

# Candidate Pack for Trustees





# Welcome

Dear Lovers of the Arts in London, the UK and across the World,

Thank you for your interest in becoming a trustee of the ICA.

We actively seek to broaden the diversity of our Board in all aspects to enrich our collective decision-making and governance and who share our values and demonstrate strategic thinking with outstanding communication skills, the ability to probe and appropriately challenge both the Executive and Board colleagues, deploying a collaborative approach and sound judgement.

In the present, we find ourselves navigating through a time marked by significant transformations and profound challenges. Undoubtedly, this period will be remembered as a time of immense difficulty for generations to come.

Here, at the ICA, the times we are in also represent an opportunity to be part of change that is viable and sustainable. To deliver a vision for the ICA that will elevate the organisation and to rebalance its multidisciplinary programme across all arts and media with the diversity of its spaces and specialists. In our landmark home on The Mall in Central London, we invite artists and audiences to interrogate what it means to live in our world today, with a genre-fluid programme that challenges the past, questions the present and confronts the future.

Joining the Board of the ICA is an incredibly exciting opportunity to become part of this ongoing journey, one that has been 75 years in the making. We are currently looking for up to four new trustees to help strengthen the Board and who are experts in their field within income generation, property and real estate, sponsorship brands with a focus on attracting a younger audience, and/or general governance experience.

The ICA has always been a progressive, an alternative, and a safe place for artists who are looking beyond the mainstream: the ones who are willing to go beyond the status quo, the artists who take risks and defy definitions. To safeguard this space for them and the next generations, securing the future of the ICA for the next 75 years is our most important responsibility.

If this sounds like an opportunity you would like to explore further, we very much look forward to hearing from you.



Wolfgang Tillmans, Chair  
Institute of Contemporary Arts



Director, Bengi Ünsal  
Institute of Contemporary Arts





# About us

The Institute of Contemporary Arts (ICA) is London's leading space for contemporary culture. We commission, produce and present new work in film, music, performance and the visual arts by today's most progressive artists. In our landmark home on The Mall in central London, we invite artists and audiences to interrogate what it means to live in our world today, with a genre-fluid programme that challenges the past, questions the present and confronts the future.

The cross-disciplinary programme encourages these art forms and others to pollinate in new combinations and collaborations. We stage club nights and film festivals, gigs and exhibitions, talks and digital art – with interplay and interaction at the core of all we do.

Our history of presenting and promoting visionary new art is unrivalled in London: from Kenneth Anger to Kathy Acker, Kano to Klein, Jackson Pollock to Jean-Michel Basquiat, Gay Sweatshop to Forensic Architecture, Pop Art to queer techno. Today, as ever, our inclusive programme reflects and represents who we are as a disparate and diverse collection of cultures and identities.

Central to the ICA's vision and mission is a commitment to diversity, equality, and inclusion at all levels of the organisation. We acknowledge that in the past the organisation maintained racial inequalities which have marginalised some individuals and communities. We are now striving to improve our communication, culture and behaviours so that we are a truly inclusive organisation.

We want to create and maintain an ICA that is a positive environment where similarities and differences of people are valued – a space where everyone belongs and feels welcome. We hold ourselves accountable through our regularly reviewed Anti-Racism Strategic Plan, Equality and Diversity Policy and Action Plan and Safety Policy. Exactly 75 years after a group of artists and poets founded the ICA as an alternative to the mainstream, we are committed more than ever to pave the way for the next generation and to platform creative voices. The ICA continues to celebrate risk and champion innovation, and experimentation across the arts – a playground and a home for today's most vital artists.

The ICA is an Arts Council England National Portfolio Organisation.



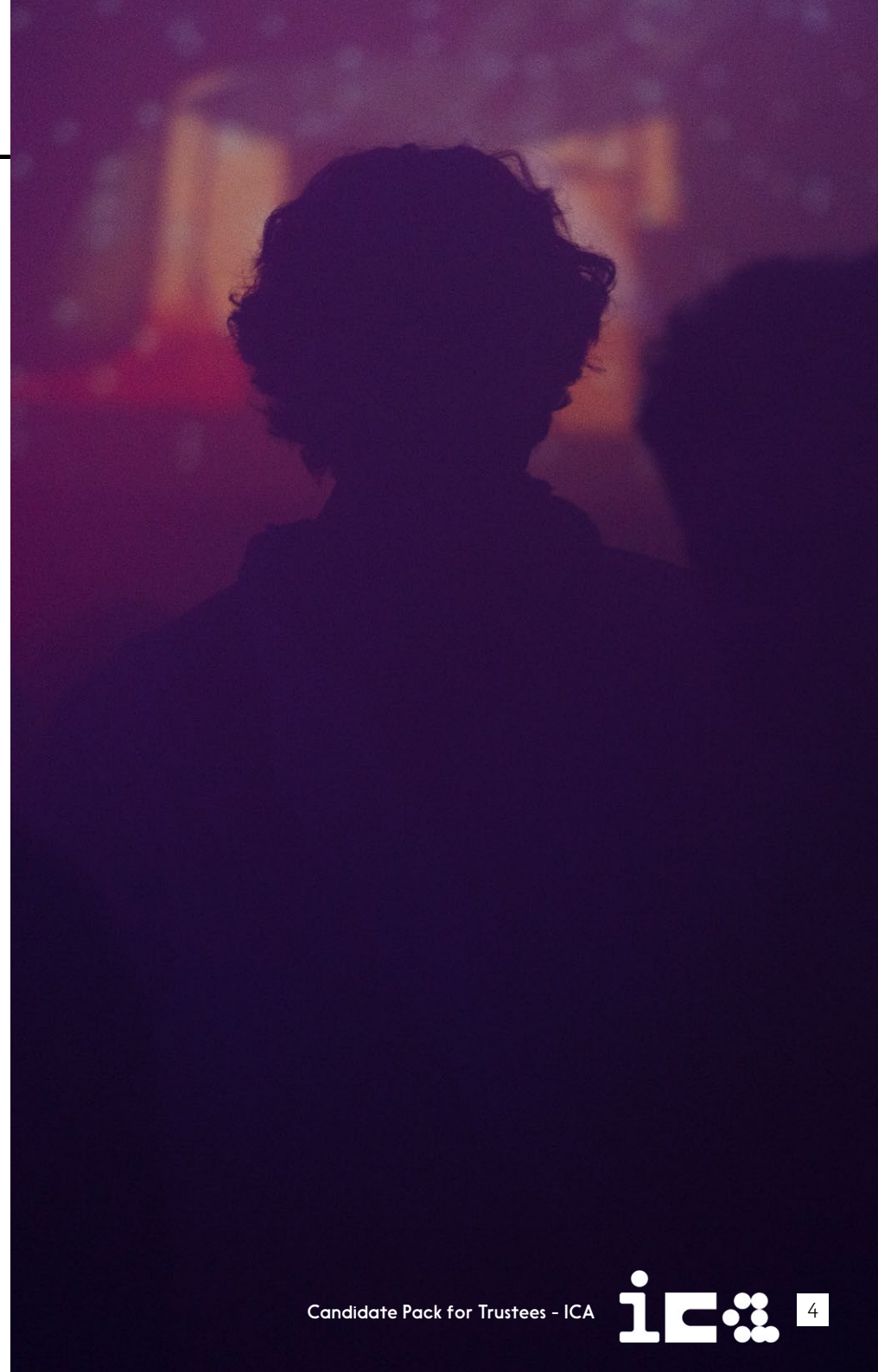
# Anti-Racism and Equity

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An in-depth, organisation-wide review of equity and anti-racism practices carried out by The Monitoring Group (TMG) in 2020 has informed our reinvigorated drive to embed equity, diversity and inclusion into the ICA's programme, audience and internal structures. Our Anti-Racism Strategy and Action Plan are built on the foundations of this report.

We remain committed to building an organisation that is a true representation of our city and our country today. We are invested in supporting: people of colour; women; LGBTQI+; people with (dis)abilities; those from disenfranchised socio-economic backgrounds as well as disadvantaged and underrepresented communities to participate in and be part of our work.

We hold a weekly Equity, Diversity and Inclusion working group and are implementing training across the whole organisation. Our overarching priority is that our staff are representative of the community we serve, and our programme continues to ensure that we represent all sections of society.





# Role Description

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Trustees are responsible for:

- Overseeing and contributing to the setting and shaping of the ICA's strategic direction, financial management and governance.
- Ensuring that ICA is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that the ICA works within its charitable objectives and is compliant with charity and company law within the jurisdictions within which it is registered and operates.
- Ensuring financial sustainability and robust financial management of the ICA.
- Championing the ICA's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in the ICA's work, acting as ambassadors for the ICA broadening its reach and impact, and offering additional resource as and when available.
- Supporting, questioning, and holding to account the Senior Leadership Team.
- Contributing on one of the ICA's Board sub-committees.
- Furthering the charitable objectives of the organisation.



# The Person

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We are specifically looking for candidates who bring who can bring deep experience of:

- Income generation (Fundraising, Trusts and Foundations, Sponsorship)
- Governance
- Property and facilities
- Marketing and communications (brands and advertising) particularly with a focus on younger audiences

In addition, we are seeking:

## Part One Knowledge and experience

- Proven strategic thinker with experience of operating at a senior leadership level in a complex organisation.
- Able to offer their insight/commitment to, and experience of, anti-racism and equity, diversity and inclusion.
- An essential understanding of what the ICA is aiming to achieve, and its main priorities.
- Successful experience of operating within a board in a charitable, public sector or commercial organisation is desirable although not strictly essential.

## Part Two Skills and personal attributes

All applicants will need to show us:

- Sound, independent judgement and the confidence to participate in debate about key strategic issues and know when to challenge constructively.
- Effective communication skills and someone who builds rapport and demonstrates self-awareness.
- Visionary and strategic in approach – you will be a ‘big picture’ thinker but understand the importance of detail.
- That you can offer a contemporary view and are connected with and understand how to engage with a wide range of stakeholders.
- You will be able to work effectively as a member of a team.
- Committed to the aims of the organisation and its strategic priorities and willing to devote the necessary time and effort to the role.
- The ability to work supportively with other Trustees, advisers and executive colleagues to high ethical and professional standards and in line with their legal responsibilities.
- A commitment to transformational change, learning, improvement and performance.
- A commitment to the aims and strategic objectives of the ICA.





# Terms of Appointment

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## Appointment length

Trustees are elected for an initial term of 3 years and at the end of that period will be eligible for re-election for 2 further terms of 3 years.

## Time commitment

These roles require a time commitment of approximately one day per calendar month. The Board meets quarterly and there is one Annual General Meeting each year. Trustees are expected to sit on one or more of the five sub-committees.

## Remuneration

All trustee posts are voluntary; reasonable expenses are reimbursed.

## Location

Meetings are held at the ICA in person or Zoom with the expectation to try to attend in person every quarter.



# How to apply

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We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact [katy.giddens@starfishsearch.com](mailto:katy.giddens@starfishsearch.com) or [rebecca.oconnor@starfishsearch.com](mailto:rebecca.oconnor@starfishsearch.com) to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/ica-trustee/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date: Friday 29th September 2023

Preliminary interviews: w/c 16th October 2023

Final Panel interviews: w/c 6th or w/c 13th November 2023

