



Trustee Application Pack



Image: Cock and Bull, Nic Green, IBT17 © Manuel@DARC.media

In Between Time, 3rd Floor, 1 Unity Street, Bristol, BS1 5HH. Tel: 0117 316 9955. Email: admin@inbetweentime.co.uk.
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**ARTS COUNCIL
ENGLAND**





About us

'Bristol festival leaves its mark on audiences with personal, political shows... it shows what the arts can do for a city'

The Guardian on IBT17 Bristol International Festival

In Between Time (IBT) is an arts producer committed to bravery, to curiosity, and to the care of artists and audiences. We're dedicated to developing radical artists at all stages of their career seeking out the innovators, and those whose voices are less often heard.

Our year-round UK & International touring and producing work culminates in the interdisciplinary IBT Bristol International Festival; a biennial festival that takes place across Bristol's venues and public spaces, creating incredible artistic experiences in collaboration with the people who live there and developing the careers of world-leading UK and international artists.

The first In Between Time Festival was established by the current and founding Artistic Director/CEO, Helen Cole in 2001 as part of Arnolfini's Live programme. In 2009, after three IBT Festivals, Paul Hamlyn Foundation awarded Cole a prestigious Breakthrough Award to develop the future of the festival. In 2012, IBT became a National Portfolio Client of Arts Council England, and in 2015 a Bristol City Council Key Arts Provider. In 2016, IBT was awarded additional strategic investment from Arts Council England to deliver the International Showcase of Live Art at the heart of IBT17 Bristol International Festival.

Whether judged by audience responses, attendance figures, critical feedback, financial performance or media coverage, our last festival, IBT17 was our most successful festival yet. We delivered a high quality programme of 40 events including an international showcase to over 200 global professionals. We also doubled our public impact selling over 6000 tickets to works that took place in the city's streets, theatres, galleries and woodlands.

"Thank you to all of the IBT17 artists whose work I encountered, it has left an indelible mark. And to the In Between Time team for your fearless programme"

Joyce Rosario, Push Festival, Canada

The Future

In our first 8 years as an independent organisation we have grown to be a sustainable and financially resilient organisation with impressive public reach, an international reputation and a strong and unusual curatorial vision. We are a responsive organisation with diverse income streams across earned, contributed and public income, and all artistic activity is scalable. Reserves total £96,880 (£28,874 restricted) (Draft Yr End 16/17).

The growing team is skilled, loyal and stable. It is now critical that we develop and diversify our Board and we are looking for expertise and networks in development, inclusion, finance and fundraising.

From 2017 we will enter an exciting phase of organisational development to realise a new scale to our vision as a producing organisation with a biennial festival and showcase



for extraordinary, world class, home grown and international artistic practice. Our next festival will take place in February 2019.

Why Join us?

Becoming a board member of IBT offers applicants the opportunity to become part of the leadership of a small but thriving, respected and resilient arts organisation at a critical time of organisational development.

Board members will be offered the opportunity to work together with other trustees with experience from across business & the Arts to support a highly skilled team in the delivery of an international festival that is growing its global reputation for radical & exemplary contemporary art. It is a great way to access local, national and international events and networks.

Role of Trustees

Salary – Voluntary

Location of quarterly meetings – Bristol

The chief role of Trustees is to assist the Chair in meeting the Board's overall responsibilities under the Charities Act. Trustees offer guidance and expertise on IBT's strategy and its practical implementation and must be positive advocates for IBT, representing the company to stakeholders and at events.

Trustees must be able to attend Board meetings and such other sub-committee meetings or reviews, as may be necessary (virtually or in person). Board meetings are normally held four times a year in Bristol, with one additional review day. Some additional time will need to be devoted to ad hoc meetings, studying papers, and attending events at our biennial festival.

IBT is looking for candidates who will possess 3 of the following:

- a high profile background in either the arts, academic, creative, commercial, voluntary or public sector.
- the ability and expertise to work with a passionate Board of an organisation with National and International reach.
- an understanding of, and commitment to, the vision and values of IBT and its future development, particularly around diversity and inclusion.
- the ability to act as an inspirational advocate for IBT with potential partners, donors, sponsors and supporters.
- the ability to ensure that the organisation complies with its governing documents, charity law, company law and other relevant legislation and regulations.
- the ability to ensure financial stability of the organisation and its efficient administration.
- the ability to act as a 'critical friend' to the Executive Team, offering both support and constructive challenge.

Additionally, candidates will be able to demonstrate the following other essential criteria:

- an understanding of the diverse communities in the UK and a real commitment to promoting diversity.
- an understanding of the broader Arts market locally in Bristol, nationally or internationally in order to help the Board to provide advice and opinions to staff on



the development of IBT's partnerships and work.

- the ability to engage with good governance including budgeting and financial planning.

Current Trustees

Bill Gee

Bill was a founding Director of In Between Time in 2009 and has formally been Chair since 2012. Bill is a artistic, creative and festival director working with a variety of art form practices for diverse audiences, particularly in site responsive and site-specific, outdoor, and public realm contexts. He offers strategic thinking, scoping and support to organisations in the formulation of long-term creative planning. Bill is currently on creative producing contracts with The stables for IF Milton Keynes International Festival, The Canal and River Trust (CRT), Activate Performing Arts for Inside Out Dorset Festival Kaffe Matthews, Imagineer Productions, Bloomsbury festival and Newbury Corn Exchange's 101 Outdoor Arts Creation Space. Bill was a founder, first co-ordinator and then chair of ISAN the UK's national organisation for the development of outdoor arts, from 2007 to 2013 he was regional council member for Arts Council England, East Midlands and is a member of the CRT's Living Waterways awards panel.

Paul Wilson

Paul Wilson is Chief Marketing Officer at TM Forum, a global member organisation focussed on connecting digital ecosystem. Paul is an advisor to the Smart City Forum, and helped to design the UK Government's 5G Testbeds & Trials Programme. Between 2014-2016 Paul established and managed Bristol Is Open, a city-scale R&D digital testbed, using early stage 5G and IoT technology. Prior to this Paul worked at SunGard Financial Systems becoming Chief Marketing Officer. During this fifteen-year period the business grew from \$2.8bn to \$5bn and became a Fortune 500 company. Paul has an MBA from Cass Business School and Political Science degree from the University of Birmingham. Paul lives in Bristol with his wife and two children and has previously lived in London, Geneva, New York and Hong Kong. Since an early age, Paul has been drawn to thought-provoking art-forms in their widest sense, and was drawn to the work of In Between Time when he moved to Bristol, before becoming a trustee.

Alison Byard

Alison was chair of audiences South West (now part of the Audience Agency) and has been a Trustee of In Between Time since 2013. Alison held a number of senior roles in Marketing and PR across commercial, public and non-profit sectors in tourism, leisure, conservation, science and the arts for organisations including Cheltenham Festival, @Bristol and WWT before founding her consultancy aliBi in 2005. She offers strategic support and advice in areas from audience development and marketing to business planning campaigning and event management and works with leading festivals, venues, creative producers and cultural providers across the UK. Current and previous clients include Activate Performing Arts, Arts Development Company, Inside Out Dorset Festival, 101 Outdoor Creation Space, Watershed & Pervasive Media Studio, Royal Northern College of Music, Cultural Industries Development Agency, MAC Birmingham and Goldcoast Oceanfest. Alison has a particular interest in the digital sector and emerging technologies and their application in marketing and audience development.



Belinda Kidd

Belinda Kidd was Chief Executive of Bath Festivals until September 2016, and is now working freelance in the arts and festivals sector. Bath Festivals produced the Bath International Music Festival, Bath Literature & Children's Literature Festival alongside an extensive year round learning and participation programme. Previous roles have included Thrive Programme Director for LARC (Liverpool Arts Regeneration Consortium) a partnership of eight major cultural organisations in Liverpool and Executive Director of Theatre Royal Stratford East. Consultancy work has included interim management for organisations including the Drum and the Dance Xchange in Birmingham, major fundraising with clients including Brighton Festival & Dome and The New Vic Theatre and policy research including a report on arts and refugees for the Baring and Paul Hamlyn Foundations and Arts Council England and a report on Arts Festivals in South East England. Belinda joined the Board in 2013.

Helen Davies

Helen Davies is a dedicated arts professional with over twenty years' experience working across multi-disciplined cultural organisations, historic and contemporary collections including Ffotogallery and The National Museums and Galleries of Wales, Cardiff. She has extensive experience and knowledge of organisational development, pedagogy, audience engagement, interdisciplinary working, delivering high quality large-scale projects and public art commissions centering on learning design. Helen is an alumni of the Engage/Cultural Leadership Programme Extend, which she completed during her tenure as Curator for Learning at Arnolfini, Centre for Contemporary Arts, Bristol. Helen is now Director for Audience Engagement at Arnolfini, and has also spent the last seven months as Interim CEO, positioning audiences at the centre of the organisation.

In Between Time seeks to actively encourage applications from those with less visibility in arts leadership. We specifically welcome applicants from people with disabilities and those from Black, Asian, Minority Ethnic and international backgrounds.

We look forward to receiving your application and thank you for your interest in the role.

Please note that this is an ongoing recruitment process so there is no application deadline. Successful applicants will be invited to observe a Board meeting before acceptance of the role.

How To Apply

Please apply with your CV and a letter (no more than 2 pages) outlining:

- 1 Why you are interested in the role of Trustee with IBT
- 2 Details of your skills, interests, personal attributes and past experience relevant to the role

All applications should be marked: APPLICATION FOR TRUSTEE and emailed to Demi Insall: demi@inbetweentime.co.uk with an Equal Opportunities Monitoring Form.

For more information on In Between Time please visit inbetweentime.co.uk



EQUAL OPPORTUNITIES MONITORING FORM

IBT aims to achieve equal opportunities throughout the organisation and in our recruitment procedure. We welcome applications from people of any colour, race, nationality, ethnic origin, religion, socio-economic background, marital status, sex, sexual orientation, age or disability. The information we collect helps us to ensure that we implement and monitor our policy. All information you provide below will be kept confidentially and anonymously.

AGE

- 16-20
- 21-34
- 35-55
- 55+

GENDER

- Male
 - Female
 - Prefer not to say
- If you prefer to use your own term please provide this here
-

Is your gender identity the same as the gender you were assigned at birth?

- Yes
- No

SEXUAL ORIENTATION

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual
- Other
- Prefer not to say

ETHNICITY

Asian (Asian, Asian British/English/Scottish/Welsh)

- Asian
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Other Asian background

White

- British
- English
- Gypsy/Irish Traveller
- Irish
- Scottish
- Welsh
- Other White background

Black (Black, Black British/English/Scottish/Welsh)

- African
- Caribbean
- Other Black background

Mixed

- White and Asian
- White and Black African
- White and Black Caribbean
- Other mixed background

Other ethnic group

- Arab
- Other ethnic group

Prefer not to say

DISABILITY

Do you consider yourself to have disability?

- If yes, please specify: _____
- No
- Prefer not to say