Board Recruitment Pack

Trustee Voluntary Start: **January 2027**

Deadline for applications: **18 September 2026**

Registered Company No: SC343929
Registered Scottish Charity No: SC049532
The Work Room, Tramway, 25 Albert Drive, Glasgow G41 2PE www.theworkroom.org.uk

The Work Room is seeking new Board Trustees

We are seeking 4 – 5 people to join our Board of Trustees to support The Work Room in its mission to empower artists in making thoughtful and pioneering dance for diverse contexts at home and internationally.

Our Trustees include artist-members of The Work Room as well as people who bring expertise and experience from other sectors to our governance.

"The support offered by The Work Room is vital in these precarious times. Whether it be through advocacy, one-on-one advice or international exchange; residencies, bursaries or yearlong peer-supported research; The Work Room ensures that artists continue their work and that the Scottish dance sector remains vibrant and relevant.

The impact of The Work Room is inspiring. Yet equally inspiring is the deeply embedded ethos of the organisation and the meaningful engagement with members that shapes how decisions are made and programmes are developed."

- **Kirsty Alexander**,
Co-Chair & TWR Member

About Us

The Work Room is an artists-led organisation committed to supporting a sustainable environment for independent dance artists in Scotland. Founded in 2008, by a group of artists whose practices and perspectives reflect the diversity of what dance experience can be. From our studio and home in Glasgow, The Work Room connects over 260 independent dance artists across Scotland through our membership; artists who work across a broad range of styles, practices and contexts in dance, movement and choreography.

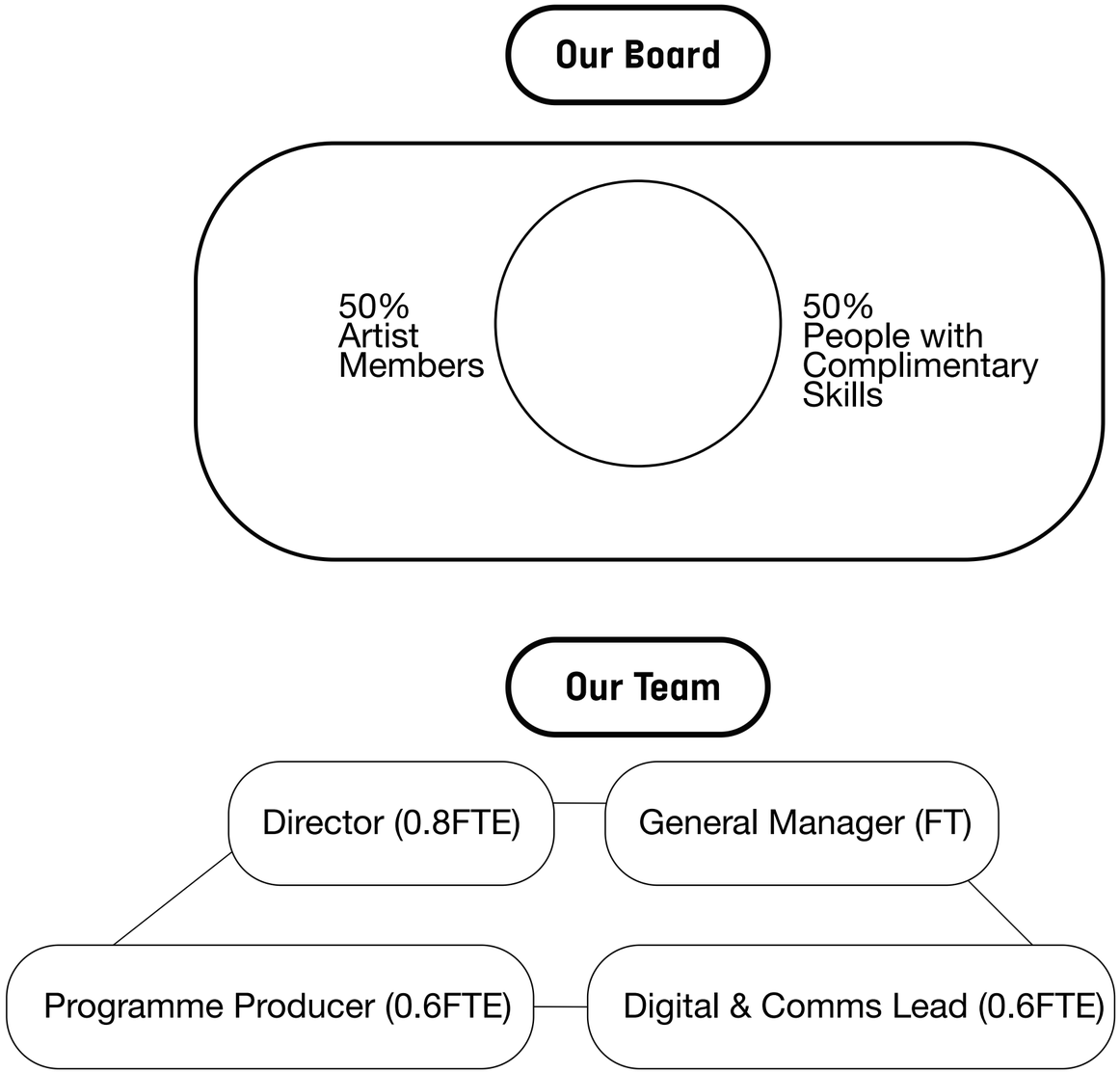
We are an incubator for ideas to be researched, developed, tested and produced that go on to engage the public, through participatory projects and performances at festivals, theatres, public spaces and community venues across the country. We value artistic process with equal weight to artistic product.

We are committed to re-balancing, re-imagining and being active in dismantling systemic inequalities within dance and the performing arts. We champion an expansive range of artists and dance practices across all our work.

Who we are looking for?

As a registered charity, **The Work Room**'s board of trustees are legally and ethically responsible for governing the organisation. The board includes artists from our membership as well as people who bring their experience from other areas of work. Collectively they support the strategic vision and leadership of the charity and ensure The Work Room remains true to its values, relevant to our artist communities, is well managed and financially sustainable.

The Work Room operates with a small, efficient and experienced staff team. We practice an alternative leadership model in the performing arts; one that embraces multiplicity rather than being focused on a singular artistic vision. Our approach leans into the collective; actively distributing power, shared agency & collegiate decision-making. A commitment to this, rather than traditional hierarchical dynamics, is critical for staff & trustees.



We'd love to hear from you if you share our values and are:

1. Keen to **generously** share your experience and skills to support our work with independent dance artists
2. Committed to working **inclusively** to ensure our work is accessible and relevant
3. Interested in **experimentation** and new ideas as we respond to current and future challenges

Some of the skills and knowledge that would be useful include:

- Organisational culture and HR
- Research and Higher Education
- Ethical and fair working practices
- Experience and knowledge in dance, across different styles & genres
- Communications
- Digital working and new technologies

You don’t need to have previous experience of being on a board and for many of our existing trustees, this has been their first experience in such a role. The Trustees work collectively and you will be provided a full induction to help you understand the role and responsibilities of being a charity trustee. **We also encourage trustees to undertake training opportunities** which guide on best practice in governance.

These are **voluntary roles with travel and access costs covered**. We are committed to putting in place any **access support** required to enable full participation in board meetings, **including childcare costs, providing BSL interpretation for meetings or providing information in different formats**. We also want to make sure our board is made up of a diverse range of intersectional identities and experiences.

The Work Room recognises systemic exclusion within the arts sector and we are striving to put equity and inclusion at the heart of our work. We are working towards an Anti-Racism practice and we want the board to reflect the diversity of our membership. You can read about our current board members **here**.

The Role

The role of the Board of Trustees is to support the work of **The Work Room** and provide leadership and strategic governance, in line with the core purpose and policies of the company.

The Work Room is a charity, and our board of trustees are guided by the guidance and good practice provided by the Office of Scottish Charity Regulator. OSCR (Office of the Scottish Charity Regulator) The board usually meets four times a year online and at an annual in-person away day. In addition to this we have an AGM (Annual General Meeting) of all members, and board members may get involved in events, training or on sub-committees focused on specific areas of work.

In preparation for these meetings and to enable us to move decisions forward there is also in between work anticipated such as reviewing board papers including financial reports. A key aspect of the role is to build a collegiate working relationship with **The Work Room** staff team and other board members contributing to collective and considered decision making.

We consider key qualities of a board member to include:

- **Asking questions and participating in discussions** leading to collective decision making;
- The **ability to act discreetly** and to **respect confidentiality**;
- A **genuine interest in and commitment to The Work Room's work**, dance and artists as leaders;
- A **willingness to learn** about the wider context in which The Work Room is situated.

Next Steps

Find Out More

If you would like to have an informal conversation about the joining the board, please contact our Director, **Anita Clark** by email – **anita@theworkroom.org.uk.**
Anita can chat about the organisation and our work, or put you in touch with an existing trustee to speak to them about their experience of being on our Board.

Apply

To apply please email your:

- **CV**
- **note of interest**

to **board@theworkroom.org.uk** by **18 September 2026**

Your note of interest should provide a response to the questions below. We welcome this in writing or another format, such as video or audio message. We suggest that a written response to the questions should be around 1 page of A4 and a video/ audio response should be around 5 minutes long.

Next Steps

Note of Interest

Your note of interest should provide a response to the questions below. We welcome this in writing or another format, such as video or audio message. We suggest that a written response to the questions should be around 1 page of A4 and a video/ audio response should be around 5 minutes long.

Please include your contact details along with information on any communication or access requirements you would like us to be aware of.

You can also include a link to a website or other source of information that you would like us to be aware of.

- **Please tell us about your interest in joining The Work Room as a Trustee and what you feel you could bring to the board**
- **Please tell us a bit about yourself including your skills and experience – particularly if this relates to any of the areas we said we were looking for**
- **Please tell us what you would hope to get from the experience of being a Trustee of The Work Room;**
- **Please tell us if there is anything about your lived experience that you feel may help to expand the perspectives of the board?**

Timeline

18 September

Deadline

All applications will be treated in confidence and read only by our Board Trustees, Director and General Manager.

We will acknowledge applications within a week of the deadline and respond with an Equalities Monitoring form to complete along with details of the next steps.

October

Candidates Shortlisted

Shortlisted candidates will be invited to meet with some people involved in The Work Room (including current trustees, our staff team and artists members) in October.

Decisions will then be made with those invited to become new trustees going through due diligence checks and procedures.

1 December

Final Selection

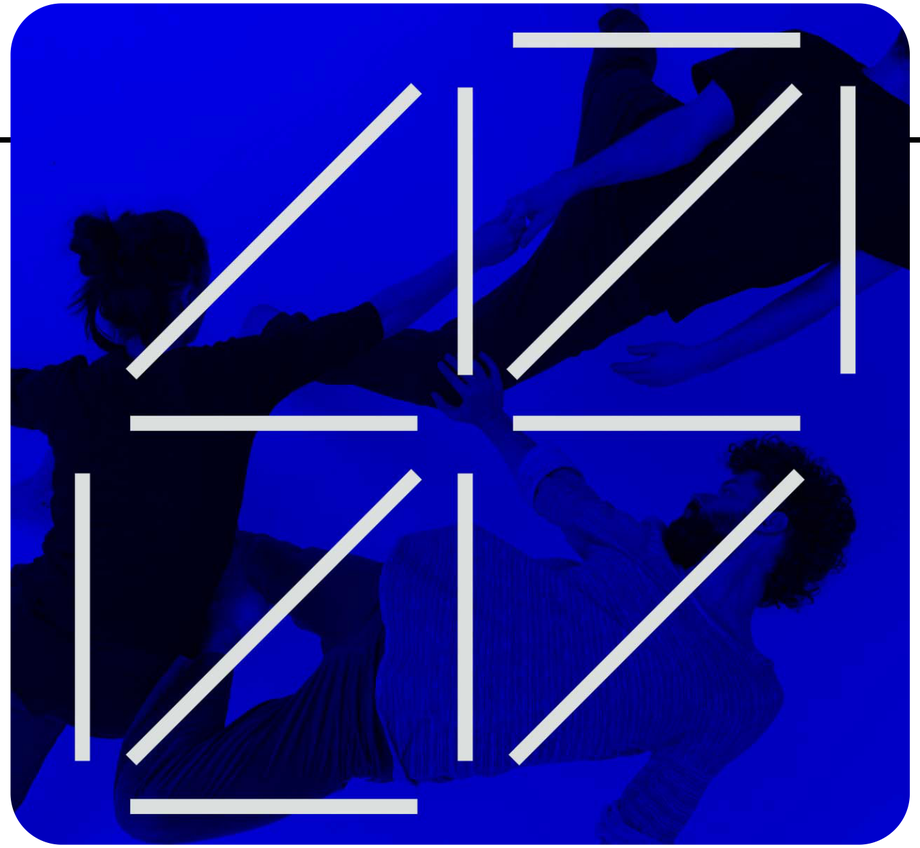
The selected trustees will be invited to observer our board meeting on 1 December as an observer.

January 2027

AGM Proposing New Trustees

Recommendations for board of trustee appointments will then go to our AGM of members in January 2027.

Contact Us



Director, Anita Clark
anita@theworkroom.org.uk

General Manager, Sara Johnstone
sara@theworkroom.org.uk

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