



LIVERPOOL AND MERSEYSIDE THEATRES TRUST LIMITED (LMTT)

CHAIR, LIVERPOOL & MERSEYSIDE THEATRES TRUST (LMTT)

Responsible to: LMTT Trustee Board

Responsible for: Chief Executive, Everyman & Playhouse Theatres (LMTT)

THE ORGANISATION

Liverpool City Region is an exciting, vibrant and diverse region with a passion for culture and a real belief in art at the centre of regeneration and inclusive growth. The Everyman and Playhouse Theatres (which constitute the Liverpool and Merseyside Theatres Trust – LMTT, established in 2004) both produce and receive artistic work, and have a strong commitment to development and growth of new creative talent, whilst engaging across the many and varied communities represented across the city and region.

The Everyman closed in 2011 and was completely rebuilt, opening in February 2014 in a Stirling Prize award-winning building designed by Haworth Tomkins. Both theatres have a strong history in Liverpool and have been responsible for producing outstanding theatre with an international reputation, as well as an inspirational youth engagement programme.

However, since the reopening the organisation has struggled to achieve financial stability and in 2018 agreed with the Arts Council England (ACE) to leave the National Portfolio and embark on a wholesale period of change, working closely with ACE and Liverpool City Council.

Since autumn 2018 LMTT has been undergoing substantial transformation, both in terms of shifting its business model to deliver a balanced budget in 2019/20, and in implementing new management and governance processes. The Board has been substantially refreshed under the leadership of an Interim Chair, as well as the staff teams and business model reorganised under the leadership of an Interim CEO who has led the internal transformation process. The confidence of ACE and Liverpool City Council has been renewed and the focus of LMTT is now on devising a completely new mission, vision and operating model for the next decade, and in submitting a plan to ACE which will help the organisation re-enter the National Portfolio in 2022.

Key to LMTT's future success will be the appointment of a new permanent Chair and CEO partnership to lead this process and champion the future of the theatres in line with LMTT's revised vision, mission and values:

Vision

e&P will be the most relevant change making theatre, artistically innovative, talent enhancing, socially impactful and representative of everyone

Mission

To use the power of theatre to inspire, entertain and nurture positive social change.

Values

Collaborative: we listen, we share, we co-create.

Creative: we believe in the power of creativity to inspire and change lives.

Compassionate: we are open-hearted, generous and supportive.



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Courageous: we are daring and brave – a voice for things we believe in.

THE BOARD OF TRUSTEES

The Board of Trustees has two vice Chairs and up to 15 members, including the CEO and a nominated representative of Liverpool City Council, and covers a range of skills. A number of Trustees have joined within the past 12 months. Trustees are appointed for a maximum of two terms of three years (with the exceptions of the CEO and the LCC representative). The full Board meets at least quarterly with additional meetings scheduled as required. Currently the Board is meeting every other month and its meetings are attended by a representative of ACE as observer, and relevant members of the Executive Team. The subcommittee structure includes the Finance & Business Committee (FinBiz), and the Liverpool Everyman and Playhouse Trading Company (LEPT), which is run as a separate commercial company. Both are chaired by Board members and will work with the Chair and CEO to deliver the new 2020-22 plan.

The Chair and the Board of Trustees have the same general legal responsibilities and are collectively responsible for the success of LMTT. The Board’s role is to organise and direct the affairs of the Trust and its subsidiaries in a manner that seeks to promote and further the achievement of the Charitable Objectives, while complying with relevant statutory and regulatory requirements, the Trust’s Memorandum and Articles and current standards of good governance, and ensuring financial sustainability. The Board has ultimate responsibility for all matters relating to the Trust, including:

- Setting LMTT’s strategic aims, ensuring that the necessary financial and human resources are in place
- Regularly reviewing management performance and organisational risk
- Setting the organisation’s values and standards and ensuring that its obligations to its funders and others are understood and met

Current Board Trustees	
Andrea Nixon (Interim Chair)	Paul Corcoran (Deputy Chair and Chair of LEPT)
Peter Bennett-Jones	Claire Dove
Paul Bibby (Deputy Chair)	Matthew Dunham
Helen Blakeman	Fiona Gibson (Interim CEO)
Amy Causley	Bren Hutchinson (Chair Finance & Business Committee)
Mike Clarke	Caroline Roberts-Cherry
Karen Cody	Cllr Wendy Simon

PURPOSE OF THE ROLE

The Chair of LMTT is required to be strongly networked in the Liverpool City Region and beyond and have a good understanding of Merseyside and its cultural development; particularly in the context of the strategic priorities the Board is setting for the next decade, and the future funding picture for the arts both nationally and locally.

They will need to bring strong business acumen to help monitor the operating model, have a proactive approach to generating income streams, and a demonstrable ability to develop and maintain strong relationships with senior figures in key stakeholder bodies, as well as considerable experience of leadership in the public and/or private sectors.



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It is expected that they will be a strong advocate for the value of arts and culture and have a keen interest in theatre, including the programme at the Everyman and Playhouse venues. Ideally they will already have experience of successfully chairing a non-profit Board through a period of transition, demonstrating strategic vision and practical success, as well as excellent advocacy and communication skills.

MAIN DUTIES AND RESPONSIBILITIES

- Provide leadership and direction to the Board of Trustees, ensuring that they work effectively, independently and fairly
- Support the CEO and review his/her performance, as well as working together in partnership to support the staff to achieve the goals of the organisation and to steer the relationship between the Executive and the Board
- Ensure the Board fulfils its responsibilities of overall governance and strategic direction for the organisation, including all legal responsibilities
- Plan and chair the meetings of the full Board and ensure that decisions are documented and implemented
- Represent the organisation at appropriate events and meetings
- Act as an ambassador for e&P, promoting and advocating the work of the Trust through clear brand messaging, take positive action to promote equality, inclusion and diversity, and encourage all other Trustees in this endeavour
- Be the spokesperson for the Board where appropriate

The main duties and responsibilities are indicative and not exhaustive. Other duties may be necessary to fulfil the purpose of the post. This job description may be periodically reviewed and revised by the Board in consultation with the post holder.

PERSON SPECIFICATION

The Role Requires:
<ul style="list-style-type: none">• Strong ambassadorial qualities and the ability to work with a range of stakeholders locally and nationally• Demonstrable knowledge of the Liverpool City region and excellent relationships across the public and private sectors there, as well as further afield• A good understanding of strategic leadership in the public and/or private sectors• A commitment to devoting time and knowledge to the Board up to and beyond 2 days a month, and in particular to attending all Board meetings• The ability to work collegiately with a practical understanding of diversity within the workplace• A commitment to the Nolan principles of public life and an understanding of the legal duties, responsibilities and liabilities of the role



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THE PROCESS

Under the current agreement with ACE, the current Interim Chair and CEO are both due to step down by 31st March 2020 and the Board is now preparing to recruit new permanent appointments.

The appointment of the Chair will be for an initial term of three years. This is renewable by mutual agreement for a maximum of three years.

Candidates are asked to submit a CV and covering letter to recruitment@everymanplayhouse.com, by 10am on Monday 18th November 2019, indicating how you would fulfil the duties & responsibilities of the role and lead LMTT in achieving its vision. A shortlist will be developed and appropriate candidates invited for interview.

Interviews with representatives of the Board and ACE will take place on 25th November.

Should any candidate wish to have an informal conversation with Paul Bibby, Vice Chair, in advance of application, this can be arranged.