



The UK's leading British African heritage theatre company



“gorgeous theatre from a truly diverse company”
Sir Lenny Henry, CBE

CHAIR / CO-CHAIR OF THE BOARD RECRUITMENT PACK

welcome!

Thank you for your interest in joining our Board as Chair or Co-Chair, as we embark on the next chapter of tiata fahodzi's incredible legacy as a touring theatre company.

The company is at an exciting moment of growth, with a number of new opportunities and projects in their early phases, and a new strategy for development over the next three years currently being finalised. This is against the backdrop of an uplift in Arts Council England funding in the current NPO round, putting the company in a position of real strength and stability.

Our Board, led by the Chair or Co-Chairs, is a vital part of ensuring that we remain focused on tiata fahodzi's core values and both the artists and audiences that we serve. The Chair / Co-Chairs guide and champion tiata fahodzi as we continue to grow, leading the Board and Executive Team to think strategically, make good decisions and stay true to our vision and mission.

We are interested in hearing from thoughtful, committed individuals with strong leadership and advocacy skills alongside a belief in the importance of artistic and social impact and who want to play a meaningful role in supporting our future.

The contents of this pack include:

- Information about the company and our governance
- A role description and person specification for the Chair / Co-Chairs
- Details of how to submit an application

Deadline for applications is midday Wednesday 30 September 2026

We will be hosting an informal Prospective Board Session on 11th September online.

This is to break down barriers to board entry, and we warmly welcome prospective candidates from all backgrounds and experience levels. You will have the opportunity to meet current board members and external advisors, learn about tf, and ask questions about the role in a low-pressure environment. Attending is completely optional and will not form part of the formal selection process.

Please email jobs@tiatafahodzi.com if you would like to join this meeting. We will respond with timings and further details in early September.

We look forward to hearing from you and having the chance to begin exploring how your skills and passions connect with tiata fahodzi, our needs, and ambitions.

the tiata fahodzi team

an invitation from Chinonyerem Odimba, Artistic Director and CEO



Over the last five years tiata fahodzi has gone through immense transformation in how we do things. We aim to be inspiring, visionary, brave and creative. We've started the work of deepening and embedding our practice in Watford, where we are based, and we've made our intentions clear, to foster new generations of creative leaders both locally and nationally.

We are a hardworking team that believes our work does and should have social impact. We are in a period of expansion and future thinking, and we would love you to be a part of that, as our newest trustee!

We are looking ahead with excitement and renewed vision of what tiata fahodzi can bring to British theatre, British African heritage artists, and creative freelancers.

We are looking for knowledgeable trustees who are excited about what the future might look like for a company like tiata fahodzi. We want people who understand the nuances of working with a company like ours in contemporary Britain. We want to find those special people who can bring their uniqueness, experience, and joy to the Board of Trustees. We particularly want to hear from you if you share our commitment to making theatre more equal, diverse, and inclusive.

I am delighted you are interested, and we look forward to hearing from you.

A handwritten signature in black ink, appearing to read 'Chinonyerem Odimba'.

Chinonyerem Odimba

about tiata fahodzi

“We need bold, brilliant, and challenging work to forge a hopeful future” Chinonyerem Odimba, CEO & Artistic Director tiata fahodzi

tiata fahodzi is the UK’s leading British African heritage contemporary theatre company that places the stories of British African heritage and Black British diaspora communities at its core. The organisation is committed to making ambitious theatre for mid-scale stages and building confidence in British African heritage artists to be formally experimental in their work. Previous work by tiata fahodzi includes GOOD DOG by Arinzé Kene, BRICKS AND PIECES by Charlene Janes, and BELONG by Bola Agbaje directed by Indhu Rubasingham in a co-production with the Royal Court.

In 2026 we are co-producing Chewing Gum Dreams by Michaela Coel, directed by Anthony Simpson-Pike with theatre 503, which has been extended due to a sell-out run before the show has opened. In 2027 we are co-producing an original production with Belgrade Theatre and Hackney Empire; Nanny of the Maroons written by Corey Campbell and Lucia Haynes and directed by Corey Campbell and Justine Themen will blend music, dance and drama to tell the story of Queen Nanny, who led the fight for freedom and became a Jamaican national hero.

Based in Watford, tiata fahodzi produces and tours original theatrical productions that reflect our desire to showcase the best of Black British talent, whilst supporting creative careers from early to established, and to do so with care and commitment, commissioning first-time playwrights, as well as finding new voices that both celebrate the canon but also disrupt the given forms in theatre. Sitting at the heart of our work is our excitement to thrill audiences with work onstage, bringing many new audiences to theatre for the first time.

As a theatre company that was founded to ensure that British African voices stay very much within the collective imaginations of theatre, our name in lowercase also reflects the roots of our work. For us, the continued use of lowercase in our name is a way of honouring that history, expressing true freedom in how we identify, and staying firm in the meaning of our name – tiata fahodzi ‘theatre of the emancipated’.

tiata fahodzi has a national touring remit, sparking conversations across the country and further afield, and working with a range of venues and co-producing partners across the country to extend and embed our national impact, for example we were Associate Producers on SWIM AUNTY SWIM with The Belgrade in 2024, which won the UK Theatre Award for Best New Writing and was also nominated for Best Production and Best Playwright at the Black British Theatre Awards.

We are an Arts Council England National Portfolio Organisation, and as members of the Independent Theatre Council, we adhere to the Ethical Manager’s framework.

You can find out more about our work over the last four years in our Impact Report – available on our [website](#)

the company

We have a small core team and bring expert freelance support into the company as and when needed.

senior management team:

The Senior Management Team (SMT) comprises:

- Chinonyerem Odimba - Artistic Director and CEO
- Ellen Waghorn – Director of Strategy
- (under recruitment) - Director of Producing

The SMT is responsible for reporting to the Board of Trustees and for managing the day-to-day operations of the company.

core team:

General Manager

Executive Administrator

Finance Manager

Marketing Digital Lead (under recruitment)

Development manager (freelance)

governance

tiata fahodzi is a registered charity and is constituted as a company limited by guarantee. It is governed by its Terms of Reference and Articles of Association.

the board

There are currently eight members of the board with a range of skills including artistic practice, finance, training, education, HR and artist development. Further details about [our Trustees](#) can be found at this link.

Trustees attend a minimum of four board meetings per annum timed to coincide with the approval of quarterly management accounts. Board meetings take place around lunchtime and last around 2 hours. They take place in both central London and online. Training in board membership is available.

We hold Company Away Days yearly so that the company's key aims and objectives can be discussed and reviewed. Trustees are also encouraged to attend all productions and any appropriate training events.

Given our focus on supporting Black African heritage artists and audiences we wish to remain black-led at CEO and board level, and we're committed to at least 60% of the

Board coming from Black African, Caribbean or Black diasporic backgrounds. Like our work however, we welcome all perspectives including all races, genders and backgrounds, in our team.



the role

As Chair (or Co-Chairs), you'll provide strategic leadership to tf's Board and Senior Management Team, championing good governance, backing our artistic vision, and helping keep us financially strong. Working closely with the Board and senior staff, you'll help shape where we are headed, protect what we stand for, and push us to stay bold and creatively ambitious.

We're looking for people who care about our work and are genuinely committed to supporting Black-led theatre in the UK. You'll be one of our leading advocates, helping raise our profile across the sector and beyond.

what you will do

- Lead an engaged, supportive Board that fulfils its governance duties and stays true to our values
- Chair Board meetings, AGMs, and the finance subcommittee, plus working groups as needed
- Work with fellow Board members to keep us compliant with Charity Commission, Companies House, reporting to funders, and beyond
- Champion tf as an ambassador with funders, stakeholders, across the sector and wider creative industries
- Stay in tune with the theatre landscape and the trends that could shape our work
- Play a lead role in fundraising, from cultivation events to opening doors within your own network and exploring fresh ways to grow income

- Support Board development, from recruitment to induction and retention

What are we looking for

- A solid understanding of UK theatre and the wider arts policy and funding landscape (or real enthusiasm to build your knowledge) our other board members have extensive sector experience, so you won't be alone.
- An open, collaborative leadership style, comfortable with robust debate and good at bringing that out in others too
- The ability to be there when advice, support, or a decision is needed by the senior team.
- A strong and versatile communication style able to talk with people from all walks of life, to speak up when needed but not to dominate all conversations, able to demonstrate clear thinking and independent judgement
- A track record of championing an organisation through your networks, social media, or other channels, to unlock funding, partnerships, and opportunities
- A genuine commitment to equality, diversity, inclusion, justice, and belonging

time commitment

We expect the time commitment needed for a Chair or Co-Chair, to be approximately 1 day a month (12 days a year) and will be needed for the following activity:

- Attend all board meetings
- Attend performances of all tiata fahodzi productions (currently x 1 per annum) and events (x 1 - 2 per annum)
- Attend a number of other performances and events, including fundraising events, to increase knowledge and understanding of the organisation and further its activities
- Available for occasional daytime meetings with staff, Trustees, or third parties
- Provide support directly to the CEO and senior team members (when needed) for time sensitive issues and decisions.

benefits to you

- The chance to support a company working towards the sustainability of careers in the arts for British African Heritage, Black British and Global Majority artists.
- A credited governance position for your CV
- Insight into a contemporary theatre and it's work
- The positive feeling of knowing you are part of our work to create social impact in theatre.

how to apply

We're keen to hear from a wide range of candidates with diverse ideas and interests. We will always want different perspectives, experiences, and knowledge to help shape tiata fahodzi's future. We actively encourage potential Chair's from all backgrounds, of different ages, genders, social and economic backgrounds, ethnicities, religions and sexual orientations, and from people with and without disabilities. If you would like to receive this Chair recruitment pack in a different format, or need any reasonable adjustments to be made to submit an application, please contact jobs@tiatafahodzi.com

We would love you to submit your application in a way that feels best for you. We've outlined some ways we would like to hear from you below. If you want to suggest an alternative, please contact us to discuss approaching this differently.

In your submission, please outline how you meet the attributes in the Chair Person Specification, using examples from your professional experience to date.

Everyone will be considered equally regardless of how they choose to apply. If you would like an informal conversation about the Trustee role prior to application or would like to attend our informal Prospective Board Session on 11th September online, please contact us at jobs@tiatafahodzi.com to arrange.

Suggested ways to apply

- **a cover letter** (via email) that is no longer than 1,000 words.
- **a video** that is no longer than five minutes (.mov, .mp4 accepted).

In your cover letter or video, please tell us how you heard about the opportunity, and please also include your CV (max. two pages).

Deadline for applications is midday Wednesday 30 September 2026

Please send your application by email, with *Chair Application* in the subject line, to: jobs@tiatafahodzi.com Please specify if you are interested in a Co-Chair role or are applying as sole Chair.

what happens next

If your application is shortlisted you will first be offered a one-to-one meeting with tiata fahodzi's Artistic Director & CEO, Chinonyerem Odimba. You will have the opportunity to ask any questions that you may have about the company and discuss how your skillset could support tiata fahodzi's work and values.

This will be followed by a meeting with the current Co-Chairs, Debo Adebayo and Edward Kemp, who can explain firsthand the role of a tiata fahodzi Chair.

After this, you will be invited to attend a Board meeting and will be formally accepted as Chair or Co-Chairs. The final stage would be a formal onboarding process, to make sure you are able to settle into this role easily and with any support or guidance that might be needed.