

tiata fah dzi

Celebrating 25 years as the UK's leading British African heritage theatre company



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

**BOARD OF TRUSTEES
RECRUITMENT PACK**

Thank you for your interest in tiata fahodzi.

The contents of this pack include:

- information about the company and our governance,
- a job description and person specification for Trustees
- an equal opportunities monitoring link

We are seeking expressions of interest from people who might be interested in joining our Board of Trustees.

Please submit your expression of interest by email to our general manager admin@tiatafahodzi.com In the expression of interest, we suggest you send an email detailing why tiata fahodzi is of interest and what you think we can offer you and what you can offer us.

The closing date for expressions of interest is **12 March 2024 at 10am**. We aim to have new Trustees in place by the end March.

We look forward to hearing from you and having the chance to begin to explore how your skills and passions connect with our own needs and ambitions.

You can follow our work at:

Twitter: [@tiatafahodzi](https://twitter.com/tiatafahodzi)

Facebook: www.facebook.com/tiatafahodzi/

Instagram: [@tiatafahodzi](https://www.instagram.com/tiatafahodzi)



An invitation to from Chinonyerem Odimba, Artistic Director and CEO



Over the nearly 3 years, tiata fahodzi has gone through immense transformation in how we do things. This has been about being inspiring, visionary, brave and creative. We have started the work of deepening and embedding our work in Watford where we are based and have made our intentions to grow new generations of creative leaders clear through our projects.

We are a hardworking team that believe 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!

Like all other theatre companies, we have had to navigate the impact of COVID and have had to find new ways to continue doing our work.

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

We are looking for experienced trustees who is just as excited about what the future might look like for a company like tiata fahodzi. We want someone who understand the nuances of working with a company like ours in contemporary Britain. We want to find that special person 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.

Chinonyerem Odimba

tiata fahodzi

CONTEXT

This is a fascinating time to join our company. With enhanced funding as part of the recent Arts Council England refresh of their National Portfolio, tiata fahodzi is poised to realise further the ambitions that have been fermenting over the past few years under the artistic direction of Chinonyerem Odimba. This is a company that reflects a contemporary world and where a critical question underpins the thinking, the work and the sensibility – what does it mean to be of African heritage but of mixed experience? To explore that question the company calls upon a wide range of perspectives and heritages.

VISION

Contemporary Britain is a multiple society – rich with languages, races, cultures and identities. This diversity is unremarkable and normal, and a growing dimension of all our lives. Art and culture offer both a mirror to see ourselves and a window to see through to worlds unlike our own. However, theatre – as with so many areas of our curated mainstream culture – still fails to see so many people, experiences and identities in this multiple world. In doing so, it fails to invite – and make space for – us all to have a conversation with ourselves, and to understand more about the world we share, the lives we lead, and what it means to be here, now.

We want to see a cultural ecology in Britain where everyone feels invited and welcome to participate. A culture where all experiences – including the contemporary African heritage experience – are celebrated so that we get to see ourselves in our full complexity, where shortcuts fail to function, and where theatre offers understanding, and feels relevant to the lives we live.

MISSION

To play our part in generating a richer, more multiple mainstream theatre culture by championing stories that illuminate the mixed, multiple experience of what it is to be of African heritage in Britain today so that – in our contemporary, changing society – the African diaspora experience provides a lens for us all to see our lives.

tiata fahodzi (tee-ah-ta fa-hoon-zi) – a theatre company for Britain today and the Britain of tomorrow.

THE WORK

We produce theatre that is fearless. We look for ideas that debate the mixed experience, plays that explore intersectionality, and characters that straddle worlds, cultures, languages, classes, heritages, races, and struggles. We want our work to look around and look forward – contemporary stories told in modern and innovative

ways – and to embrace the multiple in all ways – narrative, form, experience, identity, perspective, scale.

Our work will always have protagonists of African heritage at its heart, but we will all feature, because all races, genders and backgrounds are part of the African heritage experience. Our work will speak to – and of – contemporary Britain with wide appeal, crossing boundaries of race, gender, age and wealth. We will tell stories that challenge the presumptions and reveal the African experience to British audiences in ways that are unusual or unexpected, and that move beyond problematised portrayals that limit expectations and fail to see us in all our versions.

We want to be bold in form and content, formally adventurous as well as rigorous in our storytelling, working with the form and scale that best realise a particular artistic idea. We focus on the creation of new work because the stories we wish to tell do not yet exist, and we work with theatre artists and those from other artistic disciplines, particularly but not only those of African heritage, to create theatre that can address and express the audiences we serve.

We are focused solely on the origination of new work in this way, and we must build new capacity to unlock the full potential of this ambition and refresh the identity and position of the company. Therefore, we look forward - with excitement and anticipation - to developing our board and the appointment of new Trustees.

TALENT DEVELOPMENT

tiata fahodzi prides itself on inspiring, identifying and nurturing up and coming creative talent – often giving the first professional production to under-represented African-heritage voices and artists in mainstream theatre. Jamael Westman featured in tiata fahodzi led *bricks and pieces* as part of his graduation from RADA. Spotted by the producers of *Hamilton*, he is now playing the title role in the West End. Likewise, Abraham Popoola who also performed in *bricks and pieces* won The Stage Debut award and went on to feature in productions with English Touring Theatre, The Globe and Nick Hytner’s newly opened Bridge Theatre.

Talent development is critical to our work and an area we are keen to enhance.

PARTNERSHIPS

We mostly work in partnership with other organisations – mainly in a theatre context but we look forward to partnerships with a wide range of cultural and social initiatives. Partnerships include work with touring company BOV, Belgrade, Kiln Theatre, the Lyric Theatre and Theatre Royal Stratford East in London and Watford arts organisations.

FINANCES

We are part of the ACE National Portfolio and for 2023 – 2027 have received an uplift to ensure our work is sustainable.

THE COMPANY

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

core team:

Artistic Director/CEO

Executive Producer

General Manager

Executive Administrator

Finance Manager/Book-keeper (freelance)

freelancers can include:

Line Producers for specific productions/initiatives

PR & Marketing

governance

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

the board

There are currently nine members of the board with a range of skills including artistic practice, finance, training, education and artist development.

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.

senior management team

The Senior Management Team (SMT) comprises:

- Chinonyerem Odimba- Artistic Director and CEO
- Executive Producer (currently recruiting)

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

At tiata fahodzi we aim, through our work overall, to play our part in painting contemporary British life in full colour; allowing the theatre makers, audiences, and wider voices with whom our work connects, to enter into a conversation with themselves and each other about what it is to live here, now. We wish to remain black-led at CEO and board level – but, like our work – we welcome all perspectives including all races, genders and backgrounds – in our team. We can't wait for the conversation with potential new Trustees start...

TRUSTEES' RESPONSIBILITIES

- Ensure the effective, efficient administration and financial stability of tiata fahodzi
- Ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Advocate for tiata fahodzi as required in relations with key stakeholders and introduce new contacts for the company's benefit
- Support the development of the strategy, structure and direction of the organisation, to enable it to fulfil its artistic and charitable purposes
- Ensure there are satisfactory systems of control in respect of legal, operational and financial risk management
- Ensure the financial stability of the organisation
- Be available for meetings of the board and the board's committees as required
- Regularly attend performances and events, and follow developments in the strategic context for the company's work

Trustee person specification

- Track record of achievement– whether in the public, private or not for profit sectors
- Interest in the cultural world
- Interest in the representation and amplification of the African diaspora's contemporary experience
- Personal networks in sectors relevant to the company's future
- Some understanding of the legal duties, responsibilities and liabilities of company Directors and of charity Trustees
- Outstanding communication, interpersonal and advocacy skills
- Good judgement and the willingness to speak their mind
- Confidentiality, tact, discretion
- Ability to focus on and progress practical issues
- Ability and willingness to devote the necessary time and effort
- No significant conflict of interest

Across the Trustee positions currently available, we are looking for the following specific skills. We do not expect any single candidate to possess all of these skills, however any successful candidate must possess at least two of the following:

- Understanding of the role and value of the arts in contemporary society
- An understanding of the challenges of leading an organisation in its early development or in periods of change
- Excellent financial insight and commercial business development skills
- Strong understanding of digital communications and modern information environments
- Excellent professional communication and marketing skills and experience
- Understanding and experience of the wider cultural sector within which tiata fahodzi operates
- Strong HR skills and professional background
- Professional legal qualifications and experience

Trustee term

Under the leadership of the Co-Chairs, the Trustees will review and update the timescales for terms of service. It is envisaged that this appointment is for a minimum of three years.

Trustee time commitment

- 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

equal opportunities

We are committed to inclusion and equal opportunities in the workplace and we actively encourage potential Trustees from all backgrounds, of different ages, genders, social and economic backgrounds, ethnicities, religions and sexual orientations, and from people with and without disabilities. You can confidentially contact our general manager admin@tiatafahodzi.com should you have any access requirements or need any reasonable adjustments to be made in order to submit an expression of interest.

Link for our Equal Opportunities Form - <https://uk.culturecounts.cc/s/3f3fRQ>

tiata fahodzi

Our Wonderful Board of Trustees



DEBO ADEBAYO



ALISHA ARTRY



SHERMA POLIDORE-
PERRINS



EDWARD KEMP



SAMPIRA WILLBOURNE



MWIZA MKANDAWIRE



ELOUISE WEST



CAROLINE HINDS

Thank you all!



AMY ROCKSON