CHAIR OF TRUSTEES
RECRUITMENT PACK
September 2026

GaryClarkeCompany.com

GARY CLARKE COMPANY — CHAIR OF TRUSTEES

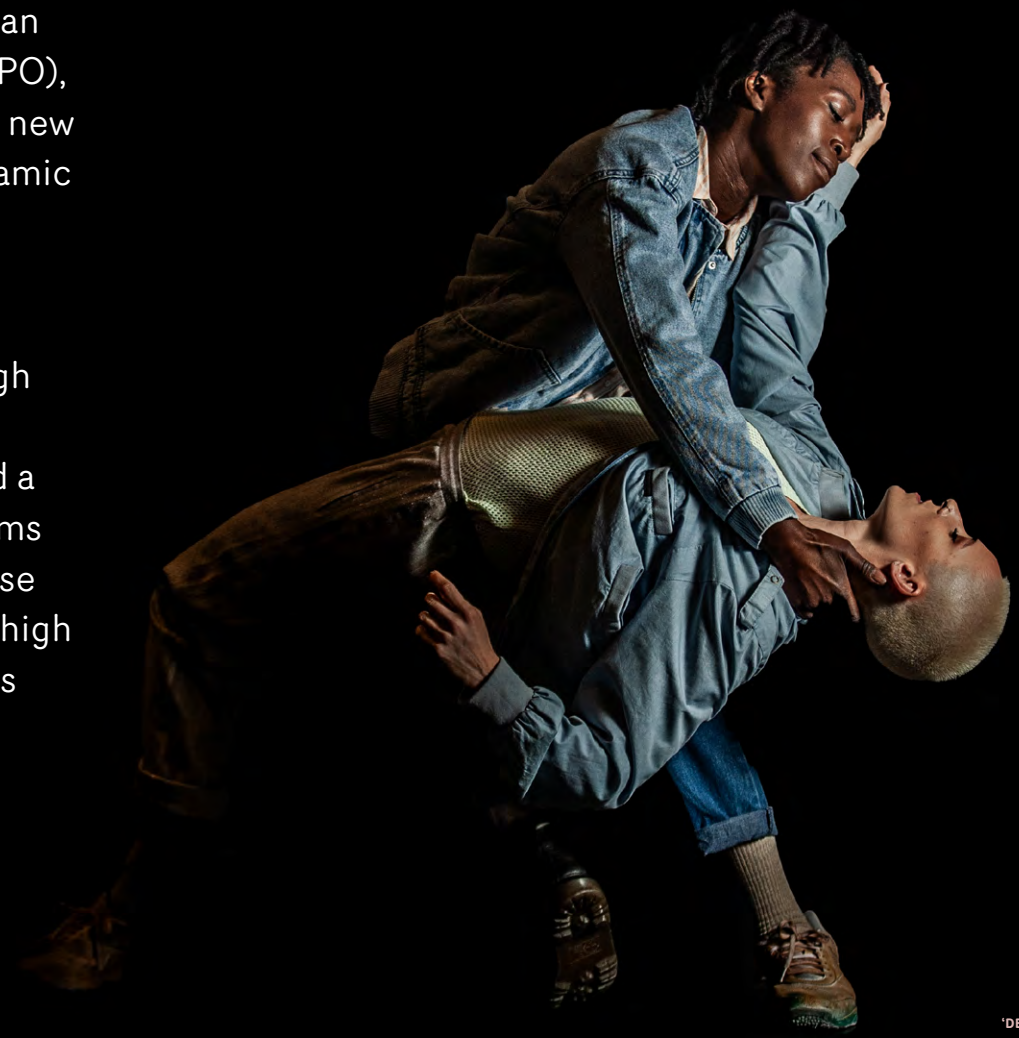
Following a hugely successful opening programme as an Arts Council England National Portfolio Organisation (NPO), GARY CLARKE COMPANY Ltd (GCC) is now seeking a new Chair of Trustees — a unique opportunity to lead a dynamic dance theatre company rooted in South Yorkshire and operating regionally and nationally.

This is an exciting time to lead the organisation through its next phase of development, delivery and growth as GCC embarks on a period of strategic planning toward a new 3-year business plan (2026/27 – 2029/30) with aims to deepen its presence in South Yorkshire and maximise its national profile in the cultural industries through a high quality programme of impactful dance theatre and arts engagement.

★★★★★

"'Physical dance at its most powerful, telling stories we mustn't forget'"

EAST MIDLANDS THEATRE



'DETENTION '
Mayowa Ogunnaike
Jemima Brown
(*photo:* Joe Armitage)

ROLE OF THE CHAIR

As Chair, you will lead a committed Board of Trustees in ensuring GCC delivers on its mission and remains financially sustainable whilst meeting its local and national aims.

The role of the Chair is very important to the robust and efficient functioning of the Board and the company. They are a key figure both internally and externally, supporting the CEOs (Executive Producer and Artistic Director) between Board meetings, agreeing the agenda prior to each Board meeting, signing off on annual reports and some fundraising bids, and leading inclusive, transparent Board meetings which uphold the values of the company. They are there to ensure that fellow Trustees feel confident to contribute to Board meetings and to the effective oversight of GCC.

Working in concert with the CEOs and fellow Trustees, they are responsible for ensuring that the company meets its statutory obligations, fulfils its funding agreements, and that GCC is a good employer, helping to deal with company challenges if and as these arise. Although other Trustees may be delegated responsibility for championing particular areas of the company's commitments or policies, such as Environmental Responsibility, it is ultimately the Chair's responsibility to ensure that the company meets its agreed targets, lives up to its values and stays true to its mission.

The Chair is a voluntary, unpaid role, however, GCC will provide remuneration for associated expenses (e.g. travel and accommodation).

Enabled by the CEOs and core staff, the Chair should have capacity to commit sufficient time and energy to the role, including attending key events and meetings. As standard, this equates to approximately 2 days per month. However, this time commitment will vary depending on the organisation's programme of planning, activity, reporting and development.

Continuity and stability are both important elements of a strong Board, so the outgoing Chair (or interim Chair) and existing Trustees will support the handover to an incoming Chair, where feasible.

Term of office is 4 years with option to extend.

RESPONSIBILITIES OF THE CHAIR

LEADERSHIP & GOVERNANCE

- Working in close collaboration with the Artistic Director, Executive Producer and Trustees, lead GCC in effective review, development and approval of the organisation's 3-year business plan, ensuring alignment with the charity's vision, mission and values.
- Lead Board meetings, encouraging inclusive discussion, summarising key points, and ensuring actions and decisions are clear and implemented.
- Ensure the organisation operates efficiently and effectively to fulfil its objectives.
- Provide leadership, with fellow Trustees and CEOs, in overseeing and safeguarding the financial sustainability of GCC.
- Ensure high standards of governance, risk management and compliance with relevant charity and company legislation as well as funder requirements.
- Informed by an annual skills audit, ensure the Board is as diverse as possible and provides the range of knowledge, skills and experience necessary to deliver the charity's aims.
- Undertake reviews of Board performance, including succession planning and managing Trustee retirements and appointments.
- Support open Board recruitment in a cycle agreed with the CEOs and other Trustees.

GUIDANCE & SUPPORT TO THE CEOs

- Act as line manager to the CEOs, providing support, constructive challenge and guidance including through the annual appraisal process.
- Maintain a close, open and effective working relationship with the CEOs, supporting delivery of the business plan.
- Offer guidance on operations, personnel and organisational development.

FINANCIAL OVERSIGHT

- Work with Trustees and the CEOs to ensure sound financial policies, planning, oversight and reporting.
- Oversee and approve the annual budget to maintain high standards of financial management.

FUNDRAISING, PARTNERSHIPS & PROFILE

- Support GCC's fundraising and partnership development opportunities through ambassadorial activity, advocacy and network-building utilising personal and professional networks, were possible.
- Utilise personal and professional networks to help the organisation to develop its strategic partnerships and fundraising activities.
- Support the company to raise and maintain its regional and national profile.

BOARD CULTURE

- Foster a constructive and inclusive Board culture that enables contributions and supports confident and effective decision-making.
- Ensure GCC remains accountable and transparent in all its activities.

SUPPORT FOR THE CHAIR

- The Chair is supported to undertake their duties by the Company Secretary, Trustees with delegated responsibilities, core GCC staff team, as well as specialist consultants and service support, as required.

HOW TO APPLY

TO EXPRESS INTEREST
Please send us a short statement outlining your interest in the role along with your CV or an outline biography highlighting your professional experience and personal interests to the email address below.

If you'd like to learn more about the role, or to request more information, please contact Deborah Chadbourn, GCC's Development Consultant via the email address below, to arrange a confidential, no commitment conversation.

EMAIL
opportunities@garyclarkecompany.com

DEADLINE FOR APPLICATIONS
Tuesday 20th October at 5pm

FOR SHORTLISTED CANDIDATES
There will be an interview process involving representation from the Board of Trustees and CEOs comprising:

Informal meetings with the Joint CEO's week commencing 9 November.

Online interviews with representation from the Board of Trustees on 16 November.

GARY CLARKE COMPANY actively encourages applications from people of all backgrounds, particularly those currently under-represented in leadership within the arts, and/or those with lived experience of the communities we serve.

Please complete our Equal Opportunities Monitoring Form:
Click **here** to fill in our online form.
This is for monitoring purposes only and will be detached from your application.

The successful candidate will be invited to observe a Board meeting and meet the Trustees before commencement in the role.

ABOUT GARY CLARKE COMPANY

GARY CLARKE COMPANY HAS BECOME A BEACON FOR HIGH QUALITY ACCESSIBLE CONTEMPORARY DANCE, FOSTERING ENGAGEMENT, EDUCATION AND CREATIVE COLLABORATION ACROSS DIVERSE AUDIENCES.

GCC was co-founded in 2015 as an unincorporated company, jointly led by Artistic Director Gary Clarke and Executive Producer Annabel Dunbar. The company achieved early successes establishing its status as a pioneering, award-winning dance theatre company based in South Yorkshire.

Becoming renowned for high impact, high quality, and high legacy work, the company toured extensively to middle scale venues across the UK, nurturing new partners and touring networks at home and abroad, including the award-winning COAL (2016 - 2018) and the critically acclaimed WASTELAND (2019/20 & 2023).

★★★★

"An absorbing, immediate slice of history rendered with the kind of emotional truth that deepens its impact as popular entertainment"

THE TIMES

In 2021, GARY CLARKE COMPANY Ltd was incorporated as a Company Limited by Guarantee and subsequently became a registered charity in 2023, enabling stabilisation and growth building on its early, strong foundations.

In 2022, GCC was awarded Arts Council England National Portfolio Organisation (NPO) status with substantial annual revenue funding from 2023 – 2026 (currently subject to potential annual extensions) underpinning delivery of the company's ambitious three-year plan.

GCC recently realised the hugely successful creation and national tour of DETENTION (2024 - 2025) which wowed audiences and critics alike alongside participants taking part in a wide reaching programme of engagement activities.

★★★★

"DETENTION is hard-hitting but laced with humour. It is a portrait of a particular period in time that still echoes down the decades"

THE GUARDIAN

The company has also delivered a number of other placed based engagement projects including Dancing Coalfields and Pride in Motion.

GCC's place in the national dance ecology, the regional arts sector and in communities nationwide is demonstrated by its successful track record of funding, levels of engagement, overwhelmingly positive audience feedback and numerous national awards including a UK Theatre Award for Achievement in Dance and a Critics Circle National Dance Award for Best Independent Company. Four and five-star reviews for the company's shows have appeared in The Stage, The Herald on Sunday, Scottish Stage, The Times, The Guardian and The Big Issue.

Over the last 10 years, GCC has evolved from a project-by-project company of independent freelancers, that regularly exceeded its targets to a year-round operation delivering a programme of rich and culturally distinct arts experiences driven by its mission, values and aims.

GARY CLARKE COMPANY — MISSION, VALUES & AIMS

MISSION

To create exceptional dance theatre projects which connect, strengthen, and inspire communities, participants, audiences, and artists.

VALUES

We work with professional artists, working class and marginalised people, forging enduring relationships to ensure authenticity in the telling of our and their stories. Our creative practice redefines the ways in which people can be part of creative processes and the making and performance of excellent shows.

We work with care and respect for our company members, family of artists, creative workers, collaborators, community participants and audiences and we are constantly committed to creating a supportive and progressive work environment in which people can develop and thrive.

'COAL'
Alistair Goldsmith
Connor Quill
Nicolas Vendange
James Finnemore
Joss Carter
(*photo:* Joe Armitage)

GARY CLARKE COMPANY AIMS ARE TO:

1. Make extraordinary, powerful work that marks, reflects and comments on significant events in working-class social history, politics, culture, and people.

2. Involve and engage people from diverse communities in the research, development and performance of touring shows, local projects, and digital works, empowering them through a sense of ownership and achievement.

3. Be a force for good in Barnsley and South Yorkshire through working collaboratively with local partners and involving local people in high quality creative and cultural activities with the potential to effect transformational change.

4. Build lasting partnerships with venues that nurture and grow audiences in areas of England (and beyond) where arts engagement is low.

5. Demystify dance for venue staff with little experience of the art form, increasing their confidence and skill in promoting and presenting it.

6. Support the development of young, Northern producers and creatives from marginalised communities.

7. Evolve as a dynamic, adaptive and sustainable organisation, able to meet the challenges of a changing world

GCC is governed by its Memorandum and Articles. Its' charitable objects are:
To advance the arts for the public benefit by the promotion, but not exclusively, of the art of dance theatre.

TOURING PRODUCTIONS (2016 – 2026)

- Co-created **3 FULL-LENGTH THEATRE SHOWS** which toured extensively across the UK (COAL / WASTELAND / DETENTION) and abroad presenting a total of **121 PERFORMANCES** across **60 MID-SCALE VENUES** in England, Scotland, Northern Ireland, Wales and Germany.
- Attracted over **35,000 SHOW AUDIENCES** of which 42% were first time attenders with 36% from the lowest 20% of arts engagement (in England).
- Attracted over **15,000 AUDIENCES FOR BITE SIZE** performances.
- Engaged over **19,500 PEOPLE** as participants across the combined tours through Community Casts, Education Workshops, Roadshows, Post Show Talks and Professional Classes.
- Achieved a total of **205 COMMUNITY CAST MEMBERS** from working-class and marginalised communities and 112 brass musicians from 16 championship brass bands successfully integrated into the professional touring shows.
- Raised over **£3.4 MILLION** through co-commissioning funds and venue fees, workshops, public grants (Arts Council of England; National Lottery Programmes and National Portfolio Organisation from 2023.24 as well as Creative Scotland, National Lottery Open Funds), recent Local Authority support (Barnsley MBC) and a John Ellerman Foundation 3-year award (2024 – 2027) plus a dash of private income.

ENGAGEMENT

GARY CLARKE COMPANY creates transformative, life-changing experiences with and for people from working-class and marginalised communities and the integration of local Community Casts into our professional touring shows have become central to our work. We also have an outstanding reputation for delivering workshops and outreach work in schools, colleges, universities and youth and community groups nationwide.

"It was exciting, exhilarating and emotionally rewarding...the team could not have been more welcoming... we were in it together. The bond we developed with the professionals was beautiful... COAL has changed my entire interpretation of theatre."
PIT WOMEN COMMUNITY CAST (**COAL**)

"My favourite workshop to date! It was a refreshing approach to a thematic piece, very interesting original movement and energy from the leaders was great."
BA (HONS) DANCE STUDENT (NEWCASTLE COLLEGE)

(left)
'WASTELAND'
Pit Men Singers,
Barnsley Cast 2019:
Chris Roberts,
Richard Wade,
Neil Abdy,
Garry Leigh
(*photo:* Joe Armitage)

(right, both)
STUDENT WORKSHOPS WITH GCC
(*photo:* Elly Wel)

OTHER PROJECTS

DANCING COALFIELDS — 2025: Marking the anniversary of the 1984 British Miners' Strike and building on the resounding success of GCC's multi-award winning production COAL, Dancing Coalfields was an intergenerational, heritage-driven dance in education project in partnership with Outwood Academy Shafton, Carlton Main Frickley Colliery Band, The National Coal Mining Museum of England and The National Union of Mine Workers. Working with over 80 pupils over 6 weeks, the project celebrated, preserved and creatively reinterpreted the cultural history of the UK's former coalfield communities through dance, music, art and film. The work was publicly exhibited at The National Coal Mining Museum of England which attracted over 10,000 visitors. Dancing Coalfields will role out as a national programme in 2026 and beyond.

PRIDE IN MOTION — 2024-2026: A 2 year, multi-layered, placed based creative initiative that worked directly with 10 members of Blackpool's LGBT+ community to celebrate identity, share lived experiences, and build local pride through dance, storytelling and photography. Commissioned and produced in partnership with The Grand Theatre Blackpool.

GCC DIGITAL — 2020: Launched as a response to the COVID-19 pandemic, GCC DIGITAL presented 10 weeks of online activity with 60 live sessions (including professional classes, workouts, repertoire sessions, bite size's, community cast warm ups, banner making, in conversations, prize bingo and DJ sets) gaining over 16,500 views and employing 30 independent artists.

(top)
'DANCING COALFIELDS'
(*photo:* Kamal McDonald)

(left)
'PRIDE IN MOTION'
(*photo:* David Severn)

(right)
'GCC DIGITAL' —
'WASTELAND' Tom Dunn
(*photo:* Joe Armitage)

ORGANISATIONAL DEVELOPMENT, KEY ACHIEVEMENTS & AWARDS

Since it was founded, GCC has surpassed significant milestones contributing to its growing reputation as one of the UK's most acclaimed mid-scale dance-theatre companies.

- Growth into a pioneering South Yorkshire (Barnsley) based company with a stable leadership team and Board of Trustees
- Formal incorporation as GARY CLARKE COMPANY Ltd in 2021
- Becoming a Registered Charity in 2023
- Becoming an Arts Council England National Portfolio Organisation (NPO in 2023)
- Success in securing John Ellerman Foundation 3-year award (2024 - 2027)
- Success in securing Local Authority Support from Barnsley Metropolitan Borough Council (BMBC)
- A proud member and supporter of ITC (Independent Theatre Council)
- A proud member and supporter of Theatre Green Book
- DETENTION 2025 tour produced to Theatre Green Book's Basic Standards, meeting and exceeding targets for carbon reduction and sustainable practices
- Associate Company at The Lawrence Batley Theatre and Barnsley Civic

★★★★★

'It's a bold and unflinching production like no other!'

THEATRE AND TONIC

AWARDS & RECOGNITIONS FOR COAL

- Winner of the UK Theatre Award for Achievement in Dance
- Winner of a Critics' Circle National Dance Award for Best Independent Company
- Nominated for a Knight of Illumination Award for Best Lighting Design

'COAL'
TC Howard
(*photo:* Joe Armitage)

WHO WE ARE

CORE STAFF TEAM
Artistic Director & Joint CEO: **Gary Clarke**
Executive Producer & Joint CEO: **Annabel Dunbar**
Engagement Manager: **Laura Barber**

REGULAR SPECIALIST FREELANCERS & SERVICE SUPPORT (CURRENT)
Finance Manager: **Katie Bough**
Arts and Business Consultant: **Deborah Chadbourn**
General Management: **Dawn Fuller** and **Emma Tregidden**
Production Consultant: **Nia Wood**
Digital Consultants: **HdK**
Graphic & Brand Design: **Jo Briggs**
Marketing Consultant: **Katy Manuel**
Press Representative: **Caroline Ansdell**
Fundraising Consultant : **Cara Sutherland**

OTHER CREATIVE FREELANCERS
- Professional Dancers
- Company Associate
- Dramaturg
- Lighting Designer
- Costume Designer
- Assistant Costume Designer
- Sound Designer / Composer
- Script Writer / Developer
- Film Maker
- Production Manager
- Stage Manager
- Sound Technician
- Photographers

BOARD OF TRUSTEES
Since 2021, GCC's founding Trustees and advisers, all successful arts leaders, have worked with the joint CEOs to ensure the company infrastructure is strong and grounded in good practice. The current body of four Trustees has oversight of everything GCC does and works to support and drive the company to achieve its ambitions.

Pam Johnson
Cultural leader whose career spans professional dance, arts education, cultural policy and senior public-sector cultural strategy.
Became a Trustee of GCC in April 2024.
She is currently serving as Interim Chair.

Adam Knight
Chief Executive of Blackpool Grand Theatre.
Founding Trustee of GCC in April 2021.

Paul Russ
Artistic Director & Chief Executive of Fabric.
Founding Trustee of GCC in April 2021.

Clare Clarkson
Deputy Director at Cast in Doncaster.
Founding Trustee of GCC in April 2021.
She holds the role of Company Secretary.

Between 2021 and 2005, **Janet Smith MBE** served as a founding trustee and chair of the GCC board.

'WASTELAND'
Alistair Goldsmith
(*photo:* Joe Armitage)

★★★★★

"Its stunning combination of movement, music and imagery makes for an unforgettable work of angry, emotional, celebratory, political dance"

THE HERALD ON SUNDAY

★★★★

''A celebration of solidarity''

THE GUARDIAN

★★★★★

"A truly wonderful piece of dance-theatre: humane, politically charged, by turns funny and sad"

THE STAGE

★★★★

"Dance taken at a barnstorming, frantic pace with a sharp political edge to boot''

THE METRO

★★★★★

"A profound, highly relevant contribution to remembering this painful, life changing period in our history"

THE BIG ISSUE

(Front cover image)

'WASTELAND'

Elena Thomas Voilquin

Tom Davis-Dunn

Rob Anderson

Emily Thompson Smith

Jake Evans

(Back cover image)

'COAL'

Nico Vendange

(*both photos:* **Joe Armitage**)

Press reviews (opposite)

'WASTELAND' and **'COAL'**

GaryClarkeCompany.com

Core funders:

Supported using public funding by ARTS COUNCIL ENGLAND

John Ellerman Foundation

Member of:

itc independent theatre council

Theatre Green Book making theatre sustainable

GARY CLARKE COMPANY is a Company Limited by Guarantee
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Registered office: The Civic, Hanson Street, Barnsley, S70 2HZ
Charity registration number: 1205922

GARY CLARKE COMPANY