LONDON NIGHTLIFE
COMMISSION

CANDIDATE INFORMATION PACK.

Join the London Nightlife Commission.

November 2026

ABOUT THE LONDON NIGHTLIFE COMMISSION.

The London Nightlife Commission CIC is an independent organisation set up to support, protect, and develop London's nightlife - its venues, its workers, its communities, and its culture. It was formed following recommendations from an independent taskforce appointed by Mayor Sadiq Khan in 2025 to give the industry a unified voice and guide its future.

Everything we do is governed by a Board of Directors who are accountable to the communities we serve. To expand beyond our founding four members, we are seeking seven new Directors from diverse backgrounds and lived experiences to help build a safer, more accessible, and more welcoming nightlife for London.

Please note: We are independent of the Greater London Authority and of any individual commercial interest.

THE ROLE.

As a Director of the LNC you will:

- Prepare for and contribute to board meetings and help make the decisions that shape the LNC's direction - on strategy, finances, policy, and programmes.
- Champion the LNC's work within your own communities and networks while protecting its independence, reputation and public standing.
- Chair one of the LNC's working groups, bringing sector expertise and community insight into our decision-making.
- Uphold the Nolan Principles of Public Life, fulfill your duties as a director and declare and manage conflicts of interest.
- Be publicly listed as a Director on Companies House.

TIME COMMITMENT.

As the LNC is in its founding phase, the time commitment for Directors will likely be up to two to three days a month for the first few months - offering a hands-on opportunity to shape the organisation from the ground up.

Once an operational team is in place and regular routines are established, this will settle into approximately one day a month.

For the elected Chair and Deputy Chair, this commitment will likely be higher to provide the strategic leadership and executive coordination needed to establish the organisation.

REMUNERATION.

Governance work

Attending board meetings and fulfilling statutory Director duties is voluntary and unpaid, reflecting standard practice for Community Interest Companies and not-for-profit boards.

Operational work

We recognise that unpaid positions are not equally accessible to everyone - particularly during our founding phase, where additional operational contribution may be needed. To address this, the LNC operates an hours pool. Directors may voluntarily claim compensation from this pool for demonstrable loss of earnings or accessibility costs linked to operational work outside core governance. All payments have individual and collective caps, require full Board approval, and are transparently disclosed in our annual Community Interest Report.

Expenses

Reasonable out-of-pocket expenses - including travel, childcare, and access support - are reimbursed in full to ensure cost is never a barrier to participation.

WHAT WE ARE LOOKING FOR.

We are looking for people who bring real knowledge of, connection to, or lived experience of London's nightlife industry - its communities, its challenges, and its possibilities - combined with professional expertise, skills, or networks that will help the LNC deliver real impact.

The ideal candidate will possess expertise in one or more of the following areas:

1. **Governance and core skills**
    a. Legal & regulatory expertise: Expertise in licensing law, planning, or legal advocacy.
    b. Financial oversight: Financial competence and experience of governing or scrutinising a budget, ideally through prior board or trustee experience.
    c. Strategic communications: Expertise in strategic communications, clear public messaging and media relations, with an understanding of public accountability
    d. Public affairs & stakeholder relations: Experience in engaging public authorities and managing relationships with key stakeholders, ideally within a high-profile institution.

e. Fundraising: Experience in fundraising, corporate engagement and meeting accountability requirements for public funds.

2. **Community connections and lived experience**
    a. Nightlife workforce & labour advocacy: Current or recent frontline experience representing workers, union members, or gig economy participants in the nightlife or events sector.
    b. Disability inclusion: Lived experience of disability, deaf culture, or access to nightlife and events, and/or knowledge of making venues and social spaces physically accessible.
    c. Representation & spaces for marginalised communities: Deep connection to Communities of Colour, with a track record of creating and running spaces by and for Black, Asian, and ethnic minority communities.
    d. Youth perspectives: Strong connections to young people under 30, bringing perspectives of nightlife audiences, artists and partygoers to the Board.
3. **Safety, wellbeing and public health**
    a. Harm reduction & public health: Practical experience designing and implementing public health initiatives, medical welfare, or drug and alcohol harm reduction measures in nightlife and live event settings.

HOW TO APPLY.

Please complete the Application Form by 5 pm GMT on 6 December 2026. You may respond to the application questions in writing, audio or video format; full guidance is provided in the form.

TIMELINE.

Applications close on 6 December 2026. We will review all applications and contact shortlisted candidates as soon as possible with the aim to hold interviews in December.

QUESTIONS.

For any questions about the role or application process, please join our Q&A Webinar on 30 November from 7:00 – 8:30pm. You can join here and save the event to your calendar here.