PEOPLE AT THE OLD VIC

THE WOMEN'S SOCIAL AND POLITICAL UNION

TRUSTEE

RECRUITMENT PACK
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WELCOME TO
THE OLD VIC

Thank you for your interest in becoming a Trustee of The Old Vic.

The Old Vic is London’s independent, not-for-profit theatre, a world leader in creativity and entertainment. It makes, shares and upholds theatre for as many people as possible.

Through its programming, the affordability of its tickets, the 1,000 seats in its auditorium, its history, and its outreach work, The Old Vic is able to encourage people to experience world class theatre for the first time as well as offer a unique experience each time to those who keep coming back for more.

Its productions are diverse, adventurous and exciting, and its education and talent outreach programmes allow students to explore and artists of tomorrow to develop and create. The Old Vic is open and alive day and night. To secure its future, The Old Vic needs to make sure its theatre is full and in so doing, broaden the audience for its work. Ticket prices should be affordable and audience reach should be broad, with approaches made to as many communities as possible.

The Old Vic is mercurial: it can transform into a theatre in the round, a space for music and comedy, has played host to opera, dance, cinema, music hall, classical dramas, variety, big spectacles and novelty acts. It was the original home of the English National Opera, the Sadler’s Wells dance company and the National Theatre. It’s also been a tavern, a college, a coffee house, a lecture hall and a meeting place.

These social and cultural references are now in the bones of the building, as much informing its open-armed, inclusive, welcoming personality as its grand historic decor and the iconic performances and famous productions it has housed. Today, Artistic Director Matthew Warchus is building on 200 years of creative adventure.
VISION FOR THE FUTURE

By 2020 The Old Vic will be a sustainable, artistic powerhouse and an indispensable part of the nation’s theatre. It will have a strong, confident, clear identity and a clearly articulated social mission. It will be widely known as a good bet for fun and intelligent entertainment which is accessible, vibrant, vital and inspiring. It will be full every night, and often during the daytime, with new audiences. Tickets will be affordable, the experience will be classless, unintimidating and uplifting, and everyone will feel welcome. It will be a living example of The Old Vic’s belief in what theatre can do for society.

THE OLD VIC’S MISSION
The Old Vic’s overarching mission is to be a strong advocate for the power of theatre as a force for good in society. It wants to:
— Present outstanding work with a popular, intelligent, surprising and unintimidating signature that keeps The Old Vic producing theatrical collectors’ items
— Develop an assertive social mission that will capture the imagination and engender a sense of loyalty amongst its community, audiences, donors, creatives and actors
— Make its almost 200-year-old building physically secure and financially sustainable
— Achieve all of this without the need for subsidy

THE OLD VIC’S GOALS
1. Establish The Old Vic as a world leader in theatre, creativity and entertainment
2. Reach more audiences in new places and in new ways
3. Unlock creative imagination in people of all ages and backgrounds
4. Deliver best-in-class operational performance
5. Revitalise our building to enrich audience experience
6. Innovate to drive growth and investment
THE FUTURE OF THE OLD VIC

The Old Vic is unique: a 200-year-old independent, not-for-profit producing and commissioning theatre, inspiring over 300,000 visitors each year. Its influence on theatre is both historic, as the birthplace of so many of the country’s leading arts institutions, and current as the originator of new work and innovative revivals. From within its Grade II* listed building, The Old Vic entertains up to 1,000 people a night, offering a vibrant, accessible gateway to varied and exciting kinds of theatre. Its impact extends beyond the mainstage offer. Around 10,000 adults and young people take part in its employability, education, community and artist development programmes annually.

However, running a ground-breaking producing house with a social mission is challenging. The Old Vic relies on £9m in ticket and bar sales and a further £3.6m from fundraising to break even each year. And, unlike most of its competitors, The Old Vic has no regular government funding to bridge the gap. This precarious existence will only be made sustainable if it acts now to secure its physical and artistic future.

If The Old Vic is to continue to make an invaluable contribution to the cultural life of the UK, and attract audiences from around the world, it needs to invest, transform and renew. Over the next three to five years it plans to address the physical limitations of its historic building; upgrade facilities and technical equipment; create a new education, community and artist development wing; and secure a new rehearsal complex.

The impact of this work on the theatre’s sustainability and influence will be far reaching. The immediate operational benefits are a greatly-enhanced visitor experience and disabled access, new education and community spaces within the building, and improved working conditions for staff. The Old Vic further projects that there will be increased income generation through an improved and extended front of house offer in the proposed new annex; while technical improvements will ensure the theatre continues to attract the best creative talent.

A Trustee joining the Board at this juncture will be a key part of helping the theatre to deliver its objectives and be committed to supporting the creation of the education, community and artist development support.
THE BOARD OF TRUSTEES

Nick Clarry  
(Chair)  
Nick Clarry is a partner of the private equity firm CVC Advisers, which he joined in 2003. His focus area is Sports, Media and Entertainment, which has included control investments in Formula One, SkyBet, Stage Entertainment and Premiership Rugby among others.  

Nick holds a number of voluntary roles in the arts including: Chairman & Trustee, The Old Vic Theatre Trust; Head of the Exhibitions Committee, The Serpentine Galleries; Governor, Director & Trustee, The Courtauld Institute of Art.

Alan Banes  
Alan Banes is a consultant in the corporate department of the law firm Howard Kennedy, having previously been the head of the department. In addition to dealing with corporate issues Alan provides legal advice to a wide range of charities (frequently on a pro bono basis) and was for many years Honorary Solicitor to the Multiple Sclerosis Society. Alan is also a trustee of The Old Vic Endowment Trust, other charities in the Arts and the Karen Morris Memorial Trust which provides family support for leukaemia patients.

Robert Bourne  
Robert Bourne is a Chartered Accountant. He is Chairman of Bourne Capital, a property development and Leisure Investment company. Over the past 10 years has invested in numerous successful property and leisure projects in central London and Europe. He was instrumental in the restoration of the Richmond and Criterion Theatres.

Tony Gibbon  
Tony Gibbon was a founding partner of the real estate advisory practice, BH2. In addition to being a Trustee of The Old Vic, he is Chairman of the Trustees of Chickenshed Theatre Trust, Chairman of the Development Board of the Willow Foundation and Fund Manager of the real estate fund of Trust for London. He is also a Director of Creative Land Trust.

Sally Greene OBE  
Sally Greene is renowned for rescuing and restoring The Old Vic, Criterion and Richmond theatres. She is the Founder and Chief Executive of Old Vic Productions plc, and co-producer of the Tony Award-winning Billy Elliot the Musical. Sally is also the proprietor of the world-famous Soho jazz club, Ronnie Scott’s, and in 2007 she launched Greene Light Films. She is the recipient of an OBE and a Montblanc Arts and Culture Award, in recognition of her contribution to the arts in Britain. Sally is patron of Pop-up Ltd, a community-based literature programme, and the acclaimed HighTide Festival. In 2004 Sally opened the Cheyne Walk Brasserie, once voted restaurant of the year by Harper’s Magazine.

Kate Horton  
Kate Horton is a producer who has held leadership roles at the National Theatre, the Royal Court Theatre and the Royal Shakespeare Company. She has produced over 40 World and British premiere productions, which have won numerous awards including Olivier, Tony, Critics’ Circle, Evening Standard Awards and a Pulitzer Prize. She has presented work in a range of locations, including the South Bank, Sloane Square, Bussey Building in Peckham, the West End (including Jerusalem, The Curious Incident of the Dog in the Nighttime, Posh and Constellations), on Broadway and in Europe.

Kevin McGrath OBE, DL  
Kevin McGrath is a Chartered Surveyor who has worked in the property industry for 35 years. He is Chairman of a number of commercial companies and also sits of several charitable Boards including The Clink Prison Restaurant Charity which he co-founded. Kevin was The High Sherriff for Greater London in 2014/15 and is the Representative Deputy Lieutenant for Hammersmith and Fulham. He was previously Chair of the Lyric Theatre Hammersmith and Board Governor for The Guildford School of Acting.
Ann Pleshette Murphy
Ann Pleshette Murphy, author and psychologist, was the parenting correspondent for ABC-TV’s Good Morning America and the host of the weekly program Parenting Perspectives with Annie Pleshette Murphy on ABC NOW for over a decade. She was Editor-in-Chief of Parents magazine for 10 years and is the author of *The Seven Stages of Motherhood: Loving Your Life Without Losing Your Mind* (Knopf) and *Child’s Play: The Secret to Raising Happy, Healthy, Caring Kids from Birth to 10* (DK Publishing). She has served on the boards of several US non-profits dedicated to improving the lives of very young children, most recently as a trustee of Zero to Three. She also served on the board of the American Friends of the Musee d’Orsay. She currently chairs the board of the American Associates of the Old Vic.

Sir Ian Powell
Ian Powell was elected Chairman and Senior Partner of PwC in 2008 and re-elected for a second and final four year term in 2012. He is a Chartered Accountant. Ian joined PwC as an Economics graduate and became a Partner in 1991. His specialist area prior to joining the Executive Board of PwC in 2006 was advising on international restructurings.

Ian holds a number of positions including memberships of the Board of London First. He established the PwC Foundation and is involved in numerous charitable activities. Ian is a member of the National Gallery’s Development Committee, a trustee of Wellbeing of Women and Chairman of the Board of Trustees of Police Now.

**BOARD & COMMITTEE STRUCTURE**
THE ROLE

The Board of Trustees is the governing body of The Old Vic Theatre Trust 2000 (The Old Vic). As a charitable company, the Trustees have duties under charity law and company law. The Trustees are responsible for the governance and the strategic direction of The Old Vic in pursuance of the charitable objects.

The Board of Trustees offers guidance and expertise to senior management (Artistic Director, Executive Director and the Management team). Board Meetings are normally held four times a year. In addition, there are a number of committees and Trustees may be required to take on additional roles as appropriate. Trustees are also expected to attend theatre performances and fundraising events and have informal meetings with relevant members of the Management team.

The appointments will be made initially for three years Trustees are eligible for two consecutive terms of three years before retirement. No remuneration will be made, but travel and out-of-pocket expenses can be reimbursed where required.

Following a governance review and skills audit of Trustees carried out in the summer, we are seeking to actively recruit Trustees with experience in the following areas:

— Development and Fundraising with a view to chairing our new Capital Board
— Education, Community & Outreach work
— Creative talent/Commercial production experience
GENERAL DUTIES AND RESPONSIBILITIES OF A TRUSTEE
A Trustee of The Old Vic is, inter alia, responsible for:

- ensuring compliance with the Articles of Association, charity law, company law and any other relevant legislation or regulations;
- ensuring pursuance of the charitable objects;
- ensuring that the resources are exclusively and properly used in pursuance of the charitable objects;
- actively contributing to the decision making of the Board of Trustees and its role in giving firm strategic direction to The Old Vic, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets;
- taking decisions objectively and in the best interests of The Old Vic and its beneficiaries. A Trustee shall declare any interests and appropriately manage any conflicts that may arise in accordance with the Articles of Association;
- using relevant special skills, knowledge or experience and advising fellow Trustees accordingly, to assist the Board of Trustees to reach sound decisions (in particular, this may involve: scrutinising board papers, leading discussions, focusing on key issues, providing guidance on new initiatives and other issues in which the Trustee has special expertise);
- ensuring and monitoring that The Old Vic achieves best practice in all aspects of its activities;
- developing, adopting and implementing appropriate policies;
- safeguarding the good name and values of The Old Vic;
- ensuring the effective and efficient administration of The Old Vic;
- ensuring the financial stability of The Old Vic and in particular that proper controls are in place to protect bank accounts and handling of funds;
- protecting and managing the property of The Old Vic and to ensure the proper investment of The Old Vic's funds;
- ensuring properties belonging to The Old Vic are properly maintained and insured;
- supervising staff and committees of The Old Vic;
- promoting and progressing equality and diversity within The Old Vic.

GENERAL TRUSTEE PERSON SPECIFICATION
The Old Vic is looking for highly skilled candidates who are able to make a significant impact on The Old Vic's activities and have the following attributes:

- commitment;
- devotion of time and effort;
- strategic vision;
- good, independent judgement;
- creative thinking;
- willingness to speak their mind;
- understanding the legal duties, responsibilities and liabilities of Trustees/directors;
- effectively working as a member of a team;
- demonstrating selflessness, integrity, objectivity, accountability, openness, honesty and leadership;
- a commitment to equal opportunities and diversity.
- able to make a significant impact on The Old Vic’s fundraising efforts
HOW TO APPLY

Please send a CV and covering letter to alexandra.hewitt@oldvictheatre.com

Closing date for applications is 07 February 2019.

Interviews will be held in February.

We are also particularly interested in creating a board that represents the diversity of our community.