

# Ffilm Cymru Wales Board Recruitment September 2021



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## Access requirements

For applicants with access requirements, for example individuals who are D/deaf, hard-of-hearing, Disabled, neurodiverse, and people with sight loss, support is available to complete an application.

Please contact us to let us know how we can help. For example, we can cover the costs of a BSL interpreter for a meeting with us prior to making an application, or scribing support for dyslexic applicants. We’ll be guided by you.

For those with access requirements, we can also accept the application forms via post, or answers in alternative formats such as a short video or slide deck. The format should be agreed with our team prior to submission.

Please contact [sion@ffilmcymruwales.com](mailto:sion@ffilmcymruwales.com) to discuss your requirements in advance of making an application.

## Recruitment

Ffilm Cymru is seeking 3-4 individuals who offer a range of professional insights and lived experience to join our Board over the next 6-months. You can [hear from some of our current Board members here](#).

Our equalities, diversity and inclusion commitments are woven across our organisation – you can read our [Equality, Diversity & Inclusion Action Plan here](#) – and we want to ensure that our Board continues to advance our thinking and practice, representing those we are here to serve.

Applicants should share a passion for a Welsh film sector and culture that is inclusive, fair and green, providing economic, social, cultural and educational value across Wales.

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. If you think you can add value to our work, we'd like to hear from you.

Appointments are from 3-years, with staggered starts possible from November 2021 onwards. Members are expected to attend four quarterly Board meetings each year and may additionally put themselves forward for specific pieces of work, such as targeted task and finish sub-groups.

Board members are offered remuneration at a rate of £35p/h, subject to PAYE and National Insurance Contributions depending on amounts paid, and tend to spend the equivalent of 8-10 days per annum on Board related duties. We additionally cover expenses.

## The story so far

Ffilm Cymru Wales is committed to advancing a film sector and film culture that works for everyone across Wales.

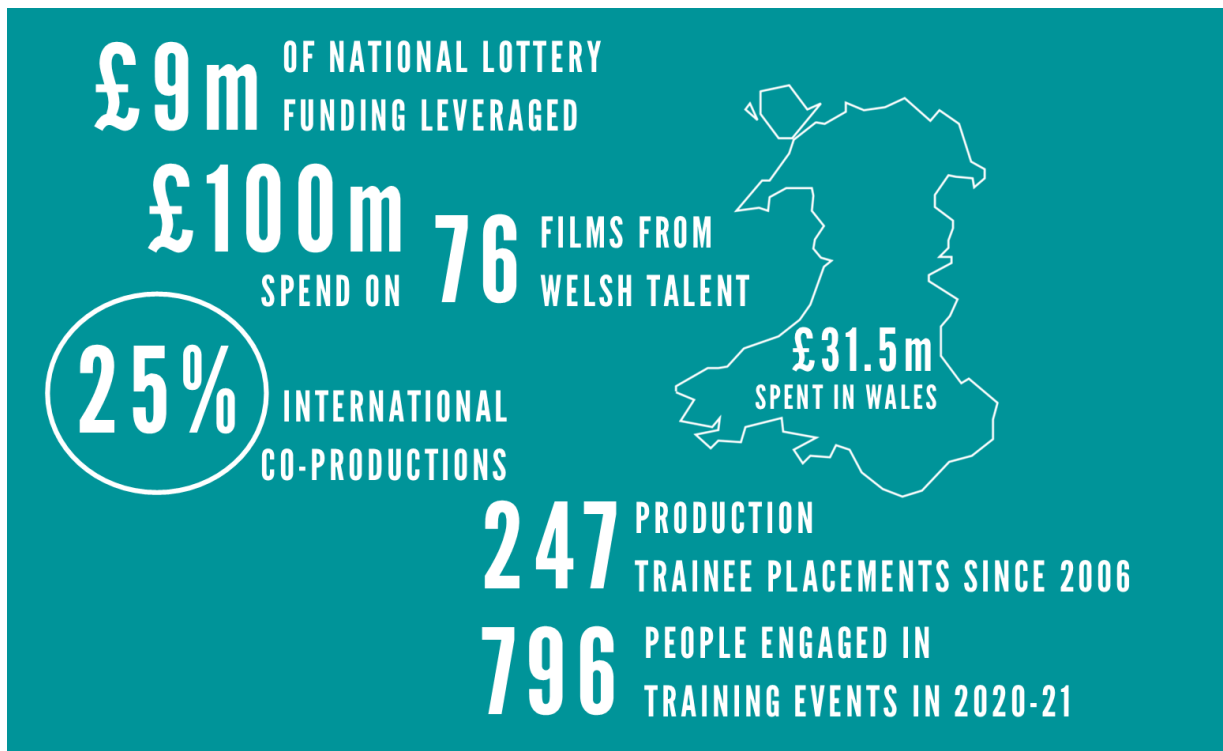
It has been an extraordinarily challenging time during the pandemic, where we have needed to be agile and responsive, whilst also providing support that enables the sector to be inclusive, fair and green. You can [read more about our plans here](#), and [hear about our work over the past year here](#).

We are an 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. We have developed a distinctive Welsh approach – responsive to our economic, cultural, social and educational circumstance. For example, our flagship new entrant training programme, [Foot in the Door](#), works in partnership with Housing Associations, job centres, local councils and grassroots organisations to identify and support individuals who are facing financial hardship to apply their transferable skills into the creative sector. This is helping us to develop an inclusive, agile and green workforce where there are local jobs for local people, who are also equipped to work across the creative sector and beyond.

We are agile and adaptive, developing our own operations including paid for services, whilst supporting the sector to grow and improve their business practice.

There's a lot to shout about so far, with £9m of lottery finance enabling 76 feature films worth over £100m to be produced and leveraging significant economic, social and cultural benefit. Films have travelled far and wide, whilst Wales' ecosystem has benefitted

from a skilled bedrock of talent generating and exploiting intellectual property.



We are internationally facing with films that travel the world; we have the highest levels of co-production in the UK and collaborative networks that share knowledge to accelerate progress.

We look beyond individual productions to develop the ecosystem – from supporting 17 production companies with growth funds; to supporting cinemas, festivals and pop-up community providers to increase and broaden audiences across Wales through innovation and inclusive practice.

As the sector here grows, we have an increased focus on developing our education, skills and training provision – having supported 2,000 job and trainee placements to-date. We are concerned to ensure that the full breadth of society is seen in our workforce and that that workforce is adaptable; able to apply their skills across the creative and cultural sector and equipped to work in the gig economy. Crucially, this work needs to be under-pinned with robust data

around skills needs and to work collaboratively with others to develop an effective pipeline.

For more information, you can find [our Strategic Plan here](#).

## What we're looking for

We have an engaged and committed Board who each offer valued insights from their professional and lived experience. We want to continue to broaden those perspectives and challenge our thinking and practice. If you are interested to share your experience and perspective, we'd love to hear from you. We particularly invite applications from individuals who are Deaf, disabled and/or neurodiverse, as well as individuals who are Black, Asian or from an ethnic minority.

If you are drawn to this call-out we want to hear from you, whatever your professional role or journey. Additionally, within the 3-4 members that we're recruiting, we would like to replace experience from current members who are coming to the end of their time with us:

**Legal/business affairs:** experienced in the legal, financing and business aspects of filmmaking and related creative industries;

**Producer/founder:** experienced in developing a creative sector business including advancing creative relationships and material; developing revenues streams, perhaps from other screen or artforms, for a viable business model; alert to value of freelancers and services/facilities across the sector;

**Platform representative/commissioner:** familiar with the evolving landscape of talent, production and distribution including the

breadth of streamer/commissioner routes to market in the UK and internationally.

Other potential areas of interest might include directors (perhaps moving across from another discipline), researcher/analysts assessing the impact of interventions, policy advocates and creative teachers. These areas are not exclusive. We do not have all the answers and we don't want to miss an opportunity to meet with someone wonderful! If our values and mission resonate with you, please get in touch.

## Roles and Responsibilities

Members will be responsible for the governance of Ffilm Cymru, overseeing the evolution of the company and the broader development of our policies and strategies to support the sector. Specifically, members:

- Share their ideas and experience to shape, approve and reiterate Ffilm Cymru Wales' strategic plans and policies informed by executive and data review;
- As part of the collective Board, provide financial and strategic governance – reviewing and approving the annual strategic priorities, plans, budget, quarterly management accounts and annual Statutory Accounts;
- Make collective funding decisions for requests of £50,000 or more in response to executive recommendations;
- Are 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;
- May additionally lead on specific areas of work, from time-to-time, on a task and finish basis.

There are four, full-day, quarterly Board meetings per annum, which currently take place via video-conference, but may also take place at our base in Cardiff, with the aim of locating to another area of Wales once a year. In addition to quarterly meetings, Members may engage through phone/skype touch points, and are encouraged to attend events where they can.

## Skills and Qualities

We are looking for candidates with:

- An open and collegiate approach to challenging practice and encouraging contribution and partnerships;
- A commitment to the development of an inclusive sector that fully reflects and serves our society;
- A keen interest in the future development of the social, cultural, educational and/or economic benefits of film throughout Wales;
- Readiness to provide high level guidance, leading to challenging but achievable outcomes, with an understanding of the political and cultural landscape that we're operating within;
- A desire to make a difference;
- An understanding of shaping strategic, evidence-based targets that allow for innovation;
- An appreciation of the necessary accountability and responsibilities of public money.

We value Welsh speakers across our Board, but it is not essential for applicants to speak Welsh.



## Appointments

Appointments are for an initial 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.

Board members are offered remuneration at a rate of £35p/h, subject to PAYE and National Insurance Contributions depending on amounts paid, plus expenses. On average, Board members tend to spend the equivalent of 8-10 days per annum on Board related duties.

## Diversity

We are committed to continuing to improve the diversity of our Board and particularly encourage applications that further broadens representation, perspective and lived experience.

## Applications

Please apply by letter, or by alternative means if agreed in response to an access request, describing what attracts you to the position, what you could bring to the role, and when you would ideally like to start.

We intend to stagger new appointments over the coming months and therefore can be flexible on start dates.

Applications should be sent for the attention of our Chair, Professor Ruth McElroy  
c/o sion@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, who can also put you in touch with our Chair, who is happy to respond to queries.

**Please apply by 12 noon, Monday 27<sup>th</sup> September 2021.**

**Interviews – by video conference or in-person by arrangement, will take place week commencing 4<sup>th</sup> October.**