

A scenic photograph of a rural landscape. In the foreground, there's a field of dry, golden-brown grass. In the middle ground, a small village with several houses and a church is visible. The houses have colorful murals on their walls. Behind the village, there are rolling green hills and mountains under a clear blue sky.

Upland Arts Development CIC

BOARD MEMBERS RECRUITMENT PACK



Welcome

Thank you for your interest in joining the Board of Upland Arts Development CIC.

We are looking for individuals to contribute to the development of Upland, a bold, ambitious, rural-based visual art and craft development organisation based in Dumfries & Galloway, South West Scotland.

This Information Pack will introduce you to our organisation, our aims and vision. It will also provide the essential information you would require to apply to join our Board of Directors and the commitment which is expected of our Directors.

Further information about the activities we undertake can be found on our website: **www.weareupland.com**

Overview

Upland was established in 2015, evolving from Spring Fling CIC. Spring Fling Open Studios continues as Upland's flagship event but we now offer a year round programme delivering a range of projects, events and exhibitions working with young people, emerging and established artists and makers.

As the visual arts and craft development organisation for Dumfries & Galloway and a membership organisation, Upland aims to provide a network for learning and sharing, offering advice and support to creative practitioners. We also aim to inspire and educate a wide range of audiences to participate in and be supportive of visual arts and crafts.

Through our varied programme we deliver exhibitions, create residencies, take artists into schools, provide creative learning opportunities for young people and seek to build meaningful partnerships with our rural communities.

The aims that we have identified to span all our current activities and provide a clear framework for our future are:

- 1) Develop a sustainable visual art and craft organisation**
- 2) Produce and deliver festivals, events, and experimental visual art and craft projects of the highest quality**



- 3) Nurture an environment where artistic excellence develops, thrives and grows**
- 4) Inspire and educate a wide range of audiences, customers and clients to understand, celebrate, participate and be supportive of visual art and craft practice**
- 5) Raise the profile of visual artists and makers locally, nationally and internationally fulfilling a crucial role in the culture and tourism of Dumfries and Galloway**

- 6) Work to benefit the local economy and the sustainability of local communities**

- 7) Build strategic partnerships at regional, national and international level**

At the heart of our aims is developing a sustainable visual art and craft organisation which will, in turn, nurture and support the development, ambition and economic resilience of professional creative practitioners.

Roles & Responsibilities:

The Board's primary purpose is to act as a governance of the organisation: determining policy and setting its strategic direction. The Board must ensure that comprehensive organisational planning is undertaken and undertaken well. The Directors are legally responsible for the running of the organisation. Their role is essentially one of asking good questions, expecting good answers, and serving as resources in areas of personal and professional expertise where required or where they see a need.

This should include:

- Active and ongoing reviewing of Upland's mission, purpose and performance;
- Acknowledge and carry out their legal requirements as a member of the Upland Board as laid out in the company's constitution;
- Financial projections (income and expenditures for which the Board is legally accountable);
- Assumptions about the future (likely internal and external circumstances);
- Responsiveness too and awareness of local, national and international trends and changes which may impact upon and/or benefit Upland. This must include how Upland positions itself directing and supporting an outward looking perspective;
- Evaluation of current programmes and services;
- Ensure new programmes and services are in line with Upland's Mission, Core Values and Aims;
- Advise on membership development and retention strategies;
- Overview of staffing (current and projected);
- Ensure that the Board of Directors is responsible, accountable, fully functioning and active for the benefit of Upland;
- Fundraising strategies;
- Public relations.

Upland CIC's Board of Directors is presently led by Sarah Stewart, Chair. For information on current Board members see www.weareupland.com/about





Expectation & Commitment

Board Meetings:

- The Board will meet a minimum of four times a year;
- The Chair will set the dates annually following each AGM;
- The Board agenda will be set by the Chair of the Board. Requests for items to be added to the agenda must be submitted to the Chair at least 14 days prior to the Board meeting;
- The Board agenda, financial statement and any other papers will be circulated 7 days before a meeting of the Board;
- The minutes of board meetings will be circulated to board members following each meeting;
- The Board's atmosphere and culture will encourage open and constructive debate;
- The Board will promote collective responsibility and act in the best interests of Upland CIC.

Key points and expectations:

Board members are expected to attend at least two of Upland's events in a year. We feel this is important in order to experience our projects and programmes first hand.

The role of a trustee is voluntary and is not remunerated, but reasonable expenses will be paid.

Board meetings are usually held in Dumfries & Galloway, the exact location will take into consideration Board members travel time. However, at present all meetings are virtual.

We may return to physical meetings when restrictions allow but we are open to a combined approach. Therefore we are happy to discuss the potential of new board members attending meetings virtually where appropriate.

Skills, Knowledge & Experience

We are seeking to create a Board which brings a diverse range of skill set and perspectives. Having taken time to consider our existing board members expertise we are particularly interested in those who have experience and interests in the following areas:

- Fundraising and development
- Financial management and/or accounting
- Education & engagement
- Business marketing / communications
- Community development
- Environmental issues / policy
- Youth and young people
- Disability and access
- Tourism
- Creative practice

We welcome both those with previous Board experience and those who are new to joining a Board. We are also keen to welcome those from a non-arts background who can bring valuable skills from other sectors. If you are unsure about any aspects of this opportunity or would prefer to chat to someone informally then please not hesitate to contact Sarah Stewart, Upland Chair (details on following page).

We are open and welcome all enquiries.

Upland strives to be an advocate of equality and diversity for all of our stakeholders and will work hard to ensure all sections of the community are included. We are looking to recruit a diverse board and encourage applicants from culturally and ethnically diverse backgrounds, those who would consider themselves disabled and people from the LGBTQ+ community.



How To Apply

Please send your CV along with a covering letter which outlines your interest and the experience / knowledge you could bring. Please send this to: Sarah Stewart, Chair at chair@weareupland.com

We are seeking expressions of interest to this voluntary position by: 15th March 2021.

After the deadline date all expressions of interest will be read by existing Board members and a shortlist will be created.

We will then organise for those individuals to meet with the Chair and another Board member for informal discussions. From those discussions successful candidates will then be invited to observe a Board meeting before accepting the position.

More information: www.weareupland.com

For any queries or to arrange an informal chat please contact:

Sarah Stewart, chair@weareupland.com

For further general guidance on being a company director visit:

<https://www.gov.uk/guidance/being-a-company-director>

Registered in Scotland as a Community Interest Company Limited by Guarantee No. SC350101.

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Photographs by Colin Tennant.



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