

A man with a mustache, wearing a pink pinstriped top hat and a matching long pink pinstriped coat with a dark blue bow tie and a peacock feather brooch, stands with his arms outstretched in a rustic setting. The background features stone walls, wooden barrels, and a wooden structure.

**Film**  
CYMRU WALES

**BOARD MEMBER  
RECRUITMENT PACK**



## Croeso / Welcome

Fel Cadeirydd Ffilm Cymru, rwy'n falch o'ch gwahodd i ymuno â sefydliad sydd yn dathlu creadigrwydd, cynhwysiant ac arloesedd fel gwerthoedd craidd mewn gweledigaeth i ddatblygu sector ffilm modern a ffyniannus yng Nghymru.

As Chair of Ffilm Cymru Wales, I am proud to invite you to join an organisation that champions creativity, inclusion and innovation as core principles upon which to build a prosperous, modern Welsh film sector. Our organisational mission is to support bold storytelling - nurturing both emerging and established talent in a way that ensures the benefits of a thriving film culture are felt across all our communities.

We are entering an exciting period of creative change and transformation where the challenges and opportunities facing the film industry demand thoughtful leadership, fresh perspectives and a shared commitment to long-term cultural, social, economic and environmental sustainability. That's why we are seeking to strengthen our Board with new members who can bring diverse insights, experiences and expertise to help guide our work.

By joining our Board, you'll have the opportunity to shape the future of film in Wales, support emerging talent and help ensure that the craft of powerful storytelling continues to thrive across every part of the nation.



We invite you to learn more about Ffilm Cymru, and to consider playing a vital role in shaping the future of storytelling in Wales.

Join us in delivering the vision.  
Ymunwch â ni i gyflawni'r weledigaeth.

**Amanda Rees**  
Chair, Ffilm Cymru Wales





## The Future of Welsh Film

Thank you for your interest in becoming a Board Member at Ffilm Cymru Wales.

This is an exciting moment in our journey. As we look to the future of Welsh film, we're inviting individuals who believe in the power of stories to make a difference, to join us.

Ffilm Cymru Wales has been working to grow a fairer, greener, and more inclusive film sector since 2006. Alongside our partners and the brilliant filmmakers we support, we've seen the film landscape in Wales flourish. We've backed new voices, nurtured homegrown talent, and championed stories that reflect the richness and diversity of life in Wales. We've made it our business to understand the challenges and creative opportunities that lie ahead, strategising to help the sector thrive through these exciting, changing times.

We're now looking for new Board Members to help shape the next phase of our work. You don't need to come from the film industry, we're keen to hear from people with different skills, life experiences, and perspectives. What matters most is your commitment to building a Welsh film culture that's ambitious, accessible, and representative of everyone who calls this place home.

If this is you then we'd love to hear from you.





## The Story So Far

Ffilm Cymru Wales is committed to advancing a film sector and film culture that works for everyone across Wales. We operate as a Community Interest Company (CIC), receiving funding as a delegate of Arts Council of Wales that allows us to support filmmakers and exhibitors across Wales. We also receive National Lottery funding from the British Film Institute (BFI) to run BFI NETWORK Wales, which supports emerging filmmakers.

Since 2022 we have delivered Welsh Government's Creative Wales film production fund. This partnership has generated increased interest and funding for film in Wales alongside opportunities such as the Sinema Cymru programme, an exciting collaboration between Ffilm Cymru Wales, Creative Wales and S4C aimed at developing Welsh language feature films.

We are also innovative and forward thinking in our collaborations. Our work with Media Cymru (Strength in Places UK Research and Innovation) has led to the launch of Green Cymru, a programme of work that through research, training and R&D funding aims to support screen sector professionals and companies in Wales to achieve net-zero carbon emissions by 2050.



We are also committed to nurturing the people who power our screen sector. Our talent and skills work support individuals at every stage of their journey. Through tailored training, creative development, and partnerships with industry, we're helping to build a more inclusive and sustainable workforce. Whether it's placing trainees on set, supporting emerging filmmakers, or opening access for those underrepresented in the industry, our focus is on making sure everyone has the chance to take part and thrive.



## 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.

If you are drawn to joining our board, please let us know, whatever your professional role or journey. We would also be keen to hear from prospective applicants who could replace experience from current members who are coming to the end of tenure as Board members in the following areas:

- Finance Management
- Stakeholder Relationships
- Governance
- Film Production
- Legal and Business Affairs

While we've highlighted some key areas we're especially interested in, we know we don't have all the answers, and we don't want to miss the chance to connect with someone great. If the work we do speaks to you, we'd love to hear from you.



If you would like to get in touch to discuss this role, please drop me an email to [enquiries@ffilmcymruwales.com](mailto:enquiries@ffilmcymruwales.com)

We look forward to hearing from you.

**Lee J. Walters**

Chief Executive, Ffilm Cymru Wales





## The Role

Board Members will be responsible for the governance of Ffilm Cymru Wales, 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 the Senior Management Team.
- 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.
- Ensure effective governance of the organisation in line with CIC status.
- Make collective funding decisions in response to Executive level recommendations.
- Act as an Ambassador for Ffilm Cymru Wales.
- Champion Ffilm Cymru Wales' commitment to inclusivity as a company and across the sector.
- Support the work of Ffilm Cymru Wales towards being an environmentally responsible organisation.
- Support the Chief Executive and Senior Team to deliver the aims, objectives and vision of Ffilm Cymru Wales.





# Skills, Abilities & Personal Attributes

## Essential Criteria

- Experience in Governance and working as part of, or with a Board of Directors.
- A keen interest in the future development of the social, cultural, educational and/or economic benefits of film throughout Wales.
- An understanding of publicly funded organisations and their regulatory obligations.
- Experience of approving or working with budgets and strategic documents.
- Networking and influencing skills, able to develop and maintain relationships at a senior level.
- A commitment to the development of an inclusive sector that fully reflects and serves our society.
- Committed to supporting a bilingual film sector.
- An appreciation of the necessary accountability and responsibilities of public money.

## Desirable Criteria

- An ability to communicate through the medium of Welsh.
- Advocating for the film or related creative industry including at government level.
- An understanding and expertise of the film sector and understanding of the wider arts and creative industries landscape in Wales.





## Appointments

Appointments are made on a 3 year term, with each member able to serve two consecutive terms. An optional honorarium is available to all Board Members and Ffilm Cymru Wales will additionally cover any expenses incurred in carrying out duties.

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 and/or events.

There are four, half-day, quarterly Board meetings per annum, which currently take place via a mixture of online and in-person options. In addition to quarterly meetings, Members will sit on one of two sub boards to support Executive level decision making and providing recommendations to the full Board.

## 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.





## Access Requirements

We believe in a sector that works for everyone, and we are passionate about broadening access to the screen sector. We will offer a guaranteed interview to any candidate who meets our essential criteria for the role and who identify as people of the global majority, Black, Asian or minority ethnic, D/deaf hard of hearing, disabled, or neurodiverse.

For applicants with access requirements, for example individuals who are D/deaf, hard-of-hearing, Disabled, Neurodiverse, have sight or hearing loss or have a physical or mental health condition that they don't associate with this terminology, 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, scribing support for dyslexic applicants, or agree alternative formats for applying such as video applications or slide decks. We'll be guided by you.

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





## Applications

Unless we have agreed an alternate application format with you, you should email a copy of your CV along with a cover letter, outlining your availability and skills against those outlined in this specification.

Applications should be sent for the attention of our Chair, Amanda Rees c/o Hayley@ffilmcymruwales.com

Or by mail to:

Hayley Lau  
Ffilm Cymru Wales  
W2, Wellington House  
Wellington Street  
Cardiff, CF11 9BE

If you would like to discuss the role in advance, please direct your query to our Chief Executive Lee Walters enquiries@ffilmcymruwales.com

Ffilm Cymru Wales is not a licensed sponsor for VISAs and as such you must already have the Right to Work in the UK to apply for this role.

**Please apply by midday on Friday 27<sup>th</sup> June 2025.**

Interviews take place week commencing Monday 14<sup>th</sup> July 2025.





## After You Apply

You'll receive confirmation that your application has been received within one week of submitting and will be provided with a link to a diversity monitoring form, which helps us in our commitment to diversity and inclusion. All questions have a prefer not to say option.

For information on how Ffilm Cymru Wales processes applicant data, please refer to our [Privacy Policy](#).

You will hear whether you have been shortlisted to the first-stage interview within two weeks of the application deadline.

## Conflicts of Interest

You will be asked to declare any private and professional interests which may, or may be perceived to, conflict with the role and responsibilities of a Board Member, including any business interests and positions of authority outside of the role at Ffilm Cymru Wales. Any conflicts of interest will be explored at interview.

If appointed, you may be required to declare these interests annually and if needed, at future board meetings.







*Ffilm*  
CYMRU WALES

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