

**LIVERPOOL** **EVERYMAN &  
PLAYHOUSE**

# CHAIR RECRUITMENT





We would love to welcome you to join us as Chair of the board of Liverpool and Merseyside Theatres Trust (LMTT), the governing body for the Liverpool Everyman and Playhouse Theatres at this exciting time in our development.



A local artistic force with national significance and an international reputation, we create and inspire theatre that is artistically innovative, talent-enhancing and socially impactful.

A registered charity, we are a National Portfolio Organisation of Arts Council England (ACE) and are supported through the Culture Arts Investment Programme of the Liverpool City Council (LCC).



## OUR VISION

We will be the most relevant change making theatre, artistically innovative, talent enhancing, socially impactful, and representative of everyone.

## OUR MISSION

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

## OUR 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.

### COURAGEOUS

We are daring and brave - a voice for things we believe in.

# WHAT WE DO



YEP'S *A Monster Calls*, photo by Andrew AB Photography

Our theatres are a vital focus for the communities in the Liverpool City Region, telling stories which are compelling locally and nationally, supporting and attracting talent and contributing to Liverpool's reputation as one of the country's most vibrant cultural cities.

Across the two theatres – one a 440-seat thrust, the other a 670-seat proscenium – we produce our own productions, co-create with some of the best theatres and companies across the UK and bring the richest range of work for the widest audience.

We nurture and develop the artists and creative workforce for tomorrow through our award-winning Young Everyman Playhouse programme (YEP). Much more than a youth theatre, YEP is a ground-breaking, multi-disciplinary talent development programme. Our graduates are working in our buildings, appearing on our stages, attending drama school, making movies, writing hit TV shows, forming their own theatre companies, and much more.



*"The Everyman has been absolutely integral to my writing career. On the Young Writers programme, I learned so much, both as a writer and as a person"*

Jamie Carragher, YEP graduate and part of the Succession writing team

YEP'S *This Is Not A Crime* 2023

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# ON STAGE



Adi Alfa & Bene Sebuyange in *Takeaway* by Nathan Powell, photo by Sharron Wallace

In the last 2 years:

**770**

performances

**14**

home grown &  
co-created productions

**10**

new plays, including 2 musicals

**85**

visiting companies

**9**

Liverpool based theatre  
companies supported



Emmy Stonelake & Luke Sookdeo in *Tell Me How It Ends* by Tasha Dowd, photo by Andrew AB Photography



*A promising new writer  
with a real flair"*

The Stage on *Tell Me How It Ends* by  
Tasha Dowd

*"I was blown away by the  
talent of the young actors and  
the writer. It's wonderful that  
the Everyman supports and  
encourages young talent"*

Audience Feedback on *Tell Me How It Ends* by  
Tasha Dowd

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# OUR AUDIENCES

In the last 2 years:

**240,000+**

tickets

**13,000**

pupils and students

**5,600**

access supported visits

**3,400**

community visits

**2,600**

Young Everyman Playhouse

**27%**

from outside Liverpool City Region

*"It was great to see how professional the staff were in catering to the different accessibility needs of the audience members. I have never seen so much attention and care paid to this at a theatre venue"*

Audience Feedback 2024





Photograph of Little Amal's visit to Holy Trinity School

# CREATIVE COMMUNITIES

We have established relationships in the communities of Merseyside, nurtured through an extensive and innovative outreach and education programme, and believe passionately that the creation, delivery and experience of the highest quality theatre must be open to all.

We work with schools, colleges and universities across the city region and in partnership with organisations such as Alder Hey Hospital, Roots and Wings, SOLA Arts, Liverpool Targeted Services for Young People, My Time (carers support), LFC Foundation and Tiber.

*"I have seen first-hand, carers struggling with confidence, nervous at attending the theatre and the leaving with smiles and wonderful memories"*

Maureen Austin, MyTime

# OUR ASSOCIATE COMPANIES

Our cohort of Associate Companies, from Liverpool and beyond have an extraordinary track record in creating opportunities for performers, creatives and audiences. These partnerships are about earning, listening and evolving our own practice, and ensuring we're the best we can be, for all of the wonderful, diverse communities that make up our city.



GRAEae



NEW  
EARTH

ALA  
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## DIVERSITY, EQUITY AND INCLUSION

We are committed to diversity and equality and expect all Trustees and staff to be active in promoting diversity and supporting people to experience our work and buildings. In 2020, we brought together a group of Trustees, staff and co-opted external members to form a Diversity Action Group, considering the actions we could take as an organisation to progress our commitment to diversity. We recognise that our workforce is not as representative as we would like it to be and are committed to real and positive change. Most recently we've been working with the Anthony Walker Foundation to ensure staff receive anti-racism training, and that there is accountability and collective understanding of what anti-racist actions we can take as individuals and collectively as an organisation.

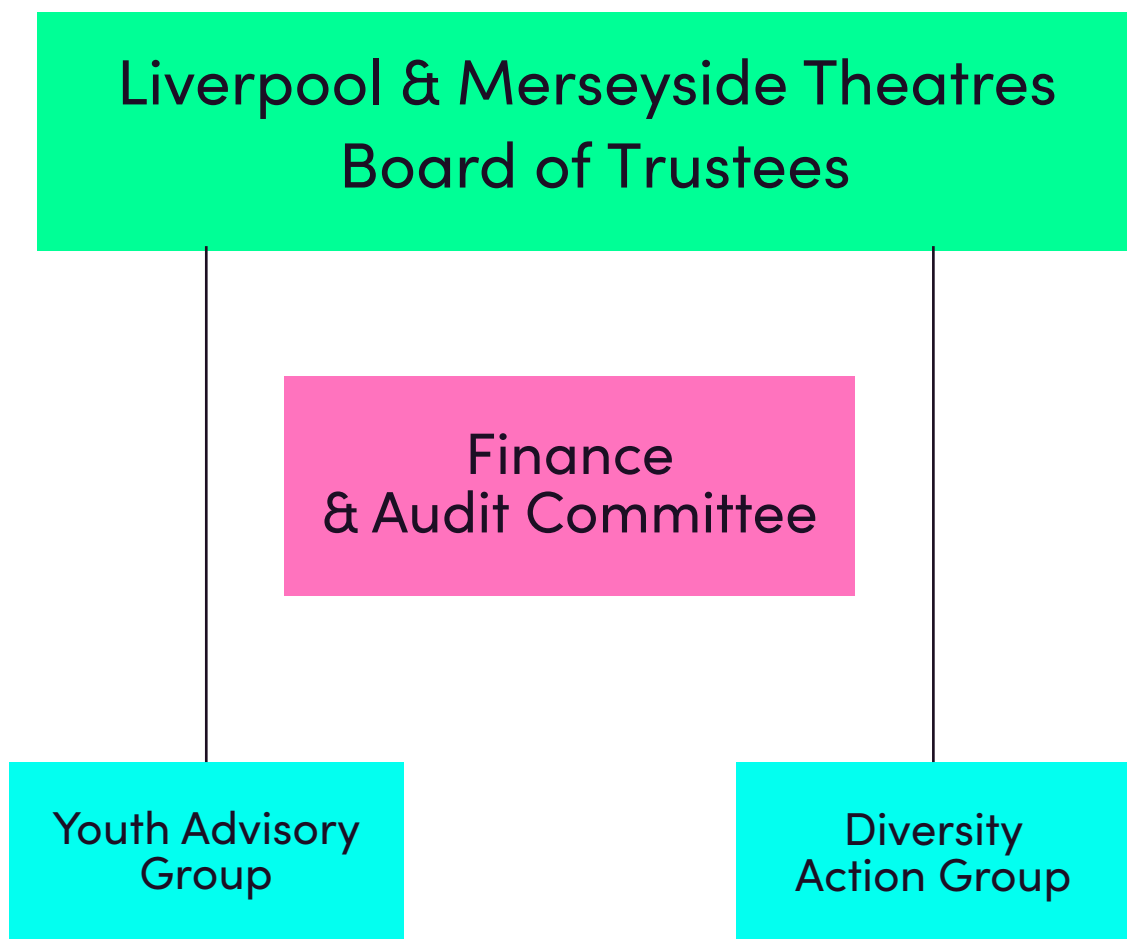


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# OUR BOARD

The Board of Trustees is collectively responsible for the success of LMTT. We work to support the management of the Trust and its subsidiaries and further our Charitable Objectives. The Board give their time voluntarily; our membership includes a wide range of skills to ensure we can best help advise the theatres' management. Trustees are appointed on fixed terms through public advertisement.

The Board currently meets four times a year, plus an awayday, and has a subsidiary Finance & Audit committee, Diversity Action Group and a number of Task and Finish groups. All Trustees commit time to at least one other group for the theatres. We particularly welcome Trustee applications from ethnically diverse and disabled applicants, and we are a Disability Confident Employer. We are also a strategic partner with PiPA (Parents and Carers in Performing Arts – [www.pipacampaign.org](http://www.pipacampaign.org)).



We believe that good governance in charities is fundamental to their success, ensuring we comply with relevant statutory and regulatory requirements and maintain financial sustainability. We use the Charity Governance Code to help develop high standards for the Board and to promote a culture where everything works towards fulfilling the Charity's vision.



# OUR CURRENT BOARD

Our Board of Trustees bring a wealth of experience and expertise from a diverse mix of corporate, civic, cultural and academic backgrounds. Made up of a Chair, Vice Chair and up to 15 members, including the CEO, Trustees are appointed for a maximum of two terms of three years. The full Board meets at least quarterly with additional meetings scheduled as required. The subcommittee structure includes the Finance & Audit Committee (F&A), and the Liverpool Everyman and Playhouse Trading Company (LEPT), which is run as a separate commercial company. Both are chaired by Board members and work with the Chair and CEO on strategic business planning.

Our current Board of Trustees is as follows:

Andrea Nixon (Chair), Saphena Aziz, James Bierman, Natasha Bucknor, Laura Collier, Mark Da Vanzo, Paul Evans, Portia Fahey (LCC Representative), Jill Jones, Paul Kallee-Grover MBE, Julie Ledder, Paul Maddock, Camilla Mankabady, Caroline Sanger-Davies, Tony Smith.



Recent Board highlights:

- Refreshed the leadership strategic business planning approach of LMTT to place it in the best position to re-enter the NPO Portfolio.
- Restructured governance structures and processes to make it them more streamlined and efficient for day-to-day business.
- Secured the financial resilience of the Trust, building healthy reserves and returning the organisation to a surplus position.

# CHAIR RECRUITMENT

## The Role of the Chair

The Chair of the Liverpool & Merseyside Theatre Trust is a voluntary position, engaged to oversee the strategic direction of the charitable trust.

The role of the Chair includes:

- Leading the Board.
- Ensuring that the Board functions effectively.
- Ensuring that the Board and the Trust fulfil their responsibilities of good governance.
- Being a critical partner to the Chief Executive, to help them succeed.
- Ensuring a culture of openness with an open relationship between the Board and the Executive.
- Being the Board's principal spokesperson.

The Chair is a Trustee and is appointed as Chair by the Board at the AGM.

## The specific responsibilities of the Chair are to:

- Set the agenda, style and tone of Board meetings and discussions to promote a culture of openness, a culture of enquiry, constructive debate and effective decision-making, appropriate to the strategic issues of and affecting the organisation.
- In conjunction with the Chief Executive (where appropriate), represent the Group to external stakeholders, including funders, audiences, suppliers, regulatory and governmental authorities and the community.
- Promote the highest standards of good governance within the organisation and ensure that the Board concentrates upon organisational governance in relation to its structure, Charitable Objectives, Memorandum and Articles of Association, role and relationship with management.
- Ensure that the members of the Board receive accurate, timely and clear information on the organisation and its activities.
- Manage the Board to ensure that appropriate time is allowed for consideration of all issues.
- Lead a properly constructed recruitment and induction programme for new Trustees.
- Address the development needs of the Board as a whole with a view to enhancing its overall effectiveness as a team and maintaining its collective skills and knowledge.
- Ensure that the performance of the Board as a whole is evaluated at least once a year.
- Secure effective succession planning of the Board generally and of the Chair and Vice-Chair in particular.
- Work collaboratively with the Vice Chairs.
- Manage the performance of the Chief Executive.

## Person Specification

We are looking for someone who:

- Is an experienced Trustee/Chair with capacity to fulfil the requirements of the role.
- Has a strong commitment to Liverpool.
- Can move the Trust forward positively over the next six years in line with our strategic ambitions; notably this period coincides with the scheduled delivery of the Playhouse capital projects.
- Capital fundraising experience would be advantageous.
- Has an excellent grasp of the current economic environment and the impact that will have on the Trust.
- Is politically astute, credible and well connected with policy makers, both locally and nationally.
- Has a collaborative way of working, placing importance on connectivity and forming good relationships with all of our major stakeholders both internally and externally.
- Is aligned with our values (i.e. Creative, Courageous, Collaborative, Compassionate) and is committed to diversity, young people and community engagement.
- Has experience of working well with an Executive team.



# HOW TO APPLY

If you would like to play a vital role in the continued success of the Liverpool Everyman & Playhouse theatres as Chair of the Board of Trustees then we would love to hear from you. Please email your CV along with a short expression of interest letter to [boardrecruitment@everymanplayhouse.com](mailto:boardrecruitment@everymanplayhouse.com).

The deadline for applications is Monday 7 July at 9am and a short online interview will take place for shortlisted candidates on the morning of Thursday 17 July. Final in-person meetings will then take place on Thursday 25 July.

This role will also have a commitment to delivering in line with the principles of [Let's Create](#) (Arts Council England's 10-year Strategy) and the [Liverpool City Council's Cultural Strategy](#).

New Trustees are provided with a full induction prior to assuming their duties and opportunities for additional training and support. While a voluntary position, reasonable out-of-pocket expenses will be reimbursed.

For more information on the work we do both on stage and in our local community then please visit [www.everymanplayhouse.com](http://www.everymanplayhouse.com)

We are keen for the Board to reflect the diversity of the communities which we serve, so we particularly encourage Expressions of Interest from women, disabled people, people from ethnically diverse backgrounds, and from people under the age of 40.

**LIVERPOOL  
EVERYMAN**

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**LIVERPOOL  
PLAYHOUSE**

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[everymanplayhouse.com](http://everymanplayhouse.com)

Instagram @LivEveryPlay

Facebook @everymanplayhouse

TikTok @LivEveryPlay

We are a registered charity (1081229) and gratefully acknowledge the continued support of Arts Council England, Liverpool City Council, our donors, patrons, partners and our audiences.



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