

Adverse Camber

Board Recruitment Pack



Message from Adverse Camber

[Adverse Camber](#) is one of the UK's leading storytelling production companies.

Based in the UNESCO world heritage Derwent Valley in Derbyshire, working across the UK and internationally, Adverse Camber initiates participatory and engagement projects through storytelling with a range of partners, in addition to commissioning, touring and professional development support with artists, practitioners and venues.

Stories are part of our human birthright, they help us make sense of our experiences and relationships. Stories form and inform our culture and imagination, shaping what we believe may be possible, or consider legitimate perspectives to hold. Whether working with folktales, or epic myths which have been shaped by countless individuals and communities before coming to our ears, or the fresh immediacy of a 21st Century human's perspective, making sense of their rapidly accelerating context, stories are a highly accessible, adaptable and enjoyable resource which help us to think, experiment, better understand ourselves and bond with each other.

Adverse Camber is entering an exciting period of organisational development having become a registered charity in November 2021, embarking on ambitious and forward-looking new projects and programmes. We are looking to grow our Board of Trustees and build its experience and expertise to ensure that the organisation has the skills to govern and lead our vision and become a more sustainable and robust force for change over the coming years.

We are particularly keen to appoint Trustees from lower socio-economic, care-experienced and Black and Global Majority backgrounds, addressing knowledge and experience gaps within our sector and organisation. We are seeking expertise in financial management (a Treasurer), governance, fundraising and team wellbeing, participation and engagement, organisational development and performance management.

This pack includes our vision, mission and history, a role description and information on how to express interest. If you would like to have an informal conversation about the role, or require any further information, please contact me: naomi@adversecamber.org

I do hope you consider joining us, and we look forward to hearing from you.

A handwritten signature in blue ink that reads "Naomi Wilds". The signature is written in a cursive, flowing style.

Naomi Wilds
Founder and Producer



Stars and Stories performance at Wirksworth's StarDisc in 2018



The Old Woman, the Buffalo and the Lion of Manding in rehearsals 2016
Photos Chris Webb

Key Information

Adverse Camber are looking for new board members to join us and help us achieve organisational change. We are particularly keen to hear from applicants with skills and experience in the following areas:

- Financial management (a Treasurer)
- Governance
- Fundraising
- Team well being
- Organisational Development
- Participation and Engagement
- Performance management
- We would like a number of trustees to be Derbyshire based but you can be based anywhere and most meetings are online

We are particularly keen to appoint Trustees from lower socio-economic, care experienced and Black and Global Majority backgrounds, addressing knowledge and experience gaps in our organisation and sector. Please let us know if you can bring this to our work.

This role is voluntary with a commitment to attend four board meetings a year, two away days a year (one online and one in person) and performances and events. Appointments are for an initial term of three years with the option of an additional three years. We pay travel expenses and accommodation expenses when these are required.

Official Board meetings happen quarterly, online. Board members are also expected to be involved outside Board meetings – this might be on a small task group, acting as a champion for a particular area of organisational development, writing short papers, or offering advice on issues facing the charity – within the understanding that Board members are busy people and need to fit this additional work in with their own personal and professional lives.

Trustees are responsible for overseeing the management, finances and governance of Adverse Camber ensuring that that its activities are planned and carried out to meet its aims. We run an annual training day on the responsibilities of being a trustee.

If you are interested in joining our Board of Trustees, please email us a letter expressing your interest (no more than two sides of A4) giving details of the relevant skills and experience you can bring. If you have a CV you're welcome to attach this as well. We will send you a link to our anonymous demographic survey which we use to track our recruitment processes and ensure we are reaching all members of our communities.

Key Dates

Expressions of interest should be sent by email to naomi@adversecamber.org by Mon 6 June at 5pm.

The current Trustees will consider all the expressions we receive; and we will have informal conversations either online or in person the week of 13 June, 2022.

If you have any needs that require us to make adjustments in order for you to participate, please do let us know.

Vision & Mission

Vision: Adverse Camber believes that other worlds are possible

Mission: We listen to storytellers and communities. Together, we discover the stories that need to be told, shaping and sharing these in theatres, neighbourhoods and public spaces across the UK and the world. We nurture the power of our imaginations to open new horizons.

How We Work

Adverse Camber was founded in 2006, became a ltd company by guarantee in 2009 and a registered charity in 2021. Founder producer Naomi Wilds leads Adverse Camber designing and overseeing the creative and strategic development of the company & delegating day-to-day delivery to a highly skilled team of 3 (Marketing Manager, Engagement Producer, Finance and Admin Associate) with Associate/Assistant Producers engaged on a project basis. We benefit from specialist expertise in development, evaluation, marketing communications and audience development. We use Theory of Change and Logic Models as frameworks within which we can measure success and evidence the impact of our work.

The organisation's programme includes three main strands of work:

NURTURING IMAGINATION through inter/national touring & public facing events

including co-commissioning with diverse venue and cultural partners, for example, Albany, MAC Birmingham, Cardiff University School of Welsh. Producing national tours with leading UK & international artists, inc Thüringer Märchen Preis winner Jan Blake, Major Creative Wales award winner Michael Harvey, Oslo Met Assoc Professor of Storytelling Heidi Dahlsveen & European musicians. Community based events, for example Bolsover Story Walks with Junction Arts & storytelling performances in libraries.

OPENING NEW HORIZONS through strategic & sector support projects— crucial in an artform with no regularly funded bodies responsible for CPD. Current projects include a 'Four UK Nations' collaboration with FEST (Europe network), 3 part online networking series for Storytellers, Directors & Dramaturgs & a Shadow Producer role on tour.

LISTEN & DISCOVER, through socially engaged practice – since 2017, AC has led projects with regional partner organisations inc Derbyshire Virtual School, Baby People & creative mentors, supporting care experienced young people & care leavers to grow their skills, confidence & community, through storytelling, music & creativity. In 2020, ACE funding supported Action Research consultation with a wider range of Midlands partners endorsing expansion of this area of work. In 2022, three pilot action research projects are exploring how storytelling brings other worlds into being for individuals, communities & our ecology.

Role Description & Person Specification

Role:	Trustee
Commitment:	4 quarterly Board meetings per year Biannual away day (1 online, 1 in person) Attending 2+ company performances or events per year (online or in person) Additional time, usually remotely, as necessary
Remuneration:	This is a voluntary role. Reasonable expenses will be reimbursed.
Location:	Currently entirely online, also Derbyshire
Term:	3 years with the option of a further 3 years
Reporting:	Reports to the Chair of Trustees

Role: Working alongside the Staff Team, Board of Trustees undertake the following:

- Promote and advocate for the organisation, enhancing and protecting its reputation
- Maintain effective Board performance through productive meetings, high standards of conduct, appropriate recruitment and induction processes, regular skills audits and performance reviews
- Maintain vision, mission and values
- Develop strategy
- Oversee, monitor and approve financial planning, reporting and budgeting
- Establish and monitor operational and governance policies
- Ensures accountability required by law to the Charity Commission, HMRC, Companies House, UK Visas and Immigration and other statutory bodies
- Ensures compliance with the law
- Ensures compliance with the Memorandum and Articles of Association
- To respect the role of staff
- To maintain confidentiality of Board business
- To declare any potential conflicts of interest at the earliest opportunity
- To attend all board meetings, except when absence is unavoidable
- To engage fully in the charity's work, including attendance at performances/events and, on occasion, to formally represent the charity on behalf of Board and staff

Skills & Experience: All Board Members should have:

- Integrity
- Commitment to Adverse Camber's aims
- A willingness to devote the necessary time and effort
- Willingness to look to the future and make plans
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding of the legal duties, responsibilities and liabilities of charity trusteeship (Trustee training, support and induction is available)

Areas of Expertise: Across the board of trustees there should be a mixture of generalist and specialist expertise. We are specifically recruiting Board members with the following areas of expertise:

- Financial management (a Treasurer)
- Governance
- Fundraising
- Staff Well being
- Organisational Development
- Performance management

Role: Treasurer

Commitment: 4 quarterly Board meetings per year

Annual away day

Attending 2+ company performances or events per year

Additional time carry out the role estimated at an average of 2 days per month

Remuneration: This is a voluntary role. Reasonable expenses will be reimbursed.

Location: Currently entirely online, also Derbyshire

Term: 3 years with the option of a further 3 years

Reporting: Reports to the Chair of Trustees

Duties: Working alongside the Producer, Finance Associate, Board of Trustees, Accountant to undertake the following:

- Take specific responsibility for ensuring that the Board meets all its financial obligations
- Ensure that the Board are given financial information that is well presented and easily interpreted
- Where appropriate, facilitate directly or ensure others deliver training for the rest of the Board to maintain a skill level that is adequate for interpreting the budget, balance sheet and cashflows and can ask informed questions about financial management
- Support board members to feel individually assured about the finances of the organisation
- Advise staff with responsibility for financial management of the organisation where appropriate

The Treasurer is responsible for:

- Maintaining an overview of the organisation's financial affairs
- Ensuring the organisation's financial viability
- Ensuring that proper financial records and procedures are maintained and that appropriate accounting procedures and controls are in place
- Overseeing, approving and presenting budgets, accounts and financial statements and overseeing the preparation and presentation of financial reports to the board
- Being assured that the financial resources of the organisation meet its present and future needs and that the organisation has an appropriate reserves and investment policy
- Liaising with staff about financial matters
- Advising on financial implications of the organisation's strategic plans
- Ensuring that there is no conflict between any investment held and the aims and objects of the organisation
- Ensuring that the accounts are prepared and disclosed in the form required by funders and the relevant statutory bodies. If external scrutiny of accounts is required (independent examination or audit) and recommendations are implemented
- Keeping the board informed about its financial duties and responsibilities
- Making formal presentation of the accounts at the annual general meeting and drawing attention to important points in a coherent and easily understandable way

Treasurer person specification

- Financial qualifications and experience
- The skills to analyse proposals and examine their financial consequences
- Preparedness to make unpopular recommendations to the board
- Willingness to be available to staff for advice and guidance on an ad hoc basis



From top left clockwise - *VÅR: the story of Hervor*, *Moon Stories*, *The Shahnameh*, *Dreaming the Night Field*, *Stars & Stories*, *The Old Woman, the Buffalo & The Lion of Manding*.

If you have any questions, please do get in touch at hello@adversecamber.org



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