

Ffilm Cymru Wales

Board Recruitment 2023

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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 hayley@ffilmcymruwales.com to discuss your requirements in advance of making an application.

We welcome applications in either English or the Welsh language.

Recruitment and Appointments

Ffilm Cymru Wales is seeking three to four individuals that offer a range of professional insights and lived experiences to join our Board over the next six months.

Our equalities, diversity and inclusion commitments are woven across our organisation – you can read our [Film For Everyone 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 whether you are wholly new to joining a Board or have many years' experience behind you.

Ordinarily we ask Board members to serve a term of three years, which may be extended for a further term. However, we're keen that length of service is not a barrier, so we will also consider shorter terms of one or two years. Staggered starts are possible from Summer 2023 onwards. Please state in your application if you would like to be considered for a shorter term.

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 with Board meetings being a mixture of in-person and online meetings across the year. Members across the Board volunteer and lead on specific areas of expertise/interest.

We do not want to exclude freelancers or unwaged people from our Board. For that reason, Board members can access remuneration at a rate of £35p/h, subject to PAYE and National Insurance Contributions depending on amounts paid, plus travel and other fair expenses. This is offered via an optional annual honorarium agreement.

On average, Board members tend to spend the equivalent of 8-10 days per annum on Board-related duties.

What's in it for me?

Each Board member has their own reasons for wanting to join Ffilm Cymru. These might include a sense of wanting to give back to a sector they work in, or connecting with our values as we build an inclusive, green and fair environment; the energy and learning that they themselves benefit from when addressing the range of issues that we engage in; to a desire to support creative and cultural content, professionals and access for audiences that is relevant and tailored to Wales.

You can [hear from some of our previous and current Board members here.](#)

The Story So Far

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

We do this by providing funding and guidance to emerging and established Welsh filmmakers, offering exciting cinematic experiences to audiences across Wales, and developing new skills and career paths through a range of inclusive training opportunities.

Since our inception in 2006, we have invested £15.8m of National Lottery funding in 89 feature films from Welsh talent, leveraging budgets totaling £102m with £32.9m spent in Wales. 25% of our funded feature films are international co-productions, and Welsh films have sold to 40 territories worldwide.

The COVID-19 pandemic saw us adapt with the industry to best meet its immediate needs with advice, advocacy and adapted use of funds. Since then, we have continued to provide vital support to independent venues as they adjust to meet the challenges of changes in audience behaviour and the impact of cost of living increases, while supporting the nation's significant increase in production, developing an inclusive talent pipeline of new entrants through our skills and training schemes, alongside continued professional development.

Our award-winning [Foot in the Door training programme](#) offers people new opportunities to develop their transferable skills into creative careers. Partnering with communities is key to this programme's design and delivery, including working with housing associations, job centres, local authorities, colleges and local arts organisations, alongside industry, to provide new-entrant training placements on local film and TV productions, as well as support for accessibility, transport and childcare. In 2022, we were awarded funding from the UK Community Renewal Fund to deliver our biggest

and most ambitious Foot in the Door project to date, giving people from the Newport area the chance to kickstart their creative careers with training and employment opportunities in film and TV.

All our work is guided by our six sustainability goals:

- **Equality:** Anyone in Wales can participate, learn about and work in film culture in the way that they way to, locally, and without being restricted by Protected Characteristics, language or their socio-economic status.
- **Creativity:** Wales is world-renowned as a place of powerful and surprising film storytellers;
- **Skills:** Working in partnership with industry, work, skills and careers across the screen sector in Wales are rewarding, sustainable and fair;
- **Environmental sustainability:** Environmental responsibility provides creative inspirations and informs working methods that are good for our planet and our collective future;
- **Entrepreneurialism:** Highly entrepreneurial film companies and individuals challenge the traditional film business model, developing income strategies that responsibly supports their long-term sustainability, and
- **Wellbeing:** where systemic change advances how we work to embed improved social, cultural, environmental and economic wellbeing.

[Read more in our Strategic Plan.](#)

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; Welsh speakers, and individuals who identify as from the Global Majority. We are also eager to hear from younger applicants because we would like the Board to reflect and represent a broad range of age, perspectives and experience.

If you are drawn to this call-out we want to hear from you, whatever your professional role or journey. We're interested to hear from anyone who feels they can add value and challenge the way we work to help us better ourselves. That said, we do have some thoughts on areas of experience we'd like to encourage, these include:

Finance: experienced in financial management and accounts, whether or not in the field of creative industries;

Exhibition in Wales: familiar with the evolving landscape of film exhibition, either via a cinema or mixed arts venue, festival or community screenings, with thoughts on adapting the offer for different audiences and changing behaviour;

Human Resources: experienced in managing change and familiar with the challenge of supporting leadership in SMEs and project-based environments

Platform representative or commissioner: alert to changing routes to finance and market in the UK and internationally and interested in the way that public and commercial organisations can work together to address shared priorities, such as inclusively increasing the crew base and adapting to sustainable practices.

Other potential areas of interest might include talent agents, digital entrepreneurs, Public Affairs and strategic marketing. 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 and input from industry representatives and critical friends;
- 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.

We have at least four (quarterly) meetings each year.

Recently we have decided to trial shorter, more frequent, regular meetings. This is because we want to be more responsive to production needs and allow more time for the Board to hear directly from stakeholders, informing strategy.

Board meetings across the year are expected to include up to four online meetings (lasting up to two hours each in duration), and up to three in-person meetings in Wales.

At least one in-person meeting each year will take place outside of the Cardiff Capital Region. This is because the Board values the opportunity to meet with people and organisations that are working in the sector across different parts of Wales.

Members should normally attend all Board meetings (albeit we recognize that holidays, sickness and life events may occasionally mean a member has to send apologies). We value regular engagement and meaningful contributions from Board members who are also encouraged to attend occasional other public events where they can.

Members may additionally put themselves forward for specific pieces of work, such as targeted task and finish sub-groups.

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 a sustainable sector that fully reflects and serves our society, is environmentally responsible and entrepreneurial;
- A keen interest in developing 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;

- Future-facing – ready to adapt to the next challenge and generate opportunities;
- Being open and generous in sharing direct experience – whether in the sector, or more broadly, to help inform where and how change could be made for a better future.

We value the life and professional experiences that stem from all of Wales 'different communities and regions. We value Welsh speakers (whether fluent or learners) across our Board though it is not essential for applicants to speak Welsh.

Equity and Inclusion

We are committed to ensuring we represent Wales 'society and encourage applications that further broadens representation, perspective and lived experience on our Board. Please see [here for further information on our Film For Everyone approach.](#)

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 will be in contact to arrange conversations with interested individuals over coming weeks, in advance of meeting with a small panel of Board/executive representatives.

Our final selection will be guided by the Skills and Qualities we've outlined, and in having a breadth of lived and professional experience across the Board. Depending on this and the number of applications received, we may not be able to meet with or appoint all applicants.

We are likely 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 hayley@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 Monday 5th June 2023.

Interviews – in-person, or by video conference by arrangement, will take place on Friday 23rd June.