



# Advisory Board Member

## Application Pack

Having secured multi-year funding and published our 2024-2027 Business Plan, award-winning KIT Theatre is recruiting 2-3 new members to join its Advisory Board.



**phf** Paul Hamlyn  
Foundation



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# Contents

- **About Kit**

- Vision & Strategy
- Company Context
- Future plans

- **Current Team**

- Staff
- Advisory board

- **Job Description**

- Overview
- Role
- Person Specification
- Time Commitment
- Remittance

- **Legal Status of Board Members**

- **How to Apply**





# About KIT Theatre C.I.C.

## Vision & Strategy

KIT Theatre brings immersive theatre into schools across the UK, improving pupils' engagement and educational achievement and developing their creativity, confidence and critical thinking. KIT was founded in 2015 and is a Community Interest Company.

KIT is committed to delivering work to young people in the UK where need is greatest. The evidence shows that for many young people, school represents their best opportunity for creative and cultural experiences, and so we focus recruitment on state schools with a high proportion of disadvantaged pupils.

Our vision is to use immersive theatre to support the emergence of a generation of creative, confident, questioning young people; inspired through adventure.

Our mission is to make playful, immersive theatre for (and with) young people which develops their creativity, confidence and critical thinking, while connecting them with their local creative community.





# Company Context

KIT was founded in 2015 and is a Community Interest Company. At the heart of our practice are Adventures in Learning (AiL), interactive stories which erupt in classrooms and combine immersive theatre and game mechanics to make impact.

Since 2015 KIT has worked in nearly 100 schools and delivered AiL to 17,500 young people. KIT is committed to delivering work to young people in the UK where need is greatest. We know that for many young people, school represents their best opportunity for creative and cultural experiences, and so we focus our recruitment on state schools with a high proportion of disadvantaged pupils.

Through robust evaluation via academic partnerships we know the value and impact of our work, however, the context in which we operate has changed dramatically. Post-Covid, the education system, arts funding, and austerity has meant that there is both a far greater need for our work but also fewer resources available to support us in reaching those who need our work most.



## Future Plans

Over the next few years we are looking to take new steps in our organisational development, establishing ourselves in this new environment. With advice and guidance from our Advisory Board, we are looking to adapt our delivery and business model to ensure that the impact and reach of our work is maintained. We are also looking to establish a more stable and long term structure for KIT, ensuring the longevity of the company and our ability to deliver impactful work for young people for many years to come.



# Current Team

## Core Staff

### **Artistic Director - Tom Bowtell**

Tom is a writer, director and performer who has been making adventurous work for, by and with young people for 15 years. He founded KIT in 2015 with a mission to use Adventures in Learning to improve children's educational engagement and achievement and unlock their creative talent. Tom has written or co-written 25 Adventures in Learning, including Inspiration Days, Arabian Nights and The Astronautical Challenge, which won a National Charity Award for Arts, Culture and Heritage. Tom co-created and starred in BAC's Offie-Nominated The Good Neighbour in and was a game designer on the BAFTA-winning educational game Nightmare High.

**[Please click here to see Tom's TEDx Talk: Can Theatre Actually Change Anything?](#)**

### **Interim Producer - Eleanor Pead**

Eleanor is a freelance actor, producer and facilitator who is passionate about bringing high quality theatre and storytelling to young people and their families.

*Eleanor is currently working as interim Producer during KIT's current restructure of its core team.*

## Advisory Board Members

### **Callum Lee - Non Executive Director: Interim Chair**

Callum is the Managing Director of BOP Consulting, a global research and consulting practice for culture and the creative economy. His clients include the major funders of culture across the UK, including Arts Council England, BFI, DCMS, and others.

Specialism: Company Strategy, ACE Focus - Destination A

*Callum Lee is KIT's interim Chair across early 2024 before the implementation of the Rolling Chair in September 2024.*

### **Amber D'Albert - Non Executive Director**

Amber is the founder and managing director of creative development agency, Blue Door. Amber has 18 years experience in creative development with a specialism in diversity, equity and inclusion, and works with brands, charities, governments and content producers to run strategic insight and innovation projects and create capabilities programmes across multiple categories.

Specialism: Business Development & Diversifying Income Streams - Immersive Training



## Katrina Nillson - Non Executive Director

Kat Nilsson has over 25 years experience in museums. She currently leads public engagement at the Francis Crick Institute. Previous roles included Director of Museums & Cultural Programmes at University College London at UCL museums bringing in substantial funding to improve learning and visitor experience; Head of National Public Programmes at the Natural History Museum she created their first UK Strategy and led the award winning Dippy on Tour which reached over 5 million people and Head of Contemporary Science at the Science Museum where she pushed the boundaries of engagement with science.

Specialism: Museums, Universities and Academic Research

## Bunmi Richards

Bunmi is the Headteacher of Shaftesbury Park Primary School, an award-winning, innovative community primary school in the heart of Battersea. Shaftesbury Park became the first school in the UK to receive the LabelFrancEducation by the French Ministry of Foreign Affairs, joining a network of over 250 accredited French bilingual schools in the world, and consistently ranks in the top 5% of schools for academics in the country. In October 2021, Shaftesbury Park won a coveted gold medal in the UNICEF-designated Rights Respecting School Awards scheme.

Specialism: Schools (from her perspective as Headteacher)

## Tisha Verma

Tisha brings ten years of experience in quality and fair education. She completed Teach First and was an English teacher for five years in the UK and abroad. After this, Tisha moved to global education policy and advocacy at Save the Children UK and co-led the collective action of Send My Friend to School, the UK coalition on global education inequality. Tisha's first-hand experience of the power of internal innovation spurred her to join the Fair Education Alliance where she leads the Intrapreneurship Award. Tisha has Masters degrees in International Education Policy and in Education Leadership.

Specialism: Wider education sector and corporate partnerships

**"Being part of KIT Theatre's Advisory Board is a rewarding and exciting role. The company's core mission is inspirational and important, and it gives great satisfaction to provide them with support and guidance as they grow and flourish"**

Callum Lee - Interim Chair





# Job Description

## Overview

Award winning KIT Theatre (CIC) is recruiting new members to join its Advisory Board to help oversee and guide an exciting period of growth for the company. With solid, multi-year funding in place, we're expanding our Advisory Board to help shape our plans for growth over the coming years and to ensure our governance benefits from a breadth of expertise and life experience.

We're ideally looking for 2-3 new board members to join our current board of 5.

We are particularly keen to meet people with experience of:

- **Finance and financial planning**
- **Work in/with theatres and cultural organisations**
- **Community Arts**
- **Educational Arts**
- **Links to Thurrock & the surrounding area**

However we are keen to hear from anyone who resonates with what we do and feels they could help KIT in its exciting next chapter.

## Role

To support KIT Theatre in its mission, Advisory Board members are expected to:

- Maintain the focus of KIT on its charitable objectives;
- Be collectively responsible for the success of KIT, for upholding the strategic aims of KIT, and ensuring that necessary resources are in place to meet its objectives and monitoring performance;
- Advocate for KIT with stakeholders and funders;
- Scrutinise the performance of management in meeting agreed goals and objectives and ensure that KIT's controls and systems of reporting are robust;
- Review: the business plan once a year; the programme proposed by the director; and to confirm the appointment of senior staff selected by the director (this responsibility may be exercised by the chair on behalf of the board).



## Person Specification

- Commitment to KIT Theatre, its vision and mission.
- Passion for performing arts and a belief in their role in the development of young people.
- Strategic vision.
- An ability to think creatively.
- Credibility and strong networks within a sector, industry or community.
- An ability to be open about personal convictions and to be tolerant of the views of others.
- A willingness to devote the necessary time and effort to the duties of the Board.
- An understanding and acceptance of the duties and responsibilities of membership.

## Time Commitment

Advisory Board Members are expected to attend four meetings per year including an AGM, usually running at two hours and mostly falling in evening slots. We usually have 2 in-person and 2 online meetings per year. There may be some advance reading for meetings and action points to follow up on regarding research or advice but this shouldn't take more than 2 hours per meeting.

Occasionally Board Members may be called upon to provide additional support to KIT on specialist projects especially in relation to fundraising and business plan development. In these instances, KIT will try to ensure responsibility is shared out equally across different individuals throughout the year. This additional support amounts to around 3 days per year max.

Where possible, we like to invite Board Members to come and see our work in action at public events and performances.. Attendance is optional and we try to give as much notice as possible.

## Remittance

This is a voluntary position but reasonable expenses related to meetings, events and access requirements will be covered.





# Legal Status of Board Members

The members of KIT Theatre's Advisory Board are not Charitable Trustees or Company Directors. However, in anticipation of a potential transition to a formal role, the Advisory Board's duties are modelled on those of CIC Company Directors.

As with any other company, the directors of a CIC occupy an important position of trust, and company law imposes on them a range of duties.

The directors are responsible for ensuring that the CIC meets its statutory and other obligations.

The Companies Act 2006 codifies the general duties which directors owe to the company. A CIC director has the following duties under the Companies Act 2006:

- 1) To act within the company's powers.
- 2) To act in the way he or she considers, in good faith, would be most likely to achieve the community purpose of the company, and in doing so have regard (amongst other matters) to:
  - the likely consequence of any decision in the long term
  - the interests of the company's employees
  - the need to foster business relationships with customers, suppliers and others
  - the impact of the company's operations on the community and the environment
  - the desirability of the company maintaining a reputation for high standards of business conduct
  - the need to act fairly as between the members of the company
- 3) To exercise independent judgement.
- 4) To exercise reasonable care, skill and diligence.
- 5) To avoid conflicts of interest.
- 6) Not to accept benefits from third parties.
- 7) To declare an interest in proposed transactions or arrangements and in existing transactions and arrangements where appropriate.

# How to Apply

Please send us your CV and a cover letter to [eleanor@kittheatre.org](mailto:eleanor@kittheatre.org).

Please could you also complete [KIT's Equal Opportunities Form](#) (click through link).



If you would rather apply by sending a CV and short video under 5 minutes, this would be welcomed. Please contact us if you require this information in a different format.

Currently this callout has a rolling deadline.

If you have any questions, please email [eleanor@kittheatre.org](mailto:eleanor@kittheatre.org)

