

# SCOTTISH BALLET



**For the Appointment of  
Non-Executive Directors**

**FWB**

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# Context

Scottish Ballet (SB) is recruiting a number of Non-Executive Directors (NED's) to replace the previous incumbents who have fulfilled their maximum two by three-year terms and have recently retired from the Board.

Scottish Ballet's mission is to 'Inspire on stage and beyond'. Our NEDs play an important role in delivering this mission: assisting the company to grow, develop and to 'shine' on the world stage, as well as statutory and regulatory governance responsibilities relating to our charitable purposes.

An ambitious five-year strategy was launched in 2017 - 'Towards 50 and beyond' - that established bold new aims for the company as it worked towards its 50th anniversary in 2019 and beyond. A significant component of this strategy was a major commissioning programme 'Five in Five', a commitment to create five new full length works over five years. Whilst the pandemic interrupted the rollout of these new works, ballet five is scheduled for an Edinburgh International Festival premiere in 2025.

The strategy was relaunched in 2022 - 'Breaking Ground, beyond 50' - leading with a revised set of values: Innovation, Inclusion and Excellence, along with an 'audacious goal' to grow SB's global community to 1 million by 2027. The strategy sets out a plan to achieve this by: broadening reach (through touring major works internationally) and by creating unique dance-for-screen content); building relationships (through a series of bespoke community engagement programmes) with the end-goal to build a highly connected local, regional, and global SB community, ensuring long-term financial sustainability.

Underpinning this audacious goal is a commitment to new work and new voices, both for stage and screen, and to deliver inspiring community and educational engagement programmes that promote and support wellbeing across the whole of life cycle ([read more here](#))

[Dance Classes](#)

[Young People School Communities](#)

We continually work to increase our understanding of our 'audiences' (in the broadest sense) and in turn to deepen our relationship with them. A revised Friends scheme (SB's new global membership programme) hopes to provide meaningful, long-term connections across international touring markets as well as at home, through unique story-telling on stage, screen, and through our participation offerings.

Scottish Ballet's Non-Executive Directors provide both a challenger and advocacy voice to the Board, providing critique, governance, and skills support as we move forward with this ambitious strategy.

Ongoing pressures on public funding, along with ever-increasing costs of touring a national ballet company means that it is critical to increase our revenue from other sources. As well as growing ticket revenue from the company's core touring, we will continue to develop our 'earned' income streams: sponsorship, private giving and commercial opportunities.

Through Scottish Ballet's ground-breaking new work, our success on-stage, and through award winning screen content, the company aims to maximise the opportunity to build a dynamic brand that increases reach at home and abroad.

We hope that our new NEDs will make a meaningful and lasting contribution to Scottish Ballet's mission and global ambition, helping us to shine on the world stage.



# Role Description

## What we're looking for

Scottish Ballet is seeking exceptional people to join our Board as Non-Executive Directors. You will have a passion for the arts and an interest in helping guide and being closely involved with, the operation of Scotland's innovative and dynamic national dance company.

Your background and skills may include:

- HR/Corporate Services;
- Media/PR/reputation management;
- Chartered Accountant with C-Suite or Board experience.

The overriding requirement for these roles is to share and advocate the vision and values of Scottish Ballet. The ability to devote sufficient time to the role is also important.

## What you need to know

Scottish Ballet takes great pride in being an inclusive and diverse organisation. We are particularly keen to further improve the diversity of our Board and really want to hear from applicants from all communities, ages and backgrounds. We are committed to continuing to build a diverse organisation that truly reflects the communities within which we live, work and perform.

## The role of a Scottish Ballet NED

- To support the Chair and Board to lead Scottish Ballet and maintain its values and distinct identity, by:
- Providing sound, relevant leadership experience to input to Board deliberations and act as a 'sounding board' to the visionary ideas of the executive and SB leaders
- Helping to ensure Scottish Ballet succeeds as Scotland's National Dance Company; contributing to Board leadership and deliberations, and supporting the executives and company through experience, networks, and mentoring
- Acting as an ambassador for Scottish Ballet and contribute to successful stakeholder relationships
- Sharing Board responsibilities for identifying and implementing the right strategic direction, consistent with Scottish Ballet's national and global growth ambitions

- Ensuring sound succession arrangements, at executive and NED level, a soundly governed institution with longevity, and good risk management
- Attending Board and committee meetings and actively contributing where appropriate
- Demonstrating the right leadership behaviours to support a positive culture of innovation, growth, and collaboration within the company
- Demonstrating an affinity with the arts and in particular, dance
- Understanding of the difference between executive and NED leadership roles.

**Time commitment***Board*

- Three full board meetings annually (in Glasgow or Edinburgh), usually 3 hours in length
- One full-day board/ strategy meeting annually (out of Glasgow, usually London)

*Governance committees*

Each NED is asked to participate in one of the following Board committees:

- Finance & Operations: Four (3-hour) meetings annually (hybrid)
- Audit & Risk: Two (3-hour) meetings annually (hybrid)
- Nominations and Remunerations: meetings scheduled as required (hybrid)

*Other*

NEDs are invited to participate in company-wide committees that may interest them:

- Dance Health Committee
- EDI Committee
- Environmental Group
- Gala Committee
- Fundraising Committee

The term of office is three years from the date of appointment. Trustees can serve up to six years if re-elected.



**Who we are**

We are Scotland's national dance company, based in Glasgow. The company performs regularly on stage across Scotland, throughout the UK and internationally, promoting Scotland's pioneering spirit far and wide. As well as bold new versions of the classics, ground-breaking commissions, and dance on screen, Scottish Ballet runs extensive community engagement and dance health programmes fostering wellbeing and encouraging creativity through dance.

Scottish Ballet's mission is to inspire on stage and beyond. The company was founded in 1969 as Scotland's national dance company. In 2019 Scottish Ballet celebrated 50 years of inspiring audiences, with a creative vision crafted by Scotland.

Scottish Ballet creates dance that makes a lasting impact, develops ballet as a modern art form, and aims to improve the lives of our communities and future generations through artistic excellence on stage and digital formats, and impactful engagement programmes. The company is widely recognised and respected for its quality and innovative approach to dance and performance, and for the breadth of associated programmes, engagement activities and pioneering dance health initiatives Scottish Ballet runs.

All of this creates a very dynamic, energetic and inclusive environment which contributes to Scottish Ballet's acknowledged position as a highly respected national and international dance leader. Find out more about us [here](#).



# How to Apply

Tell us why you want this role and what you think you could bring to it. Along with this covering letter, we'll need your CV detailing any relevant skills, qualifications, or experience. You might also wish to include details of two referees (who will only be contacted if you are offered an NED role).

For further information or a confidential discussion, please contact Kirsten Hendry on:

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Or alternatively, you can contact our Edinburgh office by phone on +44 131 539 7087.

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