

THE
BELGRADE
THEATRE
COVENTRY



Trustee Opportunity

CANDIDATE
PACK

HELLO

+ WELCOME!



Thank you for your interest in becoming a Trustee of the Belgrade Theatre. We know a strong, effective and inclusive board leads to good governance. We are looking for a Trustee who shares our passion for the arts and its ability to change lives for the better.

It's an exciting time to join the Belgrade Theatre, as we springboard into the future building on our City of Culture legacy, having completed a £5.5 million capital project and embedded a vibrant new leadership team under Laura Elliot and Corey Campbell. The theatre is building on its strong foundations as a leading change maker and educator, delivering a bold and truly inclusive vision for the arts in Coventry and the surrounding area, and realise a lasting place of sanctuary for creatives and communities.

Our board culture is supportive and inclusive. We encourage applications from diverse backgrounds and experiences, namely LGBTQIA+, Disabled and Global Majority candidates. Self-definition is at the sole discretion of the applicant.

The Belgrade Theatre is one of the largest professional producing theatres in the West Midlands, engaging 250,000 people annually through high quality performances, training, education and community outreach. We have two auditoria (858 and 250 seats), four studios, a production workshop, café, bar, new conferencing facilities, and a digital innovation space.

The Belgrade is part of Arts Council England's National Portfolio, and receives revenue funding from Coventry City Council. You can view our previous annual reports and statutory accounts at www.belgrade.co.uk/about and here: [Link to Belgrade Theatre Accounts and Annual Returns](#)

**BELGRADE
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Our mission and values



NEW VALUES TO INSPIRE

ACTING TOGETHER: We believe by collaborating and co-creating, we'll be greater than the sum of our parts, working collectively to the power of Coventry's people.

COME AS YOU ARE: We believe in providing an inclusive experience to ensure everyone who encounters us can do so as themselves, and that lived experience empowers the LIVE experience.

ALWAYS EVOLVING: We believe in learning and ambition. Each step we take propels the next, and every exit can become a new entrance.

OUR STRATEGIC PRIORITIES

REPUTATION: Grow the profile of the Belgrade as a centre for transformative theatre, contributing to the cultural profile of Coventry and wider region.

RESILIENCE: Future proof the organisation, securing long-term financial and environmental sustainability.

INCLUSION: Embed diversity, access and inclusion in every aspect of what we do.

A NEW MISSION TO PURSUE:

To lead a people-first, creative powerhouse, providing transformative experiences, diverse storytelling, mutual learning and enrichment.

AS A STAGE FOR COVENTRY:

We produce and present performances that celebrate our city's diverse stories, artists and communities, and share them with the world; building a reputation for diverse, inspirational theatre.

AS A THEATRE OF LEARNING:

We invest in our region's talent, using our facilities and staff to provide training and opportunities for the next generation of artists and leaders.

AS A THEATRE OF TRANSFORMATION:

We provide space and opportunities for people to explore their creativity and enrich their health, belonging and education.

Over the next 3 years we will lead a 'people first' approach; prioritising co-creation and cultural democracy; aiming to be a leading example of an inclusive learning theatre that sits at the heart of its community.

**BELGRADE
THEATRE**

What you will do



THE BELGRADE'S BOARD

- The Belgrade Board includes 16 Board members, including a member elected by Coventry City Council,
- The full Board typically meets 4 times a year. Meetings are usually held in person at the Belgrade, usually 4:00 pm – 6:30 pm,
- The Board has 4 sub-committees: People + Culture, Finance + Commerce, Governance, Risk + Audit, Development + Engagement. Committees meet 3-4 times a year at 4:00 – 6:00 pm and can be remote,
- Twice per year the Board has 'Away Day' sessions to discuss Special Topics,
- Board Members are encouraged to attend events, to support the Belgrade team and to gain a good knowledge of the organization,
- As a Board Member you are a Trustee of the registered charity and a Director of the limited company.

THE ROLE OF A TRUSTEE

As the Trustees of the charity also act as Directors of the company, they have legal, and financial obligations under company law and in compliance with charity legislation. These include:

- Comply with your charity's governing document and the law,
- Ensure that your charity is carrying out its purpose for the public benefit,
- Act in the charity's best interests,
- Manage your charity's resources responsibly,
- Act with reasonable care and skill,
- Ensure your charity is accountable.

The Board draws on its members' wide ranging knowledge, skills, experience and, importantly, contacts to provide strategic and occasionally operational guidance for the organization, and to advocate for the Belgrade.

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THEATRE

What are we looking for?



ATTRIBUTES WE DESIRE

We expect the trustees to show high integrity and commitment, as well as strong empathy with our mission and values. We are particularly interested in a new Trustee with professional expertise in Law and/or Health & Safety.

Alongside professional expertise we would like trustees with:

Personal Qualities

- A strong and visible passion and commitment to the Belgrade Theatre and its strategic objectives,
- Strong networking experience,
- Ability to foster and promote a collaborative team environment,
- Time to conduct the role well, including travel and attending events out of office hours.

Experience

- Successful track record of achievement through your career,
- Experience of operating at a senior strategic leadership level within an organization.

TERMS OF APPOINTMENT

- Trustees are usually appointed for an initial three year term and may be reappointed to serve one additional term. Trustees are not paid a salary, fee or any other remuneration or benefit by the Charity, except for reasonable out-of-pocket expenses. All Board Members must declare any conflicts of interest (where those interests' impact on their duty to act solely in the interest of the Charity) and conform to the Code of Conduct,
- On appointment the successful candidate must be able to provide the correct documents as proof of their right to work in the UK.

**BELGRADE
THEATRE**

Other info...



- How much time will I need to devote to being a Trustee of the Belgrade?
Being an effective Trustee of any organisation involves an investment of time. In addition to reading papers in advance of the meetings, you will be invited to join a Sub-Committee, which will meet between Board meetings. You are encouraged to attend events, at the Belgrade Theatre and on occasion on behalf of Belgrade. On average, at least 2.5 hours per month would be required.
- Does it matter that I haven't previously held been a Trustee?
If you feel you could make a meaningful contribution to the Belgrade, we encourage you to apply to be a Trustee. We have training available to support your onboarding and development as a Trustee.
- How quickly do you need to appoint new Trustees?
Our preference is to appoint the successful candidates to the Board by end of January 2025. They would then be formally appointed as Trustees at our Board Meeting in February 2025. However, making the right appointments is more important to us than the timescale. Please get in touch if you would like a conversation with our Chair or one of the other Trustees.
- How important is it that I am based in Coventry or the wider region?
An interest in the work of the Belgrade is more important than proximity to the theatre. We do however hope that new Trustees will play an active strategic role in the life of the Belgrade.
- Is the Belgrade facing any particular issues (arising from the pandemic or any other source) which I should be aware of when considering making my application?
No. Of course, the pandemic did impact us. We were very grateful for emergency funding from Arts Council England, amongst others. As a result, our reserves remain in reasonable shape as we navigate our way through the return to a more normal life. Further information can be found in our latest Report & Accounts.
- Will I be expected to donate money or fundraise as a Board member?
There is no expectation of this, though all Board members are encouraged to join our donor scheme.

How to apply...



Please send a **CV** and **your expression of interest** noting:

- Why you want to support the Belgrade Theatre
- The experiences and skills you have that you feel illustrate your suitability to join the Board.

Please send your application by **12 noon** on **Thursday 16 January 2025** to **Jonathan Neelands, Chair**, at execassistant@belgrade.co.uk or via post to: **Jonathan Neelands, Chair, c/o Executive Assistant, Belgrade Theatre, Belgrade Square, Coventry, CV1 1GS.**

If you are interested and would value an informal conversation, please contact our board via the email address above.

If you are applying through the **Disability Confident Scheme**, please reference that in your cover letter or application, and also complete the disability confident survey via this link: **[Disability Confident Survey](#)**.

If you need any support to help you apply, please don't hesitate to get in touch and we will do our best to meet your needs. We particularly welcome applications from people of the Global Majority, people who are disabled, neurodivergent and people who are currently under-represented in our industry.

Interviews will take place **w/c 27 January 2025**



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Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Belgrade Theatre Trust
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