



RECRUITMENT OF
**Independent Non-Executive
Directors of York Theatre Royal
Enterprises Ltd**



HELLO

We're delighted that you've shown interest in our theatre as we search for new Independent Non-Executive Directors to join our York Theatre Royal Enterprises Board.

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*.



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's a vibrant and ambitious producing and presenting theatre with strong and embedded roots in its 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 third 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 work and progress has been made, with a number of high profile, ambitious productions and co-productions secured for 2026-27 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.

VISIT WWW.YORKTHEATREROYAL.CO.UK

ABOUT YORK THEATRE ROYAL ENTERPRISES LTD

York Theatre Royal Enterprises Ltd is a trading subsidiary, owned and controlled by York Citizens' Theatre Trust Limited (YCTT), a registered charity. The Board of Directors is made up of three types of Director:-

Independent Non-Executive Directors; Non-Executive Directors (who are also Trustees of YCTT) and Executive Directors who are employed members of staff. The Executive Directors are York Theatre Royal's CEO, Finance Director and Operations Director.

The purpose of the trading subsidiary is to generate income for the parent company, YCTT. All profits made by York Theatre Royal Enterprises Ltd are gift aided to YCTT.

YCTT Trustees review regularly the relationship between the parent charity and the trading subsidiary. The purpose of establishing a trading subsidiary is to raise funds for the charity and its effectiveness in doing this is monitored.

York Theatre Royal Enterprises Ltd Directors need to be aware that the interests of the charity are paramount in all decisions made in regard to a trading subsidiary. The interests of a trading subsidiary, its Directors, creditors or employees must all be secondary to those of the charity.



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

The position is not remunerated but 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@yorktheatroyal.co.uk by 30 April 2026.

Should you have a more accessible format for your expression of interest, please let us know.

Interviews will be take place at York Theatre Royal on **19 May 2026** and if you make our short list, we'll offer you the opportunity to talk to an established Director about the role. Thanks again for your interest.

Cath Clelland

Chair of York Theatre Royal Enterprises Ltd

WHAT ARE WE LOOKING FOR IN INDEPENDENT NON-EXECUTIVE DIRECTORS?

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.

Our Board meetings are both friendly and informal. You'll need the time to attend those meetings in person (twice a year) and you'll understand the difference between being a Board member and the operational side of what we do.

We are particularly looking for individuals who:

- Have a knowledge of the hospitality industry and a background in commercial innovation
- Have experience with customer-centric IT systems and EPOS data collection
- A passion for networking, income generation and events
- A belief in excellent customer service and the overall customer experience / journey and an understanding of the challenges of working environments with high numbers of casual staff
- Are skilled in identifying and highlighting areas of risk
- Have an awareness of the challenges of high volume, low margin trading environments
- With an understanding of the compliance framework in hospitality (F&B, licensing etc)
- Have an understanding of the legal and regulatory challenges of trading subsidiaries in charitable groups



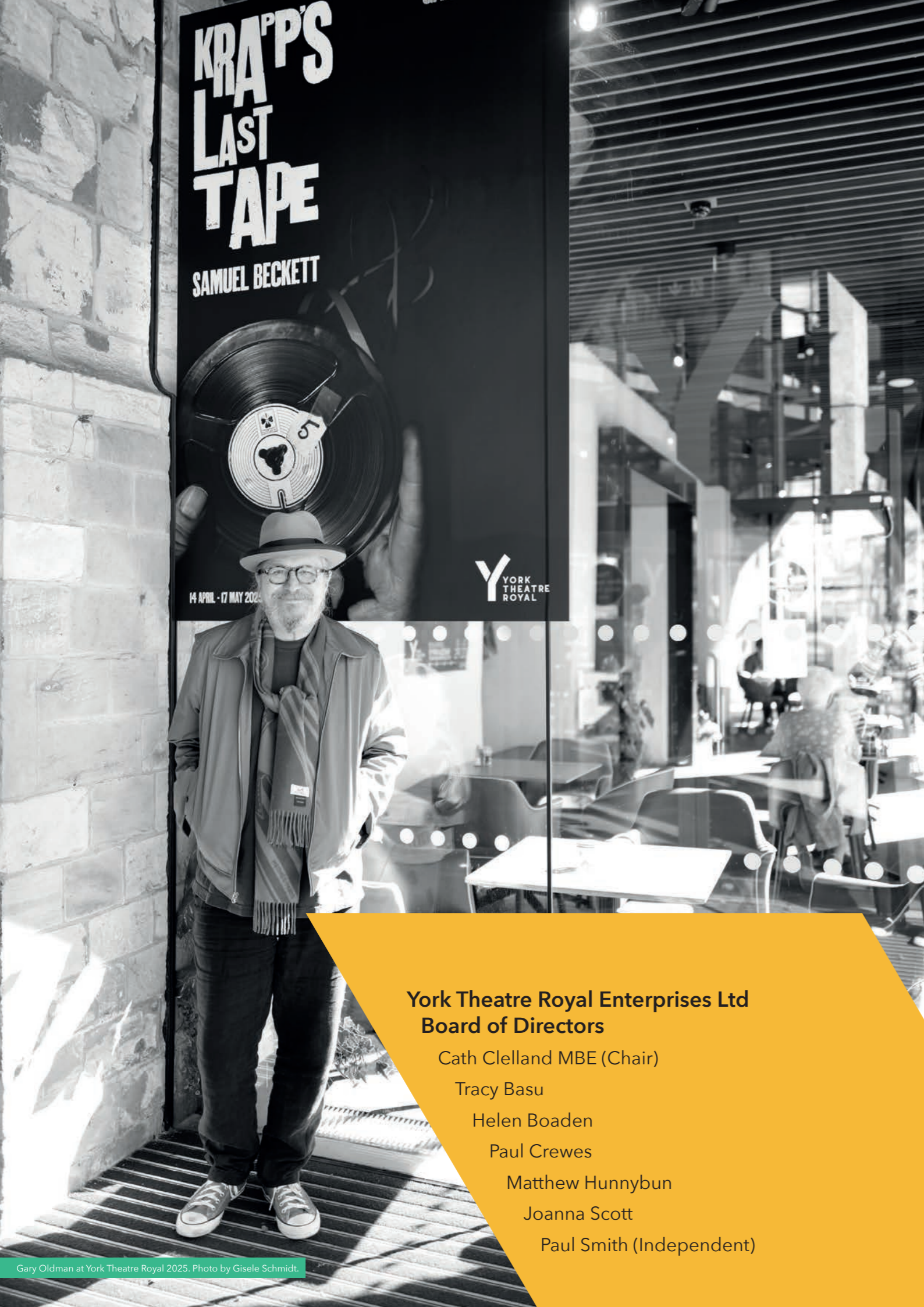
The Secret Garden - The Musical (2026). Photo by Marc Brenner

BOARD MEETING SCHEDULE:

Wed 09 Sept 2026, 2-4pm

Wed 24 Feb 2027, 2-4pm

Independent Non-Executive Directors serve an initial term of 3 years with the possibility of a further 3 years by mutual consent.



ROLE AND RESPONSIBILITIES OF A NON-EXECUTIVE DIRECTOR

The Board of Directors ensure high standards of governance through the effective and ethical management of York Theatre Royal Enterprises Ltd and its affairs in a culture committed to transparency and accountability.

As an Independent Non-Executive Director of York Theatre Royal Enterprises Ltd you should:

- Be a public advocate and ambassador for York Theatre Royal
- Support and develop the aims of the strategic plan, as required
- Support the Theatre by attending performances whenever you can, as well as those performances to which you are formally invited e.g. Press Nights
- Support and respect the role of the staff
- Show an understanding of the difference between oversight and management i.e. between the roles of the Board and the staff.
- Keep up to date with York Theatre Royal's operating environment, including e.g. wider networking, taking up training opportunities, reading relevant newsletters or specialist papers
- Have regard to the impact of York Theatre Royal's activities on the environment, encouraging the charity to take an environmentally responsible and sustainable approach to all work undertaken.

York Theatre Royal Enterprises Ltd Board of Directors

Cath Clelland MBE (Chair)

Tracy Basu

Helen Boaden

Paul Crewes

Matthew Hunnybun

Joanna Scott

Paul Smith (Independent)



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

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

York Citizens' Theatre Trust Limited.
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