

FIERCE

Birmingham (UK)

CALL OUT BOARD OF TRUSTEES



Kiddy Smile @ Fierce Festival (Photo: Andre Atangana)

For any enquiries relating to this call out, contact:

ethan@wearefierce.org

[@fiercefestival](https://www.instagram.com/fiercefestival)

www.wearefierce.org

ABOUT FIERCE

For over 25 years, Fierce has been promoting Birmingham and the region across the world as a vibrant, diverse and tolerant place where the incredible happens in unusual places, the outlandish is embraced and celebrated, and the new is welcomed with curiosity and kindness. As well as leading the biennial international Fierce Festival, Fierce runs artist development programmes, commissions artists and stages extraordinary performances. Fierce is guided by our core values: Trust, Joy, Disruption and Rigour.



**“A daring whirl
of theatrical thrills.”**

- The Guardian

**“One of the most
diverse and
representative
programmes in the
country.”**

- The Stage

Our Vision is to transform the national performing arts landscape so that:

- Audiences are [broader](#) and more [confident](#)
- Artists take [greater risks](#) and aspire to [higher standards](#) of excellence
- Live Art is recognised and resourced as the [engine room](#) of our culture

We are an [Arts Council National Portfolio Organisation](#) as well as a [Limited Company](#) and a [Registered Charity](#). Fierce was founded by Mark Ball in 1998, succeeded by Joint Artistic Directors Laura McDermott & Harun Morrison in 2009 and by Aaron Wright in 2016.

The organisation is now lead by Artistic Director, Clayton Lee, and Executive Director, Ethan Hudson. The board of trustees work closeley with Clayton and Ethan to strategise, support and craft the future of Fierce.

ABOUT THE FIERCE BOARD

As a registered charity, Fierce has a Board of Trustees to guide and help us make good decisions. They offer advice, expertise and support to the staff who are employed to run Fierce on a day-to-day basis, as well as ensuring that the financial and legal requirements of running a company and charity are all met.

Boards can sometimes be shrouded in a sense of mystery with many people not considering themselves ‘board member material’. We are keen to widen the pool of prospective board candidates and encourage you to apply if you have some of the skills outlined below. Fierce can offer support in the form of ‘buddying’ you with an existing member of the board and will give you a simple induction to explain how things work.

A Message from Nolly Aicha Bouameur, one of our current Board members:

“I’ve held a Board position at Fierce for the last five years, it’s my first Board position which was daunting at first, but the team made every effort to bring me up-to-speed and make me feel welcomed. Being on the Board has enabled me to garner deeper insight and understanding that I’ve been able to apply to my own full time role. As a Marketing Manager, I’ve been able to lend expertise and advice to the Fierce team and it’s been so rewarding to see suggestions put in practice.”

The Fierce Board and team are hugely knowledgeable and passionate and I’ve been able to learn so much from everyone. I’d absolutely recommend applying to become a board member with Fierce, you’ll get great insight into running a national portfolio organisation with the best people who are constantly striving to do better and be better!”



Sheila Ghelani @ Fierce Festival 2024 (Photo: Manuel Vason)

ABOUT THE FIERCE BOARD

We are now looking for up to three new Trustees to complement the skills and experience of the current Board. We are looking to meet people who enjoy working as part of a supportive and rigorous team, who are passionate about the arts, and who believe that art has the power to change lives. The new Trustees will work with the current Board made up of: Nolly Bouameur (Senior Audiences Manager - Marketing, Factory International), Paul Burns (Interim Director of Arts, Creative Scotland), Sindy Campbell (Producer), Becki Haines, (Director of People, 59 Studio), Hassan Hussain (Researcher, Facilitator and Artist), and Mary Osborn (Director of Live Art Development Agency).

Being on a Board can be incredibly rewarding; it is a voluntary role and is a brilliant way to use your skills and experience to support the arts and ‘give back’. You meet different kinds of people, and learn a lot, as well as having access to incredible Fierce events!

We ask people to serve on the Board for a limited period of just three years (although you can consider staying for another term after those three years are over). We expect Board Members to take an active interest in the organisation, regularly attending Fierce events and helping us outside of the Board meetings to achieve various organisational goals.



Tania El Khoury @ Fierce Festival 2019 (Photo: Manuel Vason)

WHO WE ARE LOOKING FOR



The Making of Pinocchio @ Fierce Festival 2022 (Photo: Manuel Vason)

We are looking for:

- Someone with **commercial property** or **city planning** connections to broker new relationships with Birmingham developers
- An **established UK artist** working in contemporary performance and/or live art
- Someone in an executive role at a **larger UK arts organisation**
- Someone who can broker relationships and economic opportunities with local business

We're keen for the Fierce Board to reflect the population of Birmingham and to have similar lived experiences to the communities and areas that we serve. We welcome applications from people from all backgrounds and lived experiences. We can only accept applications from people based in the UK.

We are committed to being an inclusive workplace where all employees and Board members feel able to be their whole selves, free of (micro)aggression. Particularly, in this moment, we highlight our commitment to anti-racism and trans rights. We are available to talk to anyone who wants more information about this, particularly if it may make them feel more comfortable in applying to become a Trustee at Fierce. You can read more about our work in this area and how we are holding ourselves accountable [here](#). To arrange a phone call contact ethan@wearefierce.org.

EXPECTATIONS OF TRUSTEES

As a Trustee, you will use your experience to help Fierce achieve its full potential as a leading live art organisation in the UK. This involves:

- Ensuring good governance and management to achieve financial, stability, resilience and statutory compliance
- Developing strategic vision and long-term planning
- Meeting its funding obligations in particular as an Arts Council England National Portfolio Organisation
- Using your specific knowledge and experience to provide advice and guidance on issues relevant to your areas of expertise
- Advocating for Fierce and supporting the Company's fundraising campaigns as appropriate.



Fierce Festival 2019 Launch Party (Photo: Anne Marie Hayes)

The Board meets four times a year in Birmingham and online. Board meetings are usually held 6-8pm mid-week. One of these meetings is a longer Board 'away day'.

As a Board member you will agree to:

- Attend meetings ordinary meetings online (4/year)
 - Attend the annual Away Day in Birmingham
 - Be fully up to date with the business of the company.
 - Be well prepared for each Board meeting.
 - Be available between meetings to offer additional support specific to your expertise.
 - Offer timely feedback and responses when business has to take place remotely.
 - Attend performances and events where possible.
 - Advocate for the company where/when appropriate.
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HOW TO APPLY

To apply, please send us the following, to apply@wearefierce.org.

- An **expression of interest** of no longer than one A4 page, or 2-minute video/voice note, telling us why you are interested in joining the Fierce Board and what skills and experience you would bring.
- An **up-to-date CV** - this can be in the form of a link to a website or a LinkedIn page if it saves you time.
- An **access document** (if relevant)
- A completed [Equal Opportunities Monitoring Form](#)

If you are unsure about whether to apply, feel free to contact Ethan for an informal chat on ethan@wearefierce.org.

NEXT STEPS

We will review all applications and contact applicants within 2 weeks of submission.

Applications from candidates who match the “who we are looking for” criteria above, will be invited to meet with Paul (the current Chair of the Fierce Board) and/or one of the Fierce Co-Directors.

Following this, we’ll invite the candidates who we feel are the best match for Fierce at this time to observe our next Board meeting in either March or June 2026.



My Last American Dollar @ Fierce Festival 2019 (Photo: Manuel Vason)