

## **ACTION HERO: Board Call-out**

Action Hero is looking for new board members to add skills, experience and inspiration to our current board. We are inviting applications for both new board members and for a Chair.

### **About Action Hero**

Gemma Paintin & James Stenhouse share an interdisciplinary performance practice under the name Action Hero. We have been working together since 2005, and in 2018 the company became a National Portfolio Organisation of Arts Council England. Sarah Warden is the company's producer. We're a company limited by guarantee, and at the moment our board is an advisory board. We make artworks that are unusual, unclassifiable and that sit between artform boundaries. We've toured our work to nearly 40 countries across 5 continents. We're increasingly interested in working at scale, and outside of traditional institutional contexts. We have always been heavily invested in supporting other artists through peer-to-peer exchange, and since becoming an NPO have expanded this work to include a [yearly fellowship](#) for mid career artists and an [annual artists' retreat](#).

Action Hero work to an ethical policy that guides all of our decision making. You can read it [here](#). For more info about the company, visit [actionhero.org.uk](http://actionhero.org.uk) & [oheuropa.com](http://oheuropa.com).

### **Who We're Looking For**

We're looking for people to join our board who can contribute their knowledge, compassion and expertise to support and guide the company's development, vision and mission. You should be passionate about the role of art and culture in society, and believe in Action Hero's work and values.

Our ideal board member would be positive, keen to get stuck in, and a creative problem-solver who will bring the richness of their perspective and experience to the company. You should be committed to supporting independent artistic practice and excited about working with a small company with big ideas. You will be interested in the role that artist-led organisations can play in shaping the future of the arts both nationally and internationally.

We want to use our board to help shape the future of what Action Hero can be. We have never been interested in a typical 'growth model', but have always been ambitious; sometimes we describe ourselves as 'tiny but mighty'. We want to work with board members who share that ambition for us, who believe in our ability to create work at the highest level, and who can help us achieve that. We'd love to hear from people who are new to us (although we may not be new to you!) but are always happy to hear from old friends, too. The roles of board member and chair are voluntary.

We are looking for expertise in some specific areas, namely:

- Finance
- Cultural strategy
- Academia
- Fundraising
- Working at scale and/or with multiple partners
- Artform expertise outside live performance, eg: multidisciplinary/cross art form, visual arts, digital, literature, sound/music
- International working (or even someone who is based outside the UK)

These aren't set in stone. If you think you can bring something to the company, we want to hear from you.

### **Board Member Responsibilities**

- Attend regular board meetings, which occur 4 times per year in Bristol.
- Be an active board member, attending 75% of board meetings, plus supporting the company by attending performances or events.
- Offer support, advice and assistance according to your skills and experience, both in and outside of quarterly board meetings.
- Read pre-meeting material before each quarterly meeting, and offer feedback in a timely manner.
- Act as ambassadors and advocates for Action Hero within your networks locally, nationally and internationally.
- Champion best practice & drive ambition within the company.
- Support the company to meet its funding obligations, particularly as an Arts Council England National Portfolio Organisation.
- Oversee good governance and management to achieve financial stability and resilience.

### **The Role of Chair**

We're searching for a Chair of our board who has the skills and enthusiasm to work closely with us to support the company in reaching its full potential and to inspire us to dream big. In addition to the commitments of regular board members, you'll need to bring some extra time and energy to the company. We're looking for a Chair to confidently lead quarterly meetings and to work closely with the Artistic Directors in advance of these to get the most out of the diverse experience on the board. The Chair will also be asked to meet with the Artistic Directors independently twice yearly to advise, develop and support the company, and to help the company in times of emergency or crisis. Having a board still feels quite new to us, and until now, we have not had a formal chair so we're keen to work with somebody with the experience and confidence to steer a creative business and support financial resilience with

care and attention to detail, without compromising our absolute commitment to the artwork we produce and the values we hold.

## **Apply**

If you are interested in joining our board, please send us a one-page expression of interest, telling us why you'd like to join the board and what useful skills and experience you could bring, specifying whether you're interested in being considered as a board member or for the role of Chair. You can include a CV if you wish. Please email your application to Action Hero's Producer Sarah Warden at [sarah@actionhero.org.uk](mailto:sarah@actionhero.org.uk) with the subject heading 'Action Hero Board Recruitment', and complete [this monitoring form](#). The deadline for applications is **Midday, Mon 19<sup>th</sup> October**. We will aim to schedule informal conversations with shortlisted applicants towards the end of October, at a mutually suitable time. If you'd like to talk to a member of our existing board in advance of applying, Mel Scaffold is happy to chat. She can be contacted on [mel@melscaffold.com](mailto:mel@melscaffold.com)

If you'd like to apply using a video or audio file, that's absolutely fine. If there are any other barriers to you applying please get in touch and we'd be happy to discuss.

We believe Action Hero will make better work and be a stronger company with the support of a board that values and embodies difference, as well as diversity of background and experience, and where difference is recognised as just one part of the whole person. In light of this, we particularly welcome applications from individuals from groups who are underrepresented in the arts & cultural sector.

## **Current Board members (since 2018)**

Paul Burns- Head of Dance, Creative Scotland

Richard Gregory- Co-artistic Director, Quarantine

Laura McDermott- Creative Director, Attenborough Centre for the Creative Arts

Mel Scaffold- Independent producer, former CEO of Theatre Bristol

Kate Yedigaroff- Co-director, MAYK