

FFILM CYMRU WALES BOARD AND CHAIR RECRUITMENT
MAY 2018



RECRUITMENT

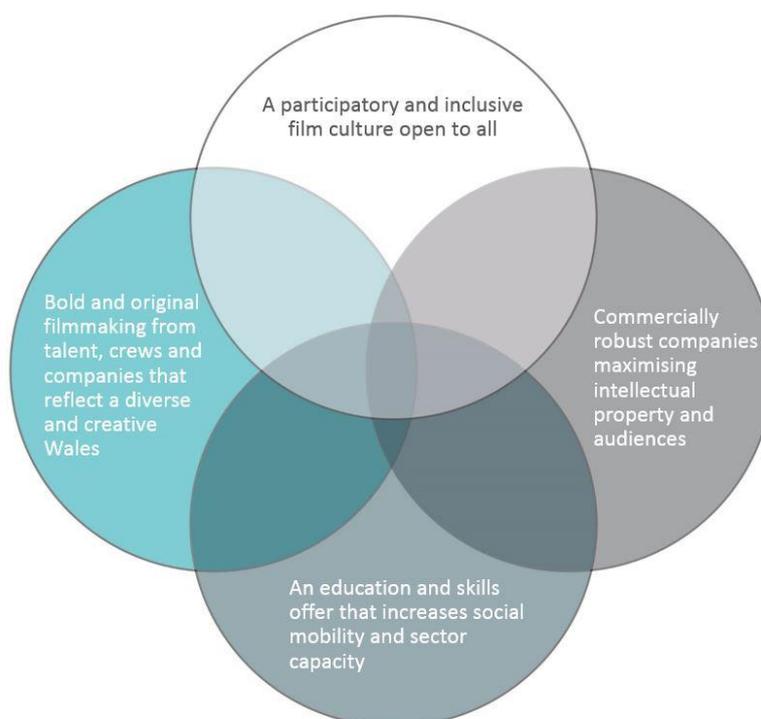
We are now seeking additional Board members, including a new Chair, to build upon the work of Members who have completed their terms.

We value a breadth of experience across our Board and do not expect all Members to have a film, or even a creative sector, background where values and approach align with those of Ffilm Cymru Wales.

OUR VISION

Ffilm Cymru Wales aims to advance a sustainable film sector and film culture that works for everyone across Wales.

As set out in our 2018-22 Strategic Plan, success should offer:



THE STORY SO FAR

We are an internationally facing, innovative and entrepreneurial social-enterprise distributing finance and developing policy on behalf of the Arts Council of Wales and the BFI, in addition to raising third party finance as needed. We have developed a distinctive Welsh approach – responsive to our economic, cultural, social and educational circumstance.

We are agile and adaptive, developing our own operations including paid for services and encouraging the wider sector in their work to improve resilience and profitability.

Over the past 12-years, with a turnover of approximately £2m per annum, this approach has resulted in:

- 64 feature films progressed to production across all genre and including Welsh language, 62 of which are from Welsh writers, directors and/or producers with a further 50+ in the pipeline;
- A progressive approach to encouraging filmmakers to identify and exploit the wider revenue streams and marketing reach of their intellectual property, with around a third of productions developing additional assets such as games, publications and education resources;
- 300 trainees on productions and tailored courses including the new entrant Foot in the Door programme focusing on transferable craft skills for those living in economic hardship;
- Investment in 11 companies to increase their capacity for growth, accompanied by a tailored programme to exchange knowledge and prepare for opportunities;
- Exhibitors across Wales – including cinemas, festivals, community and pop-up providers – funded to provide a more inclusive offer for their audiences and to take risks in developing their business models, partnerships and audience testing;
- The prioritisation of film education for those who are under-served via schools, on-line and in communities. We've piloted and rolled-out after-school film-clubs across Wales (now in c.800 schools) and developed curriculum specific resources with WJEC to present aspirational examples of Welsh filmmakers to the next generation.

NEXT STEPS: NEW CHAIR AND MEMBERS

We are inviting applications from those with high-level experience in the following areas:

- **Business** – We are looking for an entrepreneurial business leader who can help as we both adapt our own model to diversify income and stimulate the wider sector in building resilient organisations, well placed to adapt and grow.
- **Market insight** – As audience behaviour and routes to market rapidly evolve, we are looking for a Member with sales, distribution and/or market development experience to provide their insights into specific projects and proposals seeking investment, and to guide strategy as we seek to improve audience access, increase visibility of content and increase potential revenue streams.
- **Social inclusion** – we are seeking a Member who brings a deep understanding of social barriers and potential bridges to cultural engagement, work and regeneration – a skill set that is relevant across our work.
- **Sector skills development** – we are committed to improving the film education and skills offer across Wales to increase sector capacity and social mobility. We're looking for an individual with significant understanding of the skills and education landscape including the potential of transferable skills to be relevant across the creative sector and beyond; clear ideas on how to develop pathways, working in partnership and a high-level advocate.

ROLE AND RESPONSIBILITIES

Members will govern the development of our business and shape our offer for Welsh talent, businesses and the public by:

- Bringing their ideas and experience to shape, approve and reiterate Ffilm Cymru Wales' strategic plans and policies informed by executive review of data and knowledge fed back;
- Providing financial accountability for the company – reviewing and approving the annual Budget, quarterly management accounts and annual Statutory Accounts;
- Making collective funding decisions for requests of £50,000 or more in response to executive recommendations;
- Being active advocates of Ffilm Cymru Wales, its work and the talent we represent through attendance at events, high-level introductions and attendance at high-level strategic meetings;
- Volunteering to lead on specific areas of work when delegated to a sub-board group.

These responsibilities are principally undertaken through four quarterly Board meetings, together with touch points with other Members (through phone/skype, events or meetings) and senior executive, as appropriate, on specific agreed delegated items of business between meetings.

Chair: In addition to the above, the Chair

- will be the main liaison between the Board and Executive, through liaison with the Chief Executive, to discuss and agree any items of business to be brought to the attention of the Board;
- oversees quarterly Board meetings – running the meeting and ensuring Members have full opportunity to input and perform their governance role;
- participates in funding approvals between £25,000 and £50,000 (4-6 conference calls per annum);
- is a Signatory on corporate governance matters, including annual Statutory Accounts, Board resolutions and occasional bank payments in excess of £18,000;
- input on high-level Communications – engaging in Public Affairs, such as attending government level strategic events or evidence briefings, and reviewing and providing quotes for high-level reports.

SKILLS / QUALITIES

Prospective candidates will be expected to possess the following qualities:

- A demonstrable passion for film and a keen interest in the future development of the social, cultural and educational and economic benefits of film throughout Wales;
- The ability to work at high level, with an understanding of the political and cultural landscape, and an interest in technological and behaviour change impacting on the sector;
- A successful track record of mature management, determining and shaping strategic, evidence-based targets that allow for innovation through testing and reiteration;
- A firm grasp of the necessary accountability and responsibilities of public money
- An open and collegiate approach to encouraging contribution and partnerships;
- Candidates for the Chair should have demonstrable experience of leading and encouraging balanced discussion, collegiate decision-making and due process at senior, ideally Board, level.

APPOINTMENTS

Appointments are for 3 years.

Members are expected to be actively engaged in Ffilm Cymru Wales – whether attending screenings, making introductions and advocating on the company's behalf, or preparing for and attending meetings. We recognise and value the commitment that Members make in 'giving back' to Wales, the sector or other drivers that attract them to the role. We look to make this manageable for all members, including the Chair, with Members across the Board volunteering and leading on specific areas of expertise/interest.

There is an average time commitment of 2 days per month. Posts are unpaid, though expenses, including for costs of care provision, are covered. The Board meets on a quarterly basis, with additional smaller sub-board meetings called as required.

DIVERSITY

Our current Board has gender parity and includes bilingual and BAME representation. We are committed to continuing to improve the diversity of our Board and invite applications on that basis. Please let us know if you'd like any access support in making your application or any subsequent interview.

APPLICATIONS

Please apply by letter detailing what attracts you to the position, what you could bring to the role, whether you'd like to be considered for the position of Chair and when you could start.

Applications should be sent for the attention of:

Suzie Norton (Vice Chair) c/o angharad@ffilmcymruwales.com

Or by mail to: Ffilm Cymru Wales, Unit 6, Tramshed Tech, Pendyris Street, Cardiff, CF11 6BH.

If you would like to discuss the role in advance, please direct your query to the Chief Executive, pauline@ffilmcymruwales.com or telephone 02921 679369.

Our current Chair, Michael Gubbins will also be happy to respond to queries.

*Please apply by 5pm Thursday 7th June.
Interviews will take place 20th/21st June.*

