

**CUMBERNAULD** AT  
**THEATRE** LANTERNHOUSE



**CUMBERNAULD THEATRE**  
**TRUSTEE RECRUITMENT PACK**



## **POSITIVE ACTION IN RECRUITMENT**

We are committed to enhancing diversity on our Board, particularly encouraging participation from underrepresented groups such as Black and Minority Ethnic communities and young adults. We actively seek applications from these groups to enrich our governance with diverse perspectives.

At this time we particularly welcome applications from people with professional experience in financial management, EDI and marketing and communications.

## ORGANISATION OVERVIEW

Cumbernauld Theatre is a leading performing arts cultural institution in Scotland, renowned for producing original theatre productions in-house and presenting high-quality artistic performances across multiple disciplines. We are dedicated to fostering creativity and providing diverse, high-quality artistic experiences. With a rich history of serving the community, Cumbernauld Theatre stands at the heart of artistic innovation and engagement in Cumbernauld, North Lanarkshire and beyond.

Our mission is to inspire and enrich our community through theatre and the performing arts, promoting cultural democracy. We embrace a place-based approach and boast a robust infrastructure that supports empowered governance. Our offerings cater to a wide audience spectrum and are accessible to all, including in-house theatre productions, a live multi-arts performance programme, an exciting daily cinema schedule, participatory theatre, dance, creative writing, mixed media, music, and arts classes, alongside theatre creative learning initiatives.

As we move forward, our focus remains on artistic quality, nurturing an inclusive and empowered creative environment, audience development, and expanding programmes for increased reach, inclusion, diversity, and sustainability. We are also committed to achieving net-zero carbon emissions, Fair Work excellence across the organisation, and deepening our impact within the community and beyond.

## OUR VISION

**Cumbernauld Theatre: Uniting Through Sustainable Arts for Positive Change in Scotland.**

We envision a future where sustainable arts act as a powerful catalyst for uniting our community and driving positive social change across Scotland.

## OUR MISSION

Our mission is to empower individuals, unite communities, and drive positive social change through the transformative power of the arts. We champion sustainability, equality, and the collaborative shaping of a dynamic cultural landscape, extending our positive influence across society.

## OUR VALUES

We are proactive agents of change, showing clear community leadership, working in partnership, advocating for the transformative power of arts, with an environmentally responsible operating plan delivering a sustainable arts programme for the community.

## ROLE OF THE BOARD MEMBER

Board members provide strategic oversight and support to ensure that the Theatre's artistic, educational and commercial objectives are met. They ensure that governance aligns with our mission and community impact goals, while upholding our core values of diversity and inclusion.

## GOVERNANCE STRUCTURE

At Cumbernauld Theatre, our Board plays a vital role in shaping the future of our organisation. While the day-to-day operations are managed by our dedicated staff, led by the CEO and Deputy CEO/Operations Director, the Board focuses on strategic leadership.

As a member of our Board, you will:

- Help set the overall strategy and direction of the theatre.
- Guide the organisation, ensuring we stay true to our mission and values.
- Support and mentor the CEO, providing direction and oversight.
- Ensure we remain a positive and inclusive employer, engaging meaningfully with our staff.
- Listen to and represent the voices of our community, especially in areas like access, inclusion, and diversity.
- Be an advocate for good governance, upholding high ethical standards and transparency.
- Contribute to financial planning, ensuring the long-term sustainability of the theatre.
- Actively participate in key decisions, including setting and monitoring our annual budget and strategic plan.
- Attend theatre events and activities, connecting with the vibrant community we serve.
- Help identify and manage potential risks, ensuring the theatre's continued success.
- Ensure we comply with all legal and regulatory requirements.





## BOARD COMPOSITION AND EXPECTATIONS

The Board manage performance with strategic working groups focusing on:

1. **Programme & Artistic Policy**
2. **Finance & Fundraising**
3. **People Management**
4. **Health & Safety, Environmental Sustainability**
5. **Equality, Diversity, and Inclusion (EDI)**

Board members come from diverse backgrounds, bringing expertise in governance, business, finance, HR, law, education and performance arts. They participate in board meetings, contribute to strategic planning, and advocate for the theatre's mission.

## TIME COMMITMENT

Board members are expected to commit to:

- Quarterly board meetings: 2-3 hours each, with preparation time.
- Annual strategy days: Up to 8 hours.
- Committee work: Participation in one or more of the Board sub-working groups, each meeting 4 times per year.
- Representation at events: Board members represent Cumbernauld Theatre Trust at networking and other events.

## Legal and Ethical Responsibilities

Board members adhere to high standards of legality and ethics, ensuring transparency and accountability in all actions.

# WHY JOIN OUR BOARD?

Joining the Board of Cumbernauld Theatre is a unique opportunity to make a real difference in our community. You'll be part of a supportive and dynamic team, working together to enhance the cultural landscape of Cumbernauld. We welcome and encourage applications from individuals of all backgrounds, especially those from underrepresented groups.

No prior board experience? No problem! We provide a thorough induction, ongoing training, and mentoring to help you succeed in this important role. Your unique perspective and passion for the arts are what matter most to us.

## APPLICATION PROCESS

Interested candidates can apply through our website or contact the CEO Sarah Price for more details.

Closing Date for Applications: **Friday 20 September**

Meetings with the Chair, Board Member, and CEO will take place: **Wednesday 9 October at Lanternhouse.**

For an informal discussion, please contact Sarah Price by emailing [sprice@cumbernauldtheatre.co.uk](mailto:sprice@cumbernauldtheatre.co.uk)





## FURTHER INFORMATION...

Our website has lots of information about our current programme and information about the organisation, including Staff and Board biographies and the history of the organisation.

Find out more on our website: [www.cumbernauldtheatre.co.uk](http://www.cumbernauldtheatre.co.uk)

**CUMBERNAULD** AT  
**THEATRE** LANTERHOUSE



[www.cumbernauldtheatre.co.uk](http://www.cumbernauldtheatre.co.uk)

Cumbernauld Theatre Trust Ltd is a Registered Company limited by guarantee No. SC066490, Scottish Charity OSCR Registered No. SC005050. Cumbernauld Theatre Trust, Lanternhouse, South Kildrum Ring Road, Cumbernauld, North Lanarkshire, G67 2UF