

# KARST

## Board Recruitment Information Pack

KARST is looking for new Board members. We welcome all applications, but we are interested in applications from a young voice, a community voice and an ethnically diverse voice, to broaden the diversity of our Board. Applicants do not need to have a contemporary arts background or previous Board experience.

KARST values people, collaborations and creating opportunities to make extraordinary things happen and we are looking for ambitious people who share our vision for Plymouth to be an international city driven by arts, culture and innovation. We see this as a great opportunity for new Board members, existing Board members and the executive team to share experience, exchange knowledge and learn from each other.

### Overview

#### KARST Vision

Our vision is to inspire, create and profile the best and most innovative contemporary arts practice.

#### KARST Mission

Our mission is to support artists and curators to take risks and push the boundaries of cutting-edge contemporary art.

#### KARST Values

- Risk Taking - We create space for taking risks, where artists and curators experiment, provoke, disrupt and innovate.
- Independence - Our independence allows us to focus on contemporary arts that has currency, sets trends and pushes boundaries.
- Accessibility - We make contemporary art accessible to all through a dynamic and inspiring creative programme.
- Diversity - We create conditions for diverse artists to create diverse contemporary arts for a diverse audience.
- Collaboration - We develop partnerships with organisations and individuals who share our focus on need, quality and value.
- Inclusivity - Our space is welcoming to all, where people feel confident and brave.

### Background

KARST is an Arts Council England National Portfolio organisation and the largest independent contemporary arts gallery and studio complex on the South West peninsula.

Based in Plymouth, Devon, we are a contemporary art platform that creates the conditions to support risk taking, experimentation and innovation.

Situated in the industrial Millbay area of the city, KARST acts as a testbed to enable challenging and critically engaging work. We do this through the provision of a large, free, fully accessible public gallery and affordable artists' studios. Talent development is an integral part of everything we do and our creative programme gives equivalence to exhibitions, learning and engagement, with each area interacting with the others to generate content that is meaningful to participants and relevant to the wider context of the contemporary arts at national and international level.

As a charitable organisation, KARST focuses on working in collaboration with public, private and culture sector organisations, artist groups and creative individuals. Through a programme of curated exhibitions, projects, events and critical dialogue, we engage a wide and diverse audience in order to support the cultural growth of Plymouth and the wider South West region.

The KARST ethos is to push the boundaries of experimental contemporary arts where risk is identified, encouraged and supported at all levels. During our first 10 years we have built a solid track record in delivering internationally significant exhibitions, projects and pop-up events, working with a broad range of artists and curators, providing affordable studio space for artists, engaging hundreds of students and graduates through our talent development programme and attracting many thousands of gallery visitors and an online audiences of over 300,000.

Fundamentally we act as a platform to support artistic exchange leading to cross pollination of creative skills and knowledge, providing valuable opportunities for creatives to share, learn and promote best practice at all points of programme entry.

## Board Members

Nick Buckland, Chair of KARST and Donna Howard, Executive Director are leading the search for up to four new Board members to further develop the skills base and work of the Board.

Our Board provides leadership and governance, and sets the strategic direction of the organisation. Board members play an active role representing KARST externally as well as monitoring the organisation against its agreed aims and objectives.

Board members contribute a broad range of experience from the world of business and the arts, and bring specific expertise to discussions around strategy, company growth and development and the delivery of priorities and programmes. We are seeking new Board members who:

- Provide new insights and perspectives.
- Are keen to develop new or further their existing skills and experience.
- Are prepared to engage fully and bring creativity, new ideas and perspectives that challenge long standing beliefs and systems.
- Can develop an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship, following Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

KARST is committed to being an inclusive organisation and we are seeking applications from people from a range of backgrounds. We are a Plymouth based and internationally renowned organisation and therefore we encourage applications from people representing our local, national and international communities.

And we particularly welcome and encourage applications from first-time trustees, young people, members of the local community, people who are from the Caribbean and African diasporas,

people who are South Asian, East Asian or South-East Asian, North African, Middle Eastern or from ethnically mixed heritages.

Previous experience of a Board role is not essential, we are seeking people who share our passion for the KARST vision and mission and who have an appreciation of different forms of art and culture.

## The Role

The collective responsibilities of the KARST Board are to:

- Advise on KARST's vision, mission and strategy, reviewing and approving strategic plans prepared by the Executive Director and scrutinise performance against them.
- Monitor and evaluate operational activities and policies, ensuring that KARST is effectively managed.
- Provide strong financial oversight and risk management and compliance.
- Support KARST's Executive Director in delivering their role and responsibilities, and the Senior Management Team in their areas of work.
- Ensure that the organisation complies with our charitable objects and meet our commitments to funders, investors and other stakeholders.

The individual responsibilities of KARST Board members are to:

- Attend and contribute effectively to regular Board meetings and an Annual General Meeting.
- Provide positive input, challenge and support to senior staff, especially in their area of expertise.
- Represent and promote the organisation externally, building appropriate relationships with relevant networks, agencies, and stakeholders.
- Foster a supportive learning culture throughout and promote open, constructive discussion.

Board members meet a minimum of four times a year, typically in person in Plymouth but also virtually via Zoom when necessary. We usually meet late afternoon / early evening for no longer than two hours. There's also the opportunity to participate in an annual strategy day.

The role of KARST Board Member and Trustee is a voluntary one, although reasonable travel expenses to attend meetings and events will be paid where appropriate.

All successful applicants will be given full induction, and training where necessary.

## Equity, Diversity and Inclusion

KARST welcomes those with different life experiences, different approaches to problem-solving, and different perspectives to help us become a more diverse organisation by reflecting that difference. We strive to create an inclusive environment that allows individuals from all backgrounds to feel comfortable, allowing everyone to thrive in the workplace.

We are not complacent and we are committed to doing more. This isn't just about policies and procedures, it's about building great coalitions to create an ecosystem that connects people with art. We want to ensure that opportunities to work and develop at KARST are open to all. We

treat all job applications equally, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation or any other equality characteristic.

We celebrate equity, diversity and difference, and welcome and encourage applications from all communities.

## How to Apply

**Informal chat** - If you are thinking of applying and would like to discuss anything with us in advance please get in touch for an informal chat with the Executive Director and Chair.

Applications open Wednesday 20th October 2021.

**Application form** - please complete the online application form and upload a short statement in written, audio or video file format to explain your interest in the role. We will not accept CV's as part of this process.

Applications must be received by 5pm on Friday 12th November 2021.

**Board Recruitment Stage one informal meeting** - we would like to invite all eligible applicants to a 20 minute informal discussion about your application. This is an opportunity for you to meet the team, discuss your interest and suitability for the role and answer any clarifying questions.

To be held week commencing 15th November 2021.

**Stage two formal interview** - Shortlisted candidates will be invited to a formal interview which will communicate full details in advance.

To be held week commencing 22nd November 2021.

To organise informal chat or for further information please email Donna ([dh@karst.org.uk](mailto:dh@karst.org.uk)).

## Data Protection

Information provided by you as part of your application will be used in the recruitment process only. Data will be held securely with access restricted to those involved in the process. Once this process is complete, data relating to unsuccessful applicants will be stored for a max. of 12 months and then destroyed.

Information provided by you in the Equal Opportunities form will be used to monitor KARST's diversity policies and practices. By submitting your completed application you are giving consent to your data being stored and processed for the purpose of the recruitment process, equal opportunities monitoring and your personal record if you are the successful candidate.

Information provided will be removed from the shortlisting process removing bias or similar.

Thank you for your interest in KARST.