

Trustee Recruitment Pack

February 2024



Katarzyna Perlak, *darning and other times* (Brent Biennial 2022)

About Metroland Cultures

Metroland Cultures is a charity and company limited by guarantee based in and serving the London Borough of Brent. Our mission is to build, share and support art and culture in the borough. We work with the communities around us to amplify their stories of life here. And we support artists to tell new ones.

Four key ideas inform the work we do.

- We start with Brent people and celebrate what's already here. Our work is grounded in the stories, needs and histories of people. We listen, learn and act with our community. A big part of Brent cultural life is people doing it for themselves. We find ways to support people who are doing this.
- We connect artists with communities. We bring artists and grassroots organisations together, to hold conversations about what the borough needs, and use art to make it happen.
- We stand for social justice. We make space for difficult conversations and work towards dismantling inequality anywhere we find it, including at Metroland. We want everyone to be able to access the culture we make.
- We're on the side of the future. Brent has one of the youngest populations in London. Our work has to equip young people with the skills and belief that they have the right to make art and culture too.

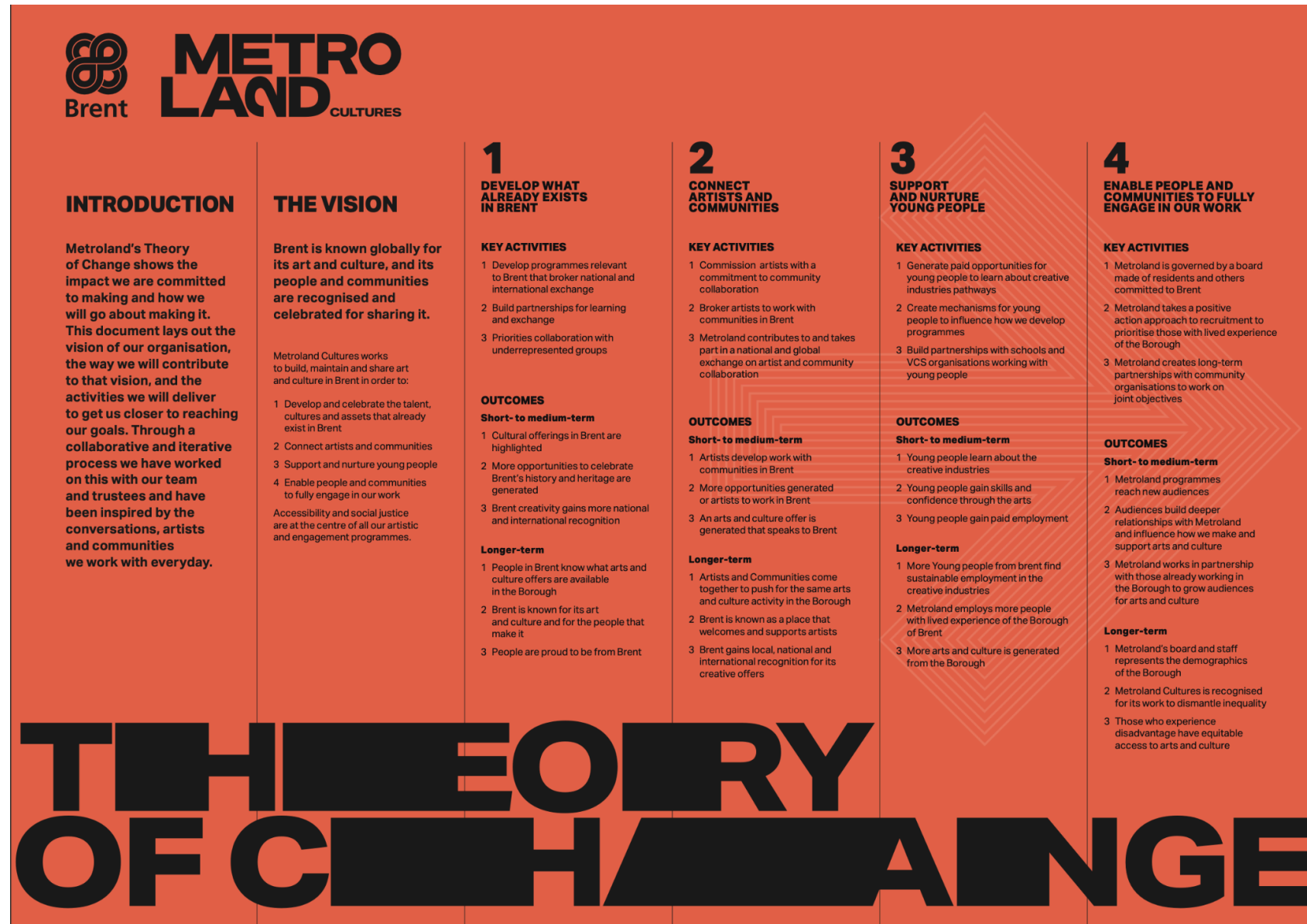
We want our work to sit at the intersection of art and community. We want to test and pioneer new ways for artists and community groups to work with each other. At the heart of everything we do is a culture of learning, development and transparency with local people.

We hope that the opportunity to join us will be of interest to you, and we look forward to discussing this further.

The Opportunity

We are looking for additional Board Members with passion and commitment for supporting visual artists to connect with communities, to work with us and steward us on the next stage of our journey. We are particularly looking for Board Members with **expertise in running, or working within, a visual arts organisation**, with **legal experience**, and with **financial experience**, to take up the role of Treasurer. We also invite and welcome applications from all those who are passionate about the work of Metroland and would like to give their time and expertise in helping us thrive.

Theory of Change for Metroland Cultures



About the Charitable Trust

Metroland Culture Ltd is established as a Company Limited by Guarantee and Charity. By March 2024 we will have had 3 sets of audited accounts which are available on request and one independent examination which will be ready in December 2024. Metroland Cultures is currently governed by a group of Trustees that is looking to grow:

Rachel Dedman

Rachel Dedman is a Brent-based curator, writer, and art historian. Born, raised and still living in Brent today, Rachel is passionate about the borough, its histories and people. She holds a first class degree in the History of Art from St John's College, Oxford, and was the Von Clemm Fellow at Harvard University. Her work examines the material and political lives of things, and challenges established narratives around cultural production in the Middle East. Rachel is the Jameel Curator of Contemporary Art from the Middle East at the V&A, London, where she is curating Jameel Prize: Poetry to Politics in 2021. From 2013-2019, Rachel was based in Beirut, Lebanon, and Ramallah, Palestine, where she curated projects across the Middle East and Europe. She is co-founder and editor of polycephaly.net, and one third of Radio Earth Hold, a research and broadcast collective working on notions of transnational solidarity through the sonic. Her writing is published by Ibraaz, Spike, e-flux, MacGuffin, La belle revue, and REORIENT, among others.

Digby Halsby

Digby is an award-winning communications professional whose promotional experience spans public relations, marketing and publishing. At the Paris-based advertising agency Iceberg-Bozell he developed pan-European advertising campaigns for market-leading consumer brands. In agency and in-house roles within the publishing sector he developed the brands of breakthrough literary talents, media managed leading literary awards and publishing events and directed promotional campaigns for internationally bestselling authors, thought-leaders and cultural figures. In 2009 Digby co-founded Flint Culture, a specialist cultural consultancy that has gone on to provide cultural advisory and communications services to brands, businesses and organisations ranging from the 2012 Cultural Olympiad, the British Library, Christie's and the London Art Fair, to BT, Time Out and the National Trust. Based in London and working across Flint's international offices, Digby offers expertise in brand management, audience engagement, business development and corporate, consumer and cultural partnerships.

Krupesh Hirani AM

Krupesh Hirani is the London Assembly Member for Brent and Harrow. He was elected to this role in May 2021. Before being elected to the London Assembly, Krupesh worked for the disability charity, Aspire and later, the MS Society. He was also a London Borough of Brent councillor for Dudden Hill ward from 2010 to 2022.

During his tenure at Brent Council, he served in Cabinet member in posts covering Adult Social Care, Public Health, Sport and Leisure, and Culture. In 2020, he was the lead Councillor responsible for overseeing Brent's year as the London Borough of Culture.

Matt Holt

Matt is Commercial Director at Frieze, and has a track record of driving commercial strategy in the arts and media. In his current role, he has been involved in developing major global cultural initiatives, including the launch of Frieze Los Angeles. He established Frieze Studios, Frieze's in-house creative agency, set up to deliver commercial projects that engage and support the creative community. Most recently he rolled out Frieze's first ever membership programme, alongside a full creative rebrand. He previously spent four years as Head of Corporate Development at Southbank Centre, prior to which he worked within various roles at Sky. He is a Non-Executive Board member of Everyday Plastic, a Community Interest Company that provides the public with a personal connection to the plastic problem.

Savannah Mullings Johnson

Savannah is a youth worker, creative, blogger, professional writer and member of the Blueprint Collective who is set to embark on a new chapter when she begins teacher training later on in the year. She has lived in Kingsbury, Brent her whole life and considers her relationship with Brent as an unbreakable bond. She works in a local primary school as a learning mentor and is passionate about lifting up the younger generation. Savannah loves writing, collecting vinyls and Y2K fashion. You can often find her rewatching Gilmore Girls and playing VR.

Lois Stonock

Lois is the Director of Metroland Cultures, and was previously the Artistic Director of Brent 2020, London Borough of Culture. She is also a consultant, writer, researcher and programmer working in the arts. Lois specialises in taking people and organisations through change and development with new approaches and strategic thinking. Lois' work in areas of cultural strategy with Associates is in collaboration with other academics, policy experts, curators and sector experts. Over 2018 she developed a cultural think tank, The Jennie Lee Institute, to imagine new cultural futures for the UK, engaging the voices of young people, artists and policymakers to extend the value of culture to all areas of the everyday. In addition to this Lois develops curatorial and research projects which are always artist and idea-led, working with artists to realise ambitious projects. This work also informs her strategic thinking in other areas, as she is increasingly working at the intersection of art and society.

Roshni Hirani

Roshni is a Human Resources professional and has been working in the arts, culture and heritage sector for over ten years in a range of museums and galleries including

Serpentine, Tate, Royal Museums Greenwich and the National Portrait Gallery. Having studied a fine art degree at the University of East London, Roshni has a huge passion for arts and creativity. She has been a proud resident of Brent for 4 years and a frequent visitor of her close family who have lived in Brent her whole life. Roshni sees huge potential for communities in Brent to come together to build, share and support arts and culture within the borough.

You can often find Roshni walking in green spaces, in her garden growing sunflowers during the warmer months and cooking.

Cllr Fleur Donnelly Jackson (council rep)

Fleur is a Local Councillor for Roundwood in the London Borough of Brent. She is also Cabinet Member for Community Engagement, Equalities & Culture. Fleur worked in roles for 10 years in the public and third sectors, providing access advice, consultancy and disability inclusion training. She has worked in Campaigns and Policy teams at RNIB, Crisis, Leonard Cheshire, and Guide Dogs to campaign on issues of financial inclusion, and the accessibility of transport and patient health information. She has experience of managing large volunteer programmes with a focus of opening up opportunities for disabled people to participate, e.g. the Big Lottery-funded 'Can Do' programme and Tate Gallery's volunteer programme. She has chaired several Access networks, including Tate's staff disability network, working with senior leaders in the arts sector to improve their inclusion agendas for disabled staff and visitors. She is a Trustee for Action Space, and outside of work is a practising artist and local councillor

Bhavini Kalaria

Bhavini is an experienced solicitor. Having run her own practice and as a partner in a well-established legal firm located in Harrow, Bhavini has experience in advising businesses of all sizes. Specialising in contract disputes and cross border litigation, Bhavini has experience in both running a legal practice, and promoting one. Bhavini has sat on other boards and acted as a trustee to different organisations in the past and so brings some gained knowledge from these roles. In this way, Bhavini offers legal and business expertise as well as trustee experience to the board.

Social justice matters have always been important to Bhavini, and she is keen on seeing that arts and culture remain available and accessible to as many people as possible.

About the Board of Trustees

Metroland Culture Ltd is governed by a Board of Trustees. The minimum number of Trustees is five. We are now looking to grow the board over the following months to reach the ideal size and composition for an organisation of this type and scale. It is anticipated that the composition of the full-strength Board will be as follows:

1. Chair
2. Deputy Chair
3. Treasurer
4. Communications/ media expert
5. Arts leader
6. Entrepreneur
7. Charity law expert
8. Education leader
9. Director of Metroland Cultures
10. Artist
11. Human Resources Executive
12. Community Leader
13. Producer

Brent Council has an observer on the board for the duration of their grant.

Subcommittees

A Finance, Risk and Audit Committee composed of 4 trustees meets in advance of board meetings and when required such as for large funding applications.

Purpose

At its simplest, the role of the Board is to receive assets from donors, safeguard them, and apply them for charitable purposes, as declared in the objectives of Metroland Culture Ltd. These are:

1. For the benefit of the public, the advancement of education by developing and delivering projects that build capacity and knowledge in the cultural sector and creative industries
2. For the benefit of the public, the advancement of citizenship and community development through the promotion of the voluntary cultural sector, the promotion of efficiency and effectiveness of cultural charities, and the promotion of community capacity, building in the cultural sector
3. For the benefit of the public, the advancement of the arts, culture and heritage by developing and delivering projects that develop the cultural infrastructure in Brent, increase the cultural offer in Brent and encourage participation in cultural activity

The Board must always act in the best interests of the charity, exercising the same duty of care that a prudent person of business would in looking after the affairs of someone for whom they had responsibility.

The Board must act as a group and not as individuals. Under Charity Law, the Trustees are the people responsible under the charity's governing document for controlling the administration and management of the charity. Trustees will also be

Members and Directors of the Limited Company and have responsibilities under Company Law.

The Board of Trustees, collectively, requires skills and experience in Financial management, income generation and enterprise, Relevant statutory bodies, Trading subsidiaries and social enterprise, Community representation and development, Collaborative partnerships and Social impact.



Peer-to-Peer 2024 Cohort, photo courtesy Rebecca Heald

Board Members: Job Description

The Board Members role is to:

- Ensure that Metroland Culture Ltd complies with its governing document (its Articles of Association), charity law, company law and any other relevant legislation or regulations.
- Ensure that Metroland Culture Ltd pursues its objectives as defined in its governing document.
- Ensure Metroland Culture Ltd applies its resources exclusively in pursuance of its objectives, ie. it must not spend money on activities which are not included in the objectives, however worthwhile they may be.

- Contribute actively to the Board's role in giving firm strategic direction to Metroland Culture Ltd: setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Safeguard the good name and values of Metroland Culture Ltd.
- Ensure the financial stability of Metroland Culture Ltd.
- Provide leadership for Metroland Culture Ltd's fundraising, by setting an example and contributing to the fundraising target through proportionate giving, facilitating giving from own contacts, and supporting Metroland Culture Ltd's fundraising team, for example at cultivation and fundraising events.
- Protect and manage the property of Metroland Culture Ltd and to ensure proper investment of Metroland Culture Ltd's funds.
- Support Metroland Culture Ltd's Director and monitor their performance. It should be noted that the Director will be one of the Trustees.
- In addition to the above statutory duties, board members should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions.

Commitment

- Trustees are expected to attend an induction session at Metroland Culture Ltd prior to their first Board meeting. Trustees are expected to attend all Board meetings. Board meetings are held six times a year during normal office hours. They will last approximately three hours and will usually be held at Metroland Culture Ltd's offices in Kilburn, Brent or online.
- In addition, there will be one Board Away Day each year, allotted to strategic planning. This is usually October/ November each year.
- Papers are distributed one week in advance of meetings.
- Trustees can claim out-of-pocket expenses incurred in travelling to meetings and any other access requirement will be accommodated where possible.

Person Specification

Board Members should be excited by Metroland Culture's vision and mission. They will be expected to bring energy and commitment to supporting the delivery of the programmes and to galvanise partners to form a shared vision for the future, with culture firmly at the heart of the borough.

The ideal candidate will have:

- A strong demonstrable commitment to the mission of Metroland Culture Ltd.
- A willingness to devote the necessary time and effort to the role, with the necessary capacity to take on such a role.
- Integrity.
- Good, independent judgement and a warm, collegiate and diplomatic style.
- An ability to think creatively and a willingness to speak their mind.
- An ability to act as a visible ambassador and advocate for Metroland Culture Ltd and to engage effectively with major partners, benefactors and supporters.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Financial and commercial acuity.
- A global outlook, forward-thinking approach, and appreciation for the swiftly-evolving needs of a new generation.

- A willingness to undergo an enhanced DBS check, like Metroland Culture Ltd's team of staff.
- A strong commitment to equality, access and inclusion – as well as a personal commitment to core principles of opportunity, openness, transparency and respect for others.

Desirable skills:

- A connection to the Borough of Brent.
- Metroland Cultures welcomes applications from all sections of the community.

How to Apply

Application is by submission of a full CV and a cover letter which addresses the job description and person specification. Applications must also include suitable daytime and evening telephone contact details.

Completed applications should be sent to hello@metrolandcultures.com

The deadline for applications is 19th April 2024.

All telephone enquiries, in the first instance, should be directly to Lois Stonock on 07896 299 754 who can arrange a convenient time to speak with the Chair of the board.

All applicants are requested to complete the online [Equal Opportunities Monitoring Form](#) with their application. The information provided will be handled in the strictest confidence and will only be used for statistical monitoring purposes.



MYA 2024 Cohort, photo courtesy Becky Morris Knight