

Music Theatre Wales (MTW) is looking for new Trustees including our first Young Trustee

We are inviting applications for Trustees and Young Trustees.

What does a Trustee do?

The people who sit on the Board are Trustees. The Board is a group of people who meet to advise on everything MTW does and share responsibility for the company, making sure that it is being managed effectively, efficiently, ethically, equitably and sustainably. This could mean advising on the culture and policy development of MTW, informing future artistic or strategic plans, supporting financial management and sustainability of the company, advising on marketing and communications - or anything else you can bring to the table!

Trustees can be anybody aged 16+. Trustees are unpaid - they are voluntary roles, but MTW covers expenses and will provide induction, training, and other support as needed.

MTW currently has 7 Trustees – find out more about them [here](#).

What are we looking for in our Trustees?

We want Trustees to bring commitment and enthusiasm for the work MTW is doing to re-imagine opera. We want Trustees who care about the things we care about - ensuring that equality, diversity and inclusion lie at the heart of all our work, driving the creative development we believe opera needs, working with artists new to opera, creating opera in different and innovative shapes and forms and learning from the people we work with. We want Trustees who are pro-active and happy to stand up for our vision, and who will also be our critical friend.

Why do we want Young Trustees?

It's crucial to our work to have young people's ideas and expertise in the organisation. We need the broadest range of perspective on our Board, and we want to be guided by a range of people who can contribute to the continued development of our work across all communities, and that includes young people. **We are looking to recruit at least one person aged 18 to 25** to bring their voice to the table, to help us find the best ways forward for the future of opera, for the future of the company and most importantly, for future audiences and artists from all backgrounds.

We also want to support young people in their professional and personal development, and we will work with Young Trustees to ensure this is an opportunity for them to build their knowledge and experience. Young Trustees will receive mentoring from existing Trustees and training will be provided for any areas they feel less confident in.

Why be a Trustee?

Being on our board as a Trustee means you get to shape and support what MTW does. Trustees get to be part of the team and enable incredible things to happen, and it's an invaluable chance to gain professional development and leadership experience and a deep insight into how a creative company and charity operates. It is also a way of participating in society and helping bring about cultural change.

For more information about what being a Trustee involves <https://www.gov.uk/guidance/charity-commission-guidance> .

How often do Trustees meet?

Trustees will need to attend board meetings, in person, 3 times a year. These usually take place in Cardiff and include one longer "away day" each year.

Trustees can be based anywhere and MTW will cover expenses for travel to attend the meetings. Access support will be provided as required for anyone who has specific needs. Information of what will be reimbursed if you become a Trustee can be found here: [Payments to charity trustees: what the rules are - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/payments-to-charity-trustees-what-the-rules-are)

Trustees may also be asked to engage with MTW's work outside of the 3 meetings, such as reviewing specific documents, policies and financial papers. We will always provide help and support for Trustees to ensure everyone can participate in decisions.

Board Leads

We have recently established a number of Board Leads, where a Trustee takes responsibility for a specific area of the company's work, supporting and consulting with the MTW team and project leads to ensure best possible practice. We will be looking to recruit a **Board Lead for our work in Butetown** (we are committed to working in Butetown from January 2024 – Summer 2026), alongside the Leads for Welsh, Diversity, Safeguarding and Environment.

Applications

If you're interested in being considered for a Trustee position, all you need to do is send us short answers to the below questions.

- Your full name, address, email address, mobile number (and, if applicable, website; social media handles, etc)
- Why you would like to join our Board and what interests you about the position.
- How your experiences, both professional and lived, could help us to realise our vision.

Video applications are also accepted – send your video of no more than 5 minutes covering the bullet points above.

Please send your application to michael@musictheatre.wales. Or, if you're interested but not sure whether you want to apply, please feel free to get in touch with Michael for an informal chat, either with himself or with MTW Chair of Trustees Kerry Skidmore.

We are actively seeking to expand the range of lived experiences, cultural perspectives and personal and professional interests in our Board and welcome applications from anyone who believes they have something to offer and who could be a passionate advocate for our work. We welcome applications from people of all backgrounds and will consider all applications on merit. We are particularly keen to receive applications from Welsh-speakers, young people (under 30), from Black, Asian and ethnically diverse people, disabled people, people who are LGBTQIA+ and people from lower socio-economic backgrounds. As part of our commitment to increasing the diversity of our workforce we provide a guaranteed interview scheme to applicants who meet the minimum requirements for the job who are disabled, neurodivergent or people of the global majority.

This will be a rolling application process – applications will be reviewed as they arrive and those who have the desired experience, expertise and interest will be invited to interview immediately.

More about Music Theatre Wales

We are determined to take opera out of its box and to reveal the potential it has to touch the lives of everyone – as storytelling in music. We want to change the perceptions about what opera is by challenging the way it is made. We are asking What is opera? Who is making it? and Who is it for?

If we can bring change to the people who make opera, to the way opera is made, and to the places and forms in which it is seen and the ways audiences can access it, then we can help opera continue to develop as an artform. We will achieve this if we change the fundamental approach – to making work with and supporting the development of creatives who are new to opera and yet who can bring all the skills needed - in music, story, visual realisation and performance. We want opera to open up as an artform, broadening its musical and cultural scope and engaging with new audiences by showing it can be so much more than the narrow way it is currently perceived.

We are seeking someone who shares these aims and who wants to help drive the company forward, working hand-in-hand with fellow Trustees and small number of staff, ensuring that any investment made in the company is properly managed and the vision and work of the company remains accountable and equitable and is delivered with integrity.

Have a look at www.musictheatre.wales for more information about who we are and what we do.

Music Theatre Wales is a registered charity and a company limited by guarantee. We receive regular funding from the Arts Council of Wales, and we have a successful track record of fundraising from private sources, such as trusts and individuals.