

# TRUSTEE RECRUITMENT PACK 2024

**GATE**  
theatre

BooYacandy (2023)  
Image by Ali Wright



# GATE THEATRE: GROUNDBREAKING INTERNATIONAL THEATRE

The Gate brings people together from across the world to engage with theatre, performance, art and ideas. Founded in 1979 to stage ground-breaking international plays, the Gate became a platform for some of the 21st century's most radical artists, writers and directors from across the globe, known for its transformative ability to push the boundaries of what theatre is and could be. It is where creatives came together to imagine storytelling differently and where theatre and experimental thinking were front and centre.

At a time when the world and our own nation grow increasingly insular, we believe it is important to foster communication and understanding across borders, across languages, across cultures. The Gate works with artists in London to tell stories from beyond our borders, celebrating the multiplicity of identity within our artists and our audiences through the power of theatre.

As a home for new voices and new ideas, we also have a reputation as a training theatre. Gate shows enable artists to take risks and to develop and advance their own talent, and their own professional journey, by making high quality work that moves the artform and the sector forward.

The monumental events of the pandemic have drastically changed the theatre landscape and ecology, with its effects being keenly felt through unpredictable audience behaviour, rising costs and timely evolution of staff support needs. The arts are continuing to face devastating funding cuts as the nation navigates the cost-of-living crisis, including the withdrawal of much local council arts provision and the increasing competition for funds across trusts and foundations. It is clear that we cannot continue to do what we have always done and so at the Gate, we have used this moment of transition to interrogate both our founding mission and what the needs of the sector are today.

Our ambition now is to move towards a model where Gate productions are developed through a residency programme that provides artists with both paid professional development and a clear route for projects to be brought to a stage. This will allow us to build meaningful relationships with artists over a longer period of time than individual productions allow, incorporate more collective decision-making through artist panels, mentors and advisors that empowers our artists to co-create our programme with us, and ensure that we continue to produce the most exciting, innovative and diverse work at the Gate.

**We are seeking new trustees to ensure artist representation, perspective and lived experience at the most senior level at the Gate.**

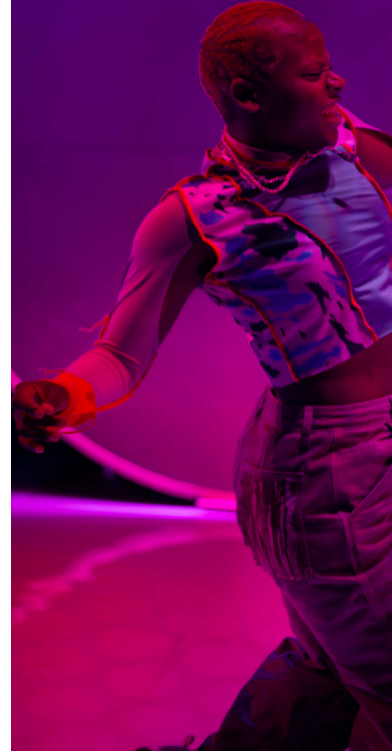
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# At the Gate

## The Gate is more than a building.

The Gate works with risk-taking artists to push the boundaries of what theatre can be. From designers being empowered to explore new techniques, to directors given permission to do the unexpected with existing texts, the Gate allows theatre to be transformative. The Gate's priority is producing an artistic programme that showcases our mission and impact beyond a physical space.



Hot In Here (2023)  
Photo: Tasha Best

## How we work is as important as what we produce.

We interrogate established ways of working, recognising that theatre is implicitly political and social and we must make work that responds to and engages with the context. Through creativity, care and accessibility, we can make challenging work while considering more sustainable models of theatremaking. We call this our 'slow theatre' approach, where work is generated while we support artists in long-term development.



Dear Elizabeth (2021)  
Photo: Mark Senior

## Storytelling is a means of change.

We believe that everyone should have access to exceptional stories, creative activities and a platform for expression. We prioritise international voices as a means to diversify and enrich the conversation on our stages. Access to theatre and the arts is an inalienable human right. At the Gate, the work should be an opportunity for social change and provocation to think deeply. Through this, we have the opportunity to imagine society differently.



Brassic FM (2023)  
Photo: Craig Sugden

# Being a Board Member at the Gate

The day to day running of the organisation is led by the CEO & Executive Director Nicola Clements with the support of a core team comprising Senior Producer, General Manager, Communications Manager and Administrative Assistant.

The Board has ultimate responsibility for the governance and strategic direction of the company and as a Board Member, you will hold the CEO and team accountable to the mission and objectives of the company through supportive scrutiny. Board Members are asked to input into overall strategy and vision for the Gate, and to support the CEO in exploring creative solutions to artistic programming, partnerships and working practices as well as funding and commercial opportunities. The key legal responsibilities of the role are to ensure that the company is solvent, well-run and compliant with legislation. You can read more about these [here](#).

Board members of organisations with charitable status may not receive a salary, fee or other form of remuneration for any of their services to the charity in their role as a trustee. This does not however, affect reimbursement for a Board Member's reasonable expenses as agreed with the organisation, nor does it prevent a freelance artist being contracted in their artist capacity where there is no conflict of interest and they are not involved directly in the appointment.

Our current Board is chaired by Shami Chakrabarti and comprises individuals with experience in finance, evaluation, law, politics and writing for theatre.



**'Not only have the Gate strengthened my commitment for daring, radical and joyful work, and educated me on the countless ways in which to achieve that, but they have given me my London professional stage debut. It was honestly one of the best experiences of my life.'**

Kwame Owusu,  
Gate Young Associate



# Duties

- Attend approx. 4 Board Meetings per year
- Attend 1 Board Away Day per year
- Read Board Papers in advance of each meeting
- Attend Gate productions and events
- Hold the CEO and team accountable, ensuring that the company is maintaining the vision and mission of the charity
- Approve the business plan, annual budgets and overall objectives for the Gate
- Monitor risk and evaluate impact of work
- Advocate for the Gate, our artists and our work
- Make introductions to professional networks for the benefit of the Gate
- Support the CEO and the staff team outside of Board meetings via mentoring, guidance and input as appropriate to their areas of interest and expertise. This could be for example reviewing fundraising applications, supporting via a recruitment panel or offering a different perspective on specific policies or projects.

Board members serve a 3 year term, with the possibility of re-election for one additional term. Board Meetings are a hybrid format with opportunities to attend in person or online, and are usually held in the early evening of a week day.



Assata Taught Me (2017)  
Photo: Ikinyum Photography

## For this recruitment, we are particularly interested in hearing from:

- Practising artists who identify as international e.g. a first, second or third generation migrant, an artist who is currently living but was born outside of the UK, or an artist with lived experience of the asylum system
- Theatre-makers with experience of regional touring and/or international work
- Producers with experience of co-productions, innovative collaborations and partnerships

## We will also be looking for:

- A commitment to the Gate, its artistic vision and mission
- An enthusiasm for contemporary and formally inventive drama and international theatre
- A willingness and permitting schedule to commit time to the role
- Impartiality, fairness and confidentiality
- Strategic vision and creative thinking
- Good communication and interpersonal skills
- A demonstrable commitment to access, inclusion and equity

**To apply please email a covering letter (no longer than 1 side of A4) and your CV/Portfolio explaining why you would be suited to the role to [jobs@gatetheatre.co.uk](mailto:jobs@gatetheatre.co.uk).**

**Deadline for applications: Tuesday 27th August**

**Shortlisted candidates will be invited for a coffee or Zoom with the CEO in early September and formal interviews will take place online on **Friday 13 September 2024** with Gate Chair Shami Chakrabarti and Trustee Sonali Bhattacharyya.**

The Gate Team (2024)  
Photo: Tasha Best

