

# FRANTIC 30 ASSEMBLY



TRUSTEE  
RECRUITMENT  
PACKAGE  
2025

# WELCOME

Thank you for your interest in becoming a Trustee of Frantic Assembly. In this, our 30th Anniversary year, we are seeking people to join our Board who share our mission and values, care about the next generation of theatre makers, and who believe in the transformative effect of the arts.

This is an exciting time to be joining the Board. Celebrated as one of this year's most influential companies in The Stage 100, we are looking forward to a year of varied activity, including a 10-venue UK tour of our new production *Lost Atoms* by Anna Jordan; a UK tour-collaboration with Headlong and Chichester Festival Theatre on *The House Party* by Laura Lomas; a collaboration with Aurora Orchestra on Saint-Saëns' *The Carnival of The Animals*; the restoration of our young persons' nationwide talent-development programme, Ignition; national and international in-person and online educational work; and development of several new projects for 2026 and beyond.

Frantic Assembly has a global reputation and enjoys a loyal and diverse following. Our productions are popular with audiences across the world, and we are often the first theatre company many young people see, through their GSCE or A Level studies. We see this as a responsibility as well as a huge privilege, and it is one that we carry proudly.

We are a small but passionate team, who consistently punch above our weight. We aspire to lead the sector in demonstrating how theatre and the arts can empower and inspire. We aim to be accessible in how we engage and entertain our audience, but also in how we present ourselves to those that want to know more about the company and our industry.

Our Trustees are an important part of this team. They have legal oversight of the company and play a vital role in the success of the organisation. We are looking for individuals who can bring fresh perspectives and insight through their skills and lived experience. We are particularly keen to meet candidates from communities who have been traditionally under-represented in the arts.

Collaboration is one of the core values of Frantic Assembly and helps us to create something greater than we can achieve on our own. Your commitment and participation as a Trustee will form a valuable part of this collaboration.

We are excited to hear from you. We hope the information provided here will help inform your choice to apply.



Mark Hawes  
Chair of the Board of Trustees  
Frantic Assembly

## TRUSTEE RECRUITMENT PACK

In this pack you will find:

- information about the company
- who we are looking for
- Trustee role & responsibilities
- what does it take to be a Trustee
- what you can gain from being a Trustee
- how to apply

## CORE COMPANY VALUES

Collaborative - Authentic - Accessible - Brave - Empowering



***“Frantic Assembly has been rewriting the rulebook for almost three decades”*** The Times

One of the most exciting and best loved theatre companies in the UK, Frantic Assembly is led by Artistic Director and co-founder Scott Graham and Executive Director Kerry Whelan. We tour extensively and have worked in more than 40 countries internationally, collaborating with some of today’s most inspiring artists.

Frantic Assembly's distinct method of devising theatre, the Frantic Method, has been impacting theatrical practice and unlocking the creative potential of future theatre-makers for 30 years. Frantic Assembly is currently studied as a leading contemporary theatre practitioner on five British and International academic syllabuses. The success of the Frantic Method has influenced contemporary theatre-making and foregrounded the use of movement directors and choreographers in new dramatic works. With a history of commissioning writers such as Anna Jordan, Lemn Sissay, Simon Stephens, Abi Morgan, Bryony Lavery and Mark Ravenhill, the company is acclaimed for our collaborative approach.

Sharing our work and the way we work is at the heart of what we do. The accessibility of the Frantic Method has empowered and inspired people to participate, educate, collaborate and make thrilling work. Our learning and participation work is therefore symbiotic with and emanates from our artistic output. Our performances fire people up to attend Frantic Assembly workshops, which in turn creates new and diverse audiences for our shows and the wider theatre industry.

Central to our belief in the transformative effect of the arts is Ignition, our free nationwide talent-development programme for young people aged 16-24. Ignition plays a vital role in dismantling socio-economic barriers to access that have traditionally prevented fresh talent from under-represented communities from entering and revitalizing the arts. Ignition makes a difference; it transforms lives, opens doors, and allows young people to reach beyond what they thought they were capable of. It has sparked creativity and helped launch careers that are defining our artistic landscape.



## WHO WE ARE LOOKING FOR

We are looking to recruit three new trustees to join our Board.

We are keen to hear from a broad range of people, especially those with an enthusiasm for contemporary theatre and for developing opportunities for young people to engage with the arts.

We value diverse lived experiences, and we encourage applications from those under-represented in the arts, including individuals from the global majority communities, younger voices, LGBTQ+ individuals, and those with experiences of disability, neurodiversity, or other perspectives that challenge barriers and drive innovation.

We welcome applications from individuals residing either outside or in Greater London.

Prior experience of charity trusteeship is advantageous but not essential. Every new trustee will be given induction training and support.

We are particularly seeking to enlist Trustees with the following specific skills and experience:

- **Finance:** proven experience in financial management and accounting. The chosen individual – referred to below as the “Finance Trustee” – would be expected to join, and after a short introductory phase, to chair the Board’s Finance, HR and Risk sub-committee. Knowledge of charity finance, accounting and regulation would be an advantage.
- **Education and Arts Policy:** familiarity with current arts education policy and/or development of drama teaching in formal education, including in secondary and/or FE and/or HE settings.
- **Digital and Marketing:** experience in digital production and/or distribution or online/social media marketing.

***Please note: we are looking to recruit three trustees, and so we are not expecting candidates to be able to tick all of the above boxes.***

## TRUSTEE ROLE & RESPONSIBILITIES

- Contributing actively to execution of the Board's responsibility to give strategic direction to the Charity, through business planning and by establishing a clear mission, values and objectives.
- Playing a full and active part in Board meetings (four meetings per annum and otherwise as required), and, from time-to-time, in committees and working groups.
- Keeping up-to-date with the Charity's activities, ensuring that they are in line with its aims and objectives, and that they are for the public benefit.
- Being an ambassador and advocate for Frantic Assembly, promoting and championing our work, ambition, vision and objectives to stakeholders, and relevant organisations whenever possible throughout the year.
- Participating in formulating fundraising strategy and participating, where appropriate, in fundraising activities.
- Introducing contacts to the Charity for the purpose of the provision of advice or funding.



- Ensuring the Charity complies with company and charity law and the requirements of The Charity Commission.
- Governance of financial management. Exercising effective overall control of the Charity's financial affairs. Keeping informed of, and understanding, the Charity's financial position, ensuring that charitable funds and assets are protected and used wisely and only to further the purposes and interests of the Charity.

## FINANCE TRUSTEE ROLE & RESPONSIBILITIES

In addition to the wider Trustee responsibilities summarised above, the **Finance Trustee**, will have particular responsibilities for governance-oversight of Frantic Assembly's finances, as follows:

- Chairing Frantic Assembly's Finance, HR and Risk Sub-Committee.
- Governance of financial management and oversight of annual budgets, working alongside the CEO and meeting with the auditors as part of the annual audit process.
- Reporting at Board meetings on the immediately preceding meeting of the Finance, HR & Risk Sub-Committee and providing a short annual report summarising the Sub-Committee's conclusions of work undertaken during the year.



# WHAT DOES IT TAKE TO BE A TRUSTEE

## Nature

This is a voluntary role. Travel and out-of-pocket expenses can be reimbursed.

## Length of Term

Trustees are appointed for a term of three years, with the potential to renew for a further two terms, up to a maximum of 9 years.

## Time Commitment

Trustees are required to attend Board Meetings (4 per year of average duration 1.5 hours.)

If you are selected as a member of the Finance, HR and Risk Subcommittee meetings, there are 4 additional pre-full-Board meetings a year (of average 1 hour duration).

Board meetings and sub-committee meetings are held in person when possible, with the option of joining online when not. Of course, all meetings require prior consideration of papers.

Occasionally matters requiring Trustees' attention arise on an ad hoc basis outside the scheduled meeting cycle in any given year.

Attendance at Frantic Assembly shows, workshops and events is actively encouraged.





A Trustee is expected to have the following qualities:

- An interest in the work and values of Frantic Assembly and a proactive commitment and enthusiasm to shaping and advising on the future of Frantic Assembly;
- Understanding of the management of charity resources.
- An understanding and acceptance of legal duties, responsibilities and liabilities of trusteeship and the roles of boards;
- An ability to put the best interests of the charity at the heart of all decision making and to make judgements that fits the organisational operation as well as to advance the charity's interests.
- Understanding of financial administration in the charity sector.

***However, as stated above, prior experience as a charity trustee is not essential. Induction training and support and, as appropriate, further training, will be provided for Trustees.***

## WHAT YOU CAN GAIN FROM BEING A TRUSTEE

Being a Trustee is not just about what you can give to a charity, but also what you can gain from the experience.

- Utilise your skills, qualifications and experience to make a positive difference and effect genuine social change.
- An opportunity to use your voice and gain experience outside of your work/job.
- Work with a diverse group of experts to exchange ideas and expand your networks.
- Expand your knowledge of business strategies and problem solving.
- Gain knowledge of and insights into the charity, theatre and educational sectors.
- Invitations to Frantic Assembly rehearsals, workshops, events and performances (e.g., press nights).
- Enhancement of your CV.



## HOW TO APPLY

If you are excited and ready to contribute your skills to a dynamic theatre company, we want to hear from you. Please submit your CV and a brief covering letter (no more than 2 sides of A4), outlining the following areas, to [recruitment@franticassembly.co.uk](mailto:recruitment@franticassembly.co.uk).

- Your professional background
- Why you want to join Frantic Assembly
- Current or previous position and relevant experience (if any) of being a charity trustee
- What you'd like to learn and achieve from being a trustee of Frantic Assembly
- Contact details for a referee who knows you in a professional capacity. (Note: your referee will not be contacted without your express permission.)

Please also complete our Equal Opportunity Form\* [here](#).

\*As a National Portfolio Organisation funded by Arts Council England, we are required to collect data to help us monitor the diversity of the organisation. All equal opportunities monitoring information is kept separate from your application and is not seen by the selection panel. It does not form any part of the recruitment assessment.

If you have any questions or would like more information before making an application, you can speak to our Executive Director, Kerry Whelan. Please email [recruitment@franticassembly.co.uk](mailto:recruitment@franticassembly.co.uk) to arrange a suitable time.

Application deadline Tuesday, 22nd April at 5pm

First interviews are anticipated to commence the week commencing 5th May.

If you require this pack or the application form in an alternative format, please contact us on 020 3161 4031 or [recruitment@franticassembly.co.uk](mailto:recruitment@franticassembly.co.uk)



## THE COMPANY

**ARTISTIC DIRECTOR**

Scott Graham

**EXECUTIVE DIRECTOR**

Kerry Whelan

**HEAD OF LEARNING & PARTICIPATION**

Daniel Griffiths

**GENERAL MANAGER**

Myra Tam

**ADMINISTRATOR**

Evelina Tamulionyte

**LEARNING COORDINATOR**

Riley Stroud

## BOARD OF TRUSTEES

Mark Hawes (Chair), Matthew Hunnybun, Dorcas Morgan, Joanna Read and Denzel Westley-Sanderson.

There is plenty more information to explore and discover on our [website](#).

