**Chair Job Description & Person Specification**

Fio makes fearless theatre. Led by Artistic Director, Abdul Shayek, and founded in 2016, we have grown quickly to become a touring theatre company. Based in Cardiff and registered as a charity, Fio has already developed a track record for new productions; artists’ training and development; and community engagement. All our work engages with social justice. We are committed to changing lives by providing underrepresented people with a means to tell their story. Our ambition is to turn these marginalised voices into projects and performances that resonate with audiences. Since 2016, Fio has been a catalyst for change within Wales and beyond.

Fio in Latin means to belong, to create, to grow.

From our base in Cardiff, we work across the UK and internationally to make interesting, political and provocative work that brings about change to deliver social justice.

We are now established as a successful young, dynamic theatre company and with a dedicated team of artists, theatre-makers, directors and supporters, all committed to finding, telling and amplifying the unheard voices and untold stories of those most in need.

Vision and Mission

Our vision is a world where everyone has a voice to tell their story. We focus on those who are currently under-represented or misrepresented in society. Our mission is to tell stories that are or would otherwise go untold or unheard.

Our primary medium is theatre because we believe that it is one of the most enduringly powerful ways to tell stories, create empathy and present new perspectives that address pressing questions around social justice.

Our work addresses the consequences of the societal problems famously described as “the hidden injuries” of class by the sociologist Richard Sennett.  These injuries often flow from inequality imposed and absorbed from childhood and their durability is exacerbated when different forms of inequality are layered.  We are working to address these problems by building respect across difference and inequality. We will provide new opportunities for people to speak, raise self-esteem in marginalised communities, build and diversify the talent base and ensure that audiences have a chance to experience a wider range of work.

For us at Fio, social justice is about using theatre to facilitate:-

* New voices – we are committed to increasing the number and range of voices in contemporary drama
* Mutual awareness – we are building opportunities for different voices and establishing spaces for developing and sharing stories
* Organisation of voice and networks for this – we will collaborate with like-minded people across local, regional, national and international boundaries
* Listening and sharing – we will strive to reach different audiences so they can see and hear new and different stories

Our work is a challenge and an opportunity for the drama community in – and beyond - Wales.

Core Aims and Strategic Objectives

Our **core aims** are to:

1. combat stereotypes, challenge injustices and amplify unheard voices through bold, politically charged theatre that provokes conversations within our communities;
2. empower individuals by giving them the tools and the platforms to speak out and tell their own stories; and
3. develop a more diverse cultural landscape where theatre and the arts are for everyone

Our **strategic** **objectives** are to:

1. run projects with under-represented groups, inspiring them to engage with theatre and ensuring that audiences become more representative;
2. train the next generation of actors and theatre-makers, diversifying talent on and off stage; and
3. develop and produce dynamic and provocative professional shows, which bring global political questions to local audiences.

We work across three overlapping and mutually supportive strands: **projects, productions and people.**

A Charitable Incorporated Organisation led by the Artistic Director, Abdul Shayek, and a Board of Trustees. We are looking for an enthusiastic and committed Chair to lead Fio into the next phase of its growth. The right person will have strong leadership abilities, relevant experience and sufficient time to lead the organisation and help us secure our ambition to achieve portfolio status in Wales.

We have had significant support from Arts Council Wales for the many acclaimed projects we have delivered and through Creative Steps, Arts Council Wales' organisational development strand.  With the next steps in mind Fio is ideally looking for someone who has run a regularly funded organisation or been on the board of one. This will be a new challenge for the company and we will need significant support around this.  Fio has a talented and diverse board and existing trustees will support the Chair and the rest of the team in achieving our aims.

The Chair will work in partnership with the Artistic Director to support the development and operation of the charity.  The core responsibilities of the chair are

* Leadership and development of the Board of Trustees
* Governance of the charity
* Strategic direction
* Oversight and active contribution to fundraising
* Application and review of charity policies.

The ideal candidate will have most or all of the following features:-

* Strong community profile
* Proven track record of leadership at successful organisations, ideally including the arts sector
* Previous experience of being a trustee/chair and an understanding of the legal responsibilities and liabilities of a Trustee
* Strong commitment to using the arts to enact social change
* Integrity, tact and endless enthusiasm
* Strong communications skills
* A strong track record of making a difference on diversity and inclusion
* Experience of charitable fundraising
* The time and willingness to devote one or two days per month to Fio

In addition to the core tasks the successful candidate will have responsibility for the following:

* Planning the annual cycle of Board meetings and setting the agendas
* Chairing and facilitating Board meetings
* Strategic oversight; giving direction to Board policy making
* Ensuring that decisions taken at Board meetings are implemented
* Representing the organisation at events, meetings or functions
* Acting as a spokesperson for the organisation where appropriate
* Liaising with Artistic Director and Finance Manager to keep an overview of the company’s affairs and to provide support as appropriate
* Reviewing and appraising the performance of the Artistic Director
* Chairing or sitting on appointment panels
* Acting as final stage adjudicator for disciplinary and grievance procedures
* Setting targets and evaluating performance against agreed targets
* Safeguarding the good name and values of the organisation
* Ensuring the financial stability of the organisation and the proper investment of the organisation’s funds (in line with its charitable objectives)

Remuneration and time responsibilities

This is an unpaid post. Reasonable out-of-pocket expenses will be reimbursed. The initial term will be for three years in accordance with the Memorandum & Articles of Association. The Board meets at least four times a year with an additional annual ‘Away Day’. In addition to the Board meetings it is envisaged that the Chair will hold regular meetings with the Artistic Director, attend performances and events and represent the theatre at local, regional or national events as required. Time commitments will therefore vary and a flexible approach is essential.