YORK THEATRE ROYAL

Audience at Kyiv City Ballet, 2022

RECRUITMENT OF

# TRUSTEES

Photo by Alex Holland.

# HELLO

We're delighted that you've shown interest in our theatre as we search for new Trustees.

This is an exciting time. As one of the oldest and most respected Arts organisations in the country, York Theatre Royal is enjoying a creative renaissance.

Under the inspiring leadership of our CEO Paul Crewes, we are going big, bold and ambitious, innovating with our own shows like *Military Wives - The Musical, The Secret Garden - The Musical* and *The Psychic;* commissioning some of the best contemporary dance companies in the country and reinventing our much loved Pantomime. And all that alongside a commitment to community theatre and to a regular range of touring productions.

And then, of course, we've just made national and international headlines when Gary Oldman, who started his career at YTR, spent five weeks playing the complex and challenging solo in *Krapp's Last Tape*.

*London City Ballet*. Photo by ASH.

# WHAT ARE WE LOOKING FOR **IN TRUSTEES?**

Primarily you need a genuine enthusiasm for live performance and a curiosity and open mindedness about what it takes to run our theatre successfully.

You'll be collaborative, supportive and generous with your experience and have the confidence to ask challenging questions in Board meetings. Don't worry if you have little or no experience at Board meetings - we offer a proper induction process and a Board buddy who'll support you as you find your feet. And our Board meetings are both friendly and informal. You'll need the time to attend those meetings in person (four times a year - with possible extra commitments on Committees) and you'll understand the difference between being a Board member and the operational side of what we do.

Under Charity Commission rules, all Board members take on some legal responsibility as they manage the risk of the theatre and its public funding so you would need to be comfortable with that obligation.

At the moment we want our Board to represent our city better and would be especially keen to hear from York's growing population of younger people. We also need more digital experience on our Board and, as our ambition grows, we would welcome applications from people who have been involved in performance or the Arts at a national level.

In return we can offer you a lot of fun with a fabulous team, as well as a tremendous opportunity to develop your interest in the Arts and performance. We can cover expenses and you'll also get two free tickets to all productions we create ourselves.

If you think you fit the bill, please send a CV and introductory letter, short video, voice note or PowerPoint presentation (no more than 5 slides please) to Vicky Biles, Communications and Development Director - vicky.biles@yorktheatreroyal.co.uk - by **Sunday 02 November 2025.** Should you have a more accessible format for your expression of interest, please let us know.

Interviews will be on 25 and 26 November and if you make our short list, we'll offer you the opportunity to talk to an established Trustee about the role.

Thanks again for your interest.

**Helen Boaden, Chair of York Citizens' Theatre Trust**

*Military Wives - The Musical*. Photo by Danny With A Camara

*Aladdin*. Photo by SR Taylor

*"...centred around organisational investment, bold artistic ambition and the desire to be an acclaimed producing house."*

# ABOUT YORK THEATRE ROYAL

York Citizens' Theatre Trust was founded in 1936 and is the operating company of York Theatre Royal. It is a registered charity and a National Portfolio Organisation of Arts Council England.

The theatre is Grade 2* listed and is one of the oldest in the country, located in the heart of the historic city of York.

Today it is a vibrant and ambitious producing and presenting theatre with strong and embedded roots in it's wider community. York Theatre Royal includes the Main House (761 seats) and Studio (71 seats), with an extensive foyer area and catering facilities. We also rent a rehearsal space and off-site Wardrobe, Costume Hire and Production store.

2025/26 is the second year with new leadership - with CEO Paul Crewes and Chair of Trustees Helen Boaden in post. The vision of the Board and Executive is strongly aligned in an approach that is centred around organisational investment, bold artistic ambition and the desire to be an acclaimed producing house with a greater proportion of produced and co-produced work. Significant progress has been made, with a number of high profile, ambitious productions and co-productions secured for 2025-26 and beyond. Securing international as well as UK based partnerships and funding has been instrumental in enabling this to happen.

The theatre's dance programme also continues to develop with a range of companies now coming to York including Ballet Black, Shobana Jeyasingh Dance, Rambert, London City Ballet and Lost Dog.

York Theatre Royal is nationally recognised for its work with children and young people. We help young people to develop new skills, explore their creativity, increase confidence and communication and embrace theatre as something which enriches their lives.

We also have an exceptional track record of working with and for our community, through a range of projects, partnerships and networks. One of the more recent highlights being Sweet Legacies - a project funded by The National Lottery Heritage Fund, the Joseph Rowntree Foundation and the Garfield Weston Foundation - delivering over 80 creative workshops in diverse spaces across our city, alongside our large-scale community production, *His Last Report*, in summer 2025.

York Theatre Royal has an annual turnover of just under £5 million and has a successful track record in generating significant levels of earned income.

VISIT

**WWW.YORKTHEATREROYAL.CO.UK**

Gary Oldman at York Theatre Royal 2025. Photo by Gisele Schmidt.

# YORK CITIZENS' THEATRE TRUST TRUSTEE PERSON SPECIFICATION

- Knowledge of and interest in York Theatre Royal and an appreciation of the Arts and cultural industry generally
- The ability to work collaboratively, with excellent interpersonal and communication skills
- To be generous in sharing ideas, experience, insights and expertise
- A range of local, regional and/or national contacts that could potentially benefit the Theatre
- Knowledge of the charitable or public sector would be an advantage
- The ability to attend Board meetings 4 times a year

**Board meeting schedule:**

Tuesday 09 December 2025
Wednesday 25 March 2026
Friday 12 June 2026
Wednesday 23 September 2026
Wednesday 09 December 2026
Wednesday 17 March 2027

Trustees serve an initial term of 3 years with the possibility of a further 3 years by mutual consent.

# ROLE AND RESPONSIBILITIES OF
## TRUSTEES OF YORK CITIZENS' THEATRE TRUST

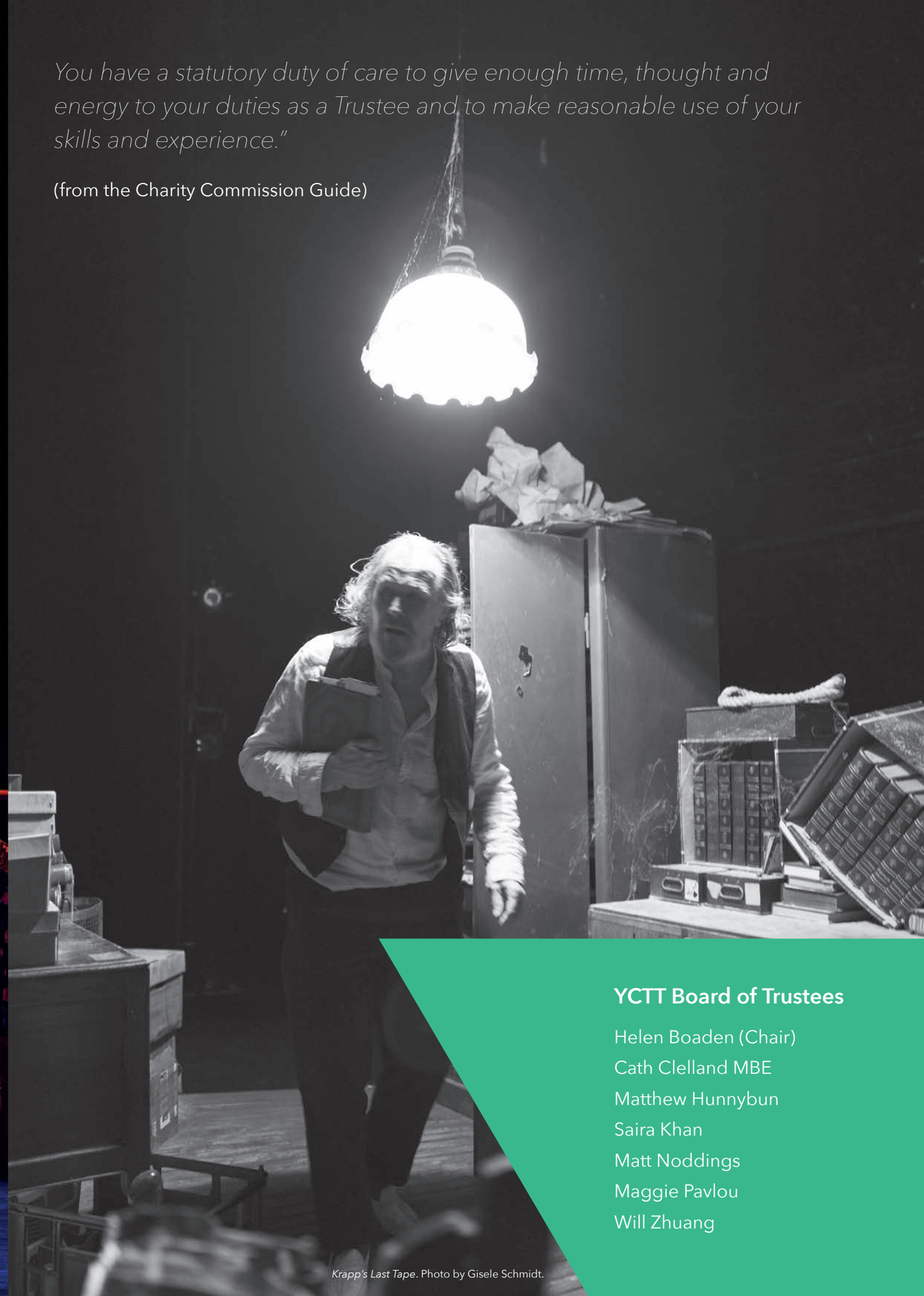
**The Board of Trustees ensure high standards of governance through the effective and ethical management of the organisation and its affairs in a culture committed to transparency and accountability.**

*"Your role as a Trustee of York Citizens' Theatre Trust means that you have ultimate responsibility for directing the affairs of the theatre, ensuring that it is solvent, well run and delivering its charitable outcomes for the benefit of the public. You must use reasonable skill and care to ensure that the charity is well run and efficient.*

*You have a statutory duty of care to give enough time, thought and energy to your duties as a Trustee and to make reasonable use of your skills and experience."*

(from the Charity Commission Guide)

*North By Northwest*. Photo by Steve Tanner.



*Krapp's Last Tape*. Photo by Gisele Schmidt.

### YCTT Board of Trustees

Helen Boaden (Chair)
Cath Clelland MBE
Matthew Hunnybun
Saira Khan
Matt Noddings
Maggie Pavlou
Will Zhuang

*"...an exceptional track record of working with and for our community."*

York Theatre Royal, St Leonard's Place,
York, YO1 7HD.



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Photos by James Drury, Dave Lee,
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