



Rear View: Norfolk & Norwich Festival

I O U

Board of Directors
Information Pack
November 2023

Thank you for your interest in the
role of Trustee at IOU



Sound Wave Collider: Yorkshire Sculpture Park

About IOU

Art of our time, designing the future

IOU is the North's leading national Creation Centre of contemporary art, engineering, and technology. Our vision is to inspire artists and participants to be brave and produce innovative art and environments with relentless imagination and curiosity, to influence, co-design and transform with communities of the future.

IOU's mission is to develop, produce, exhibit and tour work from innovative diverse artists working with interdisciplinary contemporary art, engineering and technology. We support artists and community groups with studio, gallery and workshop space as well as overnight artist residency accommodation at the IOU Hebden Bridge Hostel and its outdoor gardens and woods.

We are currently looking to recruit new board members with skills and expertise in the fields of legal matters/law, indoor and/or outdoor contemporary arts sector, and freelance/independent artists. We are specifically looking to appoint a range of board members and welcome applicants from young and emerging artists, people with expertise in disability and access, and applicants from all sectors of society.

With a 47-year history and legacy of producing contemporary art, IOU provides skills, expertise, equipment and mentoring from experienced professionals and academics working in the sector, and we inspire artists to innovate, make and challenge as well as co-create with and engage audiences. We are a leading co-producer of interdisciplinary arts in a range of settings: indoor, outdoor, digital, small and large scale, site-specific and touring.

The company's enabling and supporting role has become more central to its programme with our Creation Centre at Dean Clough and the 14 bedrooomed contemporary IOU Hebden Bridge Hostel, that hosts around twenty residencies a year for R&D, the creation and production of new work, creative retreats, and workshops for artists and the wider public.

The Creation Centre at Dean Clough has 930m² of studio, workshop and exhibition and gallery space and artists working there have access to tools and expertise including associate artists, directors, producers and marketing professionals. The facility is also used for public workshops and short courses.



Volatile Light

Our Board and Team

The six-member [IOU team](#), based at Dean Clough, is led by CEO & Executive Director Joanne Wain with a new Creative Director, Richard Warburton, formerly of Theatre in the Mill. Richard will work with Joanne to lead the vision for the new Creation Centre model.

All projects, workshops and productions involve the whole team working collaboratively to deliver transformative experiences with professional flair, quality and excellence with artists and audiences at the heart of everything we do.

IOU is supported by a dedicated board of trustees who lead on the governance of the organisation, are accountable to its stakeholders and ensure sustainability. The IOU Board is drawn from diverse backgrounds, with skills or experience in particular areas.

Board members are not expected to take on sole responsibility for their area of expertise, as the Board is collectively responsible for its decisions and actions.

Trustees are expected to involve themselves in committees and other matters according to their interests and skills, as well as their lead role in delivering the Investment Principal goals set out in IOU's latest Arts Council England National Portfolio Organisation agreement. Both the Chair and the Board of Trustees have the same general legal responsibilities for the success of IOU.



Making It: IOU Creation Centre

IOU Board

Tudor Gwynn	Strategic Projects Director at Eureka! Halifax (Chair)
Stella Hall	Freelance Cultural Professional (Vice Chair)
Philip Boyes	Senior Project Manager for global Design & Consultancy, Arcadis
Sarah Coulson	Curator & Publications Lead, Yorkshire Sculpture Park
Nancy Ellis	Director, Organic Human Resources
Shazia Khadim	Service Manager, Communities, Kirklees Council
Shirley May	Director, Young Identity Writing Collective.
Catherine Wright	Head of Communications & Campaigns, Leeds Beckett University

IOU is a registered charity and company limited by guarantee, part of the ACE NPO portfolio, supported by Dean Clough Mills, Calderdale Council, Community Foundation for Calderdale, Calderdale Creates, Yorkshire Sculpture Park and Festival of Thrift.

IOU is also a member of the International Theatre Council, Outdoor Arts UK, Without Walls, NASA UK (National Association of Street Artists), Arts Marketing Association, Audience Agency, Julie's Bicycle and Independent Hostels UK.

Our partners include Pennine Heritage, Yorkshire Touring Network, Breaking Barriers, 9a Projects Gallery, Sound & Music Network, Project Arc, LCEP Ignight Calderdale. Our academic partners include University of York, University of Manchester, University of Huddersfield and University of Sheffield.



Fulcrum



Totum 1



Full Tilt



Autoperipateticus



Artist in Residence Alicja Mrozowska: IOU Creation Centre

Our Values

Inventive

We help artists and audiences to take risks, expand their knowledge, learn from each other, and empower others to develop their creative practice. We turn ideas into reality.

Adaptable

We are flexible, able to change direction and to adjust what we do to be relevant to our audiences and communities.

Original

We encourage all artists and participants to be original and innovative and redefine what art is, by stretching the imagination and the technology of the day.

Curious & Brave

We want to ignite curiosity and encourage audiences and collaborators to be brave and bring their own experiences to the work to co-create.

Intersectionality, equity and inclusivity

We seek to better acknowledge and ground the differences among us and become welcoming and accessible to all.

Young people, change-makers, and the next generation

We care about the next generation and their futures. We support young talent with or without traditional qualifications. We use the art of our time to influence the future.



IOU supports: Garth Williams' Ward Round



Making It: Workshop



Making It: Workshop



IOU's The Wheel: In Development with Artist, Andy Plant



Roles and Responsibilities

The Board's role is to:

- Provide constructive leadership and support to fulfil the organisation's strategic aims and objectives, and in line with charity and company law as well as other regulatory requirements.
- Provide high level governance and overview, within a framework of prudent and effective controls which enable risk to be assessed and managed.
- Approve mission and vision, guiding and upholding organisational values, and ensuring that its obligations to its stakeholders and others are understood and met.
- Take an active role in the preparation and approval of the business strategy, plan, annual budgets, major resource issues, including human resource, and policies.
- Safeguard IOU's financial stability, including approving the annual accounts.
- Advocate proactively for the organisation.
- Attend board meetings, subcommittees and other events.
- Assist and advise on selected projects in line with portfolio responsibilities.

The Chair's role is to:

- Provide strong leadership for the organisation, taking a leading role in the public representation of and advocacy for IOU.
- Develop and manage an effective Board, ensuring members understand their roles and responsibilities.
- Ensure diversity of membership and skills within the board.
- Guide and ensure good governance.
- Advise and line manage the IOU Chief Executive.
- Work collaboratively and cohesively with other board members and the IOU Chief Executive.
- Agree with the IOU Chief Executive agendas for meetings.
- Chair and manage meetings



The Wheel: Festival of Thrift

Attributes and Experience

The Board is expected to have:

- A passion for and commitment to contemporary art, IOU's mission, vision and values.
- The ability to dedicate time and effort to supporting the organisation and willingness to play an active role in fundraising as well as business development.
- A successful track record of working in their field and strategic vision.
- Be active in relevant, established and diverse professional networks.
- A good understanding of cultural, artistic, economic, social and political context that IOU operates in.
- A commitment to equality and diversity.
- A willingness to take a proactive role in the whole of the business.
- Good, independent judgement with a desire to work in the best interests of IOU, without regard to personal interest or benefit.
- The ability to think creatively alongside ability to focus on practical issues.
- The willingness to speak their mind.
- Tact and diplomacy.
- Impartiality, fairness and the ability to respect confidences.
- No significant conflicts of interest.



Hebden Bridge Hostel

Eligibility

Board members are required to act reasonably and prudently in all matters relating to IOU and must always bear the interests of IOU in mind. They must also be prevented from acting as a trustee if they:

- Have an unspent conviction for an offence involving dishonesty or deception.
- Are currently declared bankrupt (or subject to bankruptcy restrictions or an interim order).
- Have an individual voluntary arrangement (IVA) to pay off debts with creditors.
- Are disqualified from being a company director.
- Have previously been removed as a trustee by the Charity Commission or the High Court due to misconduct or mismanagement.
- Are disqualified or barred from acting as a trustee of this charity under the Safeguarding Vulnerable Groups Act 2006.
- Although selection as a Trustee is not a public appointment, the seven principles of public life as defined by the Nolan Commission (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) are applicable to this role.

For further information about charities and being a trustee please visit:

<https://www.gov.uk/running-charity/trustee-role-board>



Speaking Tubes: IOU Creation Centre

Useful information

- Quarterly meetings are held online currently but we are hoping to move to a mixture of online and in person meetings, approximately every three months, with an additional extended meeting to include the AGM. We also have Board Strategy days approximately every two years.
- IOU board members offer their services on a voluntary basis but can be reimbursed for travel and any other expenses, within reason, related to their work as a board member, in agreement with the Chief Executive and the organisation's annual budget.
- Board members are provided with a full induction and can be supported with training opportunities as required.
- There are a number of Investment Principles related task groups which are led by Board members, and include relevant staff where appropriate.
- IOU aims for its board members to reflect the diverse communities of the UK and this is a current priority for the Board.
- A Board Members commitments will equate to roughly one day per month, although more may be required from time to time.
- There is an expectation that members attend at least 50% percent of the board meetings each year. Attendance can be 'virtual' if attendance in person is not possible.



Selection & Appointment Process

Please submit:

- A Curriculum Vitae (CV) identifying your main achievements to date. Please also include two referees and their full contact details (no more than two sides of A4, and referees will only be contacted with your prior agreement if you are invited to interview and confirm attendance at interview)
- A cover letter outlining relevant skills and experience for this role. Please state clearly why you are applying to the role of Trustee at IOU and what particular attributes you will bring to the position (no more than two sides of A4). Please ensure you disclose any potential conflicts of interest at application stage.
- Completed Equality Monitoring Questionnaire [HERE](#). The monitoring form is anonymous and helps us measure if we are reaching a diverse pool of applicants in our recruitment processes. Please note, your answers will be treated in confidence and used for statistical monitoring purposes only and will not be seen by the panel of decision makers.

IOU is committed to promoting equal opportunities, and encourages applicants from all sections of the community.

Please submit your application materials to joanne.wain@ioutheatre.org or by post to:

Joanne Wain
IOU
Victoria Mill
Dean Clough Mills
HALIFAX, HX3 5AX

Shortlisting & interviews

The shortlisting and interview panel will include:

IOU's current Chair	Tudor Gwynn
IOU's Vice Chair	Stella Hall
Chief Executive	Joanne Wain
Creative Director	Richard Warburton

A representative from Arts Council England will join the panel as an observer.

Key dates:

- Closing date for applications: **Thursday 30 November 2023, 10am.**
- Interviews will be held in Halifax / on Zoom on: **Monday 4 - Wednesday 6 December 2023** between the hours of 10am – 6pm
- The next IOU board meeting will be between **4:30 and 7pm on Tuesday 30 January 2024** to which the incoming Board member will be invited for formal appointment.

Reasonable travel expenses will be paid for travel to interviews, including costs for overnight accommodation if required.

We will endeavour to notify those interviewed the outcome of the interview process by no later than **Friday 15 December 2023, 6pm.**

Please note, we will not be able to provide feedback to applicants not shortlisted for interview

For further information or an informal and confidential discussion about this opportunity, including speaking with the current Director and Chair, please direct your request to:

tudor.gwynn@eureka.org.uk



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