response to the climate crisis.

TDNI were an integral part of the working group of the newly established Green Arts NI forum and continue to be active members.

## **Role Description**

Key Responsibilities:

**Governance:** Provide strategic leadership and oversight to ensure the organisation operates effectively and ethically.

**Strategic Planning:** Contribute to the development and implementation of the organisation's strategic plan, including our 2024-27 strategy aimed at long-term sustainability.

**Financial Oversight:** Monitor the financial performance of the organisation, ensuring resources are managed responsibly.

**Fundraising and Development:** Support fundraising efforts and identify opportunities for financial growth and sustainability.

**Advocacy:** Act as an ambassador for Theatre and Dance NI, promoting its mission and programs within the community and beyond.

**Compliance:** Ensure the organisation complies with all legal and regulatory requirements.

**Board Meetings:** Attend and actively participate in monthly board meetings, either in person or via Zoom.

## **The Board**

There are currently 4 Board members

### **Current Board members**

- Louise Rossington (Chair) – Former Manager Big Telly, Businesswoman and Chair of Board at an Integrated Primary School  
Date appointed to TDNI board: 24/04/2020.
- Karin Jeffrey – Charity Sponsorship Development, Fundraising, Governance  
Date appointed to TDNI board: 24/04/2020.
- Fleur Mellor – Choreographer, Dancer, Facilitator, Corporate Event Management  
Date appointed to TDNI board: 24/04/2020.
- Andrew Jones – Global Head of Workplace Strategy, Clyde and Co LLP  
Date appointed to TDNI board: 1<sup>st</sup> May 2024.

## **Terms of Appointment**

### **Board Meetings**

Full Board meetings are held every eight weeks, days, times and locations vary.

### **Sub Committee Meetings**

Finance/Funding/Strategy Subcommittee meetings and Policy/HR/Risk Subcommittee meetings are held every eight weeks, days, times and locations vary.

### **Duration of Appointment**

The appointment is subject to a three-meeting observation period.

Board members serve a 3-year term with the option to extend to a maximum of 2 terms (6 years).

### **Trustee Remuneration**

The law entitles charity trustees to claim legitimate out-of-pocket expenses. These are refunds made by TDNI of reasonable payments which a charity trustee has made personally in order to carry out their duties. Paying reasonable expenses ensures that no individual is out of pocket as a result of their involvement with TDNI.

**If you are interested in learning more about becoming a board member then please send an email to [gail@theatreanddancenl.org](mailto:gail@theatreanddancenl.org) with a brief summary of your interests, skills and what you feel you can bring to the TDNI team.**

Should you wish to discuss this opportunity further prior to applying, please get in touch by email to [director@theatreanddancenl.org](mailto:director@theatreanddancenl.org) to arrange an informal conversation.