

A woman with short, dark hair is seen from behind, dancing on a stage. She is wearing a black sleeveless dress with a large, flowing red skirt. Her legs are spread wide, and she is wearing white sneakers with red and blue socks. The stage floor is a checkered pattern of light and dark squares. In the background, a group of people are watching her, some wearing party hats. A blue tufted sofa is visible behind her. A large spotlight illuminates the scene from above, creating a bright cone of light that frames the woman and the text.

**MOUNTVIEW**

BRIEF FOR THE POSITION OF  
**CHAIR OF THE BOARD**

Mountview is one of the most exciting, innovative and accessible theatre training grounds in the world. I am very excited and proud to have been Mountview's President for the past fourteen years.

**DAME JUDI DENCH CH DBE**

*President of Mountview*

## **WE DO THINGS DIFFERENTLY**

**Whether through our higher education programme, our participation work or Mountview Exams, our training aims to develop skills, grow confidence, celebrate creativity and reward individuality. All our higher education provision is validated by our 25-year long partner, UEA (University of East Anglia), keeping our quality and standards at the highest level.**

As one of the UK's leading drama schools, we develop actors and practitioners who will become the future of the creative industries. Through innovative practice, new approaches to working and close relationships with industry, we cultivate graduates who are independent, generous and actively connected to the issues of the day.

The arts can enrich and change lives. We are passionate about dismantling barriers to the arts and engaging with communities in Peckham and beyond. Every year we share our space, expertise and resources, opening up access to the dramatic arts for all ages and abilities, while simultaneously learning from and collaborating with the vibrant cultural ecology on our doorstep.

Mountview is synonymous with exceptional Musical Theatre training and we are widely considered to lead the field as global innovators. We are proud to have launched our own examination board, offering graded Musical Theatre qualifications. Our unrivalled expertise brings a fresh approach, sharing our values with people of all ages and at all stages in their development.

Today's students join a constellation of graduates making their mark on the profession. Actors Grace Hodgett Young (Sunset Boulevard), Ben Joyce (Back to the Future), Louisa Harland (Derry Girls), Artistic Director Rachel Bagshaw (Unicorn Theatre), Musical Director Sean Green (Get Up, Stand Up!), Olivier Award-winning actor Giles Terera (Hamilton) and actor Eddie Marsan are just a few of our notable alumni.

Find out more about what we do here:  
[\*\*www.mountview.org.uk\*\*](http://www.mountview.org.uk)



# WELCOME TO MOUNTVIEW



Mountview is a vibrant and dynamic organisation to be a part of. Dedicated to ensuring the future of the creative industries, we train actors, practitioners, and technicians to the highest standards. The staff team are highly skilled, friendly, and dedicated, and as a result Mountview is flourishing with creativity. We are an outward looking organisation, with ambitions which span across local, national, and international activity. Our building in Peckham is beautifully purpose built and we thrive in it. However, Mountview is not a building, it is a training and we have recently launched four other regional sites for some of our training. Mountview is a happy and energetic workplace which celebrates kindness and difference and succeeds on a shared pursuit of getting things done well.

Our core values which guide and inform everything we do and believe are:

- **CHALLENGE THE STATUS QUO**  
doing things differently and courageously; allowing curiosity to drive us; being motivated by new ideas and pushing boundaries; celebrating dynamic and playful exploration; influencing industry with progressive practice; inspiring everyone we reach.
- **CREATE BELONGING**  
welcoming all people from all backgrounds; implementing anti-oppressive practices; actively seeking to break down barriers to inclusion; creating access; embedding Equality, Equity, Diversity, and Inclusion approaches; celebrating difference.
- **SUSTAIN THE FUTURE**  
environmental mindset, maintenance, and renewal of existing resources; retaining rigour and integrity of our quality and standards; financial sustainability; resilience and wellbeing and supporting with nurture and kindness.
- **COMPASSIONATE COLLABORATION**  
elevating ideas by working together with respect, sharing our warmth, creativity, and resources; finding strength in partnerships and collaborating internally and externally; developing cultural competency; listening; utilising networks.
- **TRANSPARENT COMMUNICATION**  
being appropriately open with our information and processes; developing liberatory training practices; compassionate and clear communication; solutions focussed; ownership of responsibilities with clear accountability; observing data privacy.

I hope you will enjoy getting to know more about Mountview and wish you well in the application process if you choose to apply.

Sally Ann Gritton  
Principal and CEO



## THE ROLE

Mountview is at a key point in its growth and development. Under the leadership of our Principal & CEO, Sally Ann Gritton, and Board of Trustees, we have launched a new 5-year business plan which celebrates and builds upon our success to date, by widening our footprint of impact, increasing participation, creating new artistic and pedagogical opportunities, developing our organisational resilience and expanding our brand recognition locally, nationally and internationally.

With our current Chair, Dame Rosemary Squire, stepping down at the end of her term in January 2025, we are now seeking an inspirational and experienced leader to steer and drive the Board and Executive, increasing our output successfully and ensuring our sustainability.

Mountview is a vibrant organisation where exceptional young people achieve extraordinary things. Our new Chair will have extensive experience/interest in Higher Education and a passion for the performing arts, specifically theatre, television and film. They will be interested in young people and drama training and will be committed to making Mountview one of the most successful, diverse and respected conservatoires in the UK and internationally.

Our new Chair will share our commitment to diversity, help us to continue our increasing brand recognition and to fundraise effectively, while ensuring that we have a strong Board of dynamic and engaged Trustees. They will help us nurture our strong partnership with the London Borough of Southwark and support our local commitments. They will ensure that our courses remain at the forefront of drama training, challenging the status quo whilst providing for the industry's long-term needs.

Below we have outlined the major responsibilities of the Chair of Mountview, along with a Person Specification that sets out in more detail the key attributes we expect our new Chair to have.



Photo by Steve Gregson

## REQUIREMENTS

A commitment of substantial time and energy will be required to undertake and fulfil the role. The appointment will be for an initial period of three years, with the option of an extension for one further term of three years, subject to the approval of Board. A process of regular board appraisal is undertaken.

The role is unremunerated, although incidental expenses can be paid.

## KEY RESPONSIBILITIES

- Lead an effective Board of Trustees, responsible for overseeing the strategic direction of the institution as a compassionate collaborator.
- Monitoring performance against objectives including: educational delivery, financial viability and risk management.
- Lead by example and ensure the Board conducts itself in accordance with the accepted standards of public life.
- Ensure that Mountview complies with its obligations as a charity and exercises efficient use of its resources for the furtherance of its charitable purpose.
- Chair Board meetings, attend Board sub-committees and meetings with the Principal & CEO, Executive team, staff and student representatives as needed.
- Be fully involved in the process of recruitment and onboarding of new Board members.
- Be responsible, on behalf of the Board, for the recruitment and management of Mountview's Executive officers, respecting the proper separation between governance and executive leadership whilst also acting as a trusted advisor and critical friend.
- Be an ambassador, spokesperson and strong advocate for Mountview.
- Ensure Mountview is well-engaged with its stakeholders including staff, students and the London Borough of Southwark as well as the Higher Education sector, the performing arts industry and the local community.
- Actively campaign and fundraise for Mountview, representing the institution at key annual events and in meetings with current and potential supporters.



## PERSON SPECIFICATION COMPETENCIES AND PERSONAL QUALITIES

- Understanding and experience of the principles of diligent governance in the charity sector.
- Extensive executive or governance leadership experience, preferably in Higher Education or the performing arts, with an understanding of large and complex organisations.
- Interest in and empathy for the current challenges facing Higher Education and the Creative Industries and their role in transforming life chances.
- An understanding of or involvement with theatre, television or film.
- Demonstrable commitment to equality, equity, diversity and inclusion.
- A strong personal and professional network.
- Demonstrable networking and advocacy skills.
- Demonstrable experience of working collaboratively and in partnership.
- Financial knowledge and understanding and experience of fundraising.



## RECRUITMENT PROCESS

To be considered for this important and exciting role, please send:

- a covering letter (no more than two pages)
- your CV

to Florence Avis [EA@mountview.org.uk](mailto:EA@mountview.org.uk) by **Monday 9th September**.

As well as addressing your fit for the responsibilities and person specification, please also cover why you wish to become Chair of Mountview and what you would bring to the role.

We are particularly keen to hear from candidates from all backgrounds currently underrepresented in the creative industries due to barriers linked to ethnicity, class, gender or disability.

Please also complete and return our Equal Opportunities monitoring form which can be found: <https://www.mountview.org.uk/wp-content/uploads/2023/01/Equal-Opportunities-Monitoring-Form-Jan-2023.doc>. The information collected will be treated as confidential, used for statistical purposes only, and will not be treated as part of your application.

Short-listed candidates will be invited to meet with representatives of the Board in late September.

If you would like to discuss this role in confidence, please contact the Mountview Executive Assistant [EA@mountview.org.uk](mailto:EA@mountview.org.uk) who will arrange for an informal chat with Sally Ann Gritton (Principal & CEO).



**THANK YOU**