

**NoFit State are looking to recruit up to four new Trustees. We are a strong board with a wide range of skills and areas of expertise – and are looking to build on our current strengths.**

**In particular; we are looking to strengthen our contemporary digital and online communication and presence, extend our partnerships within the worlds of business, education, and development, and refresh our creative thinking with new and vibrant voices from both inside and outside the circus sector.**

## Background

NoFit State is a critically acclaimed contemporary circus company rooted in Wales and with an international focus. In the last three years the company has performed its critically acclaimed productions Bangor to Barcelona, from Newcastle under Lyme to New York, Hull to Hong Kong, Milton Keynes to Melbourne and delivered participatory projects throughout Wales in schools, residential care homes, church halls, and offices.

## Our Vision

- We will create extraordinary work
- We will inspire loyalty and passion
- We will change people's lives
- We will tread lightly on the earth
- We will be a truly sustainable organisation
- We will be a strong part of a vibrant and dynamic sector

NoFit State is driven by the desire to create powerful performances that explore and push the boundaries of accepted forms in new and revelatory ways, to create work that is sensuous, immediate and enthralling, to break down the barriers created by empty virtuosity and build a company in which ordinary people do extraordinary things.

The company's growth and success has been made possible by substantial and regular grants from a wide range of funders including the Arts Council of Wales, Arts Council England, the Welsh Government, Cardiff City Council, the British Council, and a growing network of commissioning, producing and presenting partnerships with local authorities, venues and festivals throughout the world.

Crucial to the company's success has been a very strong entrepreneurial drive that uses public funding as investment rather than subsidy. As a result, the company's

# nofitstate circus

financial profile shows significant income diversification with funding as an unusually low proportion of turnover, and an unusually low level of funding per beneficiary. This is not only evidence of entrepreneurialism, nor is it simply the result of hard work; the company's demonstrated return on public investment is the result of focussing on artistic quality and possessing the skills, structures, and practises to develop strong partnerships and combine critical success with strong public engagement.

NoFit State fosters a culture of innovation – the company is constantly challenging itself to stimulate ideas and creativity. For this company entrepreneurialism is far more than a business tool – it is an approach in which ideas and practise are constantly challenged and in which hard thinking is brought to what the company does and how it does it. Through international networks and participation in both national and international fora the company is able to learn from and be inspired by its peers and engage with the issues and challenges that face the sector.

Company turnover is circa £2m per annum and each year the company engages with 100,000 – 120,000 beneficiaries.

## Community, Education & Training Programmes

NoFit State's Community & Education Programme engages with approximately 25,000 beneficiaries a year through the medium of both English and Welsh. From weekly classes, to workshops in schools and community centres, to community productions, to trainee programmes and international exchange programmes – the company creates a rich spectrum of opportunities for people of all ages and levels of ability to participate in circus

## Professional Touring Productions

The company's annual touring programme includes professional productions at all scales and for a range of performance contexts; from open air and site specific performances to an audience of 3 – 5,000 to Big Top touring in the company's purpose built Spaceship tent to smaller productions designed for mid-scale presenting theatres. NoFit State aspires to create world class productions in partnership with both British and international partners.

## Corporate Clients

NoFit State is a registered charity and company limited by guarantee with a wholly owned trading subsidiary – NoFit State Trading. NoFit State Trading delivers a range of services to corporate clients, from team building workshops to product launches. Current and recent clients include:

- Admiral Insurance
- BBC
- Football Association of Wales
- Hugh James Solicitors

Legal & General  
ING  
Principality Building Society  
Shine TV  
S4C  
Tommy Hilfiger

## The Trustees' Role

### Context

The company has an able and committed Board, an excellent and hard-working Executive Team, and an exciting and challenging period of development ahead. In addition to our extensive national and international touring programme and wide-ranging programme of community based participation and education in Wales, we are at the starting to plan a significant capital development: to create a purpose-built performance rehearsal and creation space in Cardiff.

### The Opportunity

The Board is required to provide leadership to NoFit State and to harness and direct the Executive's efforts in support of the company's wide ranging charitable artistic and education activities.

With a number of Trustees retiring in 2017 and 2018 NoFit State is actively engaged in determining the future needs of the company and seeking new Trustees willing to join the Board.

### Governance

NoFit State is a membership organisation and both a registered charity and a company limited by guarantee with a wholly owned trading subsidiary. The Members of the Company are entitled to attend and vote at the Annual General Meetings. The directors are expected to comply with their legal, financial and fiduciary duties under company law and as Trustees must also comply with charity law. Even though many of these duties are delegated to the Executive staff, the Board sets the context for delegation and for specific delegated powers, the ultimate joint responsibility for every aspect of the Company's operation lies with the Board of Directors.

There are two sub-committees of the Board; Finance and Premises. The current Board has a broad range of professional, corporate, and arts experience and to support the development of NoFit State, though a number of recent and prospective retirements mean that the Chair on appointment will be actively involved in recruiting five or six new Trustees to the Board over the next 12 months.

### Time Commitment

The post of Trustee is a part-time, unpaid, non-executive appointment. All Trustees are appointed for an initial three-year term with an option to renew for a second term. In addition to the four Board Meetings per year and annual away-day, the Trustees are expected to attend some performances, development and education events, as well as making themselves available for consultation with the Chief Executive and

Artistic Director and meeting with diverse stakeholders as required. Total commitment to be around one day per quarter.

## The Person

Excellent communication and presentational skills, comfortable in an ambassadorial role and appearing in a wide range of public forums

Passion for the performing arts, ideally with a strong interest contemporary circus and mixed media performance

Empathy with the background, culture and social ethos of NoFit State as a significant production company with a strong and thriving participatory and training programme

Excellent interpersonal and team skills, used to working with a wide range of senior stakeholders from diverse backgrounds

A fluent and persuasive communicator, who can represent the organisation externally as well as internally

Well networked and willing to use contacts for the benefit of NoFit State

## How to Apply

Application is by CV and a supporting statement outlining the reasons for your interest in the post and why you believe yourself to be suitable. Please include your full contact details including daytime and evening telephone numbers on the application cover sheet.

Please apply by e-mail to Lizzy Ferguson, Company Administrator on [lizzy@nofitstate.org](mailto:lizzy@nofitstate.org)

If you would like an informal, confidential conversation before submitting your application, please contact

Alison Woods, Executive Director, on +44 (0) 2920 221330 or by email [alison@NoFitstate.com](mailto:alison@NoFitstate.com)

Yvette Vaughn Jones, Chair, on 07816 781 287  
or by email on [yvjones@visitingarts.org.uk](mailto:yvjones@visitingarts.org.uk)

## Application deadline – 31 May 2019

There will be an opportunity to meet the current Board and attend a couple of Board meetings as an observer over the summer before the company's next AGM in Autumn 2019

Interviews will be held in Cardiff in June 2019.