



Chair of the Board Recruitment Pack

May 2026

“Boards have played a huge part in my life, sometimes for better and sometimes for worse. The Chair of my Board needs to be someone very special who can help us work for the good of the company, the industry and the art. We are a warm, ambitious and entrepreneurial team who need a gentle, creative and knowledgeable touch from our Board. We want to be understood and celebrated, challenged and supported. In return we promise fun, wonder, engagement, and enduring passion for what we do in these difficult times. If this is you and you know and love my cannon of work, come and join the most vivid and surprising team in British Theatre!”

Emma Rice

“Chairing the Emma Rice Company for the past 8 years has been a huge pleasure and an enormous privilege. It has been a joy to be part of the extraordinary creativity, resilience, and ambition, not only on stage, but in every member of our team. I leave this role with immense pride in what we have achieved and, as we look to the future, I encourage those with passion, vision, and a belief in the power of the arts to consider applying for this role. It is a unique opportunity to help shape the next chapter of a company that truly makes a difference. I have every confidence that the best is still to come.”

**Clare Reddington,
outgoing Chair of the Board**





About Emma Rice Company

Launched in 2018 (as Wise Children), Emma Rice Company is an international touring theatre company based in the South West. Created and led by award-winning director Emma Rice, we make ground-breaking and accessible work with exceptional artists. Alongside our shows, we run a unique professional development programme, training a new and more diverse generation of theatre practitioners.

In just seven years, we have established ourselves as one of the best-known and loved artist-led touring companies working in the UK today. We have made eleven original shows; toured to 38 venues across seven countries; made films for multiple platforms including the BBC and Sky Arts, which have been broadcast around the world; lovingly renovated an old church in order to transform it into The Lucky Chance, our permanent home and the centre of our operations; trained over 1,000 aspiring theatre makers; and reached more than 400,000 people in-person and online with our work.

The next few years look set to be equally exciting as we kick off The Director's Cut, a partnership with Theatre Royal Bath which will see us revive some of Emma's iconic past productions, and make new work with the RSC and Chichester Festival Theatres.

We are a registered charity and an Arts Council National Portfolio Organisation, with our core funding secure until March 2028.

The Current Board of Trustees

We currently have eight Trustees, who represent a wealth of knowledge across different sectors.

Our Board currently consists of:

- Judith Dimant, Ex Producer Complicité, founder Judith Dimant Productions
- Kane Husbands, Founder and Artistic Director of The PappyShow, and Senior Lecturer in Performance: Design and Practice
- Simon Inch, ex-Insurance Finance Director at Canada Life
- Irma Inniss, Television Producer
- Ash Khandekhar, Journalist and PR Consultant
- Clare Reddington (outgoing Chair), CEO at Watershed
- Yuko Thomas, Investor Relations Executive
- Alan Brodie, Literary Agent





The Role of the Chair

We are seeking a Chair who brings sound judgement, warmth and integrity, and who is excited by the opportunity to support an ambitious arts organisation.

As Chair, your role is to govern, support, advocate and listen. Working closely with the Artistic, Executive and Creative Directors, you will contribute perspective, encouragement and constructive challenge, while providing support to the leadership team. You will lead the Board of Trustees with confidence, encouraging open discussion and healthy challenge, guiding clear, well judged decisions that advance our ambitions, reflect our values, care for our people and support the company's long term sustainability. You will also act as an ambassador for the company; helping to build new relationships and representing Emma Rice Company externally.

As Chair, you are legally a Company Director of Wise Children Ltd (trading as Emma Rice Company). Alongside the other Trustees, you will be responsible for ensuring compliance with:

- company law
- employment law
- health and safety legislation
- equal opportunities legislation
- and legislation relating to working with children and young people.

You will read, comment on and approve organisational policies, hold strategic and financial oversight, advise on issues as they arise, and help ensure that the company remains solvent and operates in ways that safeguard its funds, assets and reputation.

The successful candidate will be an experienced Board member with a strong understanding of governance, and the ability to build a trusting, constructive partnership with the leadership team. While direct experience of the arts is not essential, we are seeking someone who shares our values and is enthusiastic about acting as an advocate for Emma Rice Company.

We're interested in meeting new people from across the South West and further afield who want to use their experiences and skills to support the company.

Emma Rice Company is committed to equal opportunities and welcomes candidates from all backgrounds. We're keen to maintain the demographic diversity of our Board, and would particularly encourage applications from d/Deaf and disabled candidates and from candidates from the global majority.



Term of Service

We ask our Chair to sign up for an initial four-year term, after which we review their membership of the Board. At this point, our Chair can choose to step down from the Board, or, with the agreement of the rest of the Board and senior leadership team, renew their membership for another four-year term.

Board Meetings

The Board meets every three months. Meetings last two to three hours, and we alternate between in-person and online meetings. In-person meetings take place at The Lucky Chance in Frome, though we also hold meetings in Bristol and London from time to time. Meetings are scheduled and agreed by all, so it should be possible to find dates that suit everyone.

As Chair, you will sign off on meeting agendas and minutes before being distributed to the wider board. Board papers usually include an agenda, minutes from the previous meeting, an activity report and financial papers. We ask Trustees to read papers in advance.

If you're thinking of applying but worry that you don't have sufficient knowledge of a particular area of our work, we are able to arrange for extra support to bring you up to speed.



Away Days

Once a year we also have an 'away day', a whole day which we spend together, giving us a chance to get to know one another better and to think more deeply about one or two issues the company is facing.

Other Activity

In addition to Board meetings and away days, we will ask our Chair for support in between meetings, including, but not limited to, acting as a trusted advisor to the leadership team, urgent decision making and preparing for board meetings.

The best Board members are the ones who are well informed and have a good understanding of our work, so we also hope you'll come to see our shows and attend other events whenever possible.

Payment and Expenses

Emma Rice Company is a charity and this is a voluntary and unpaid position. Most Trustees cover their own expenses related to attending meetings, but we are able to cover expenses if needed, for example travel to away days, as these are more likely to be in a location away from where Trustees live.

We ask Board members to buy their own tickets to our shows.



Fundraising and giving to Emma Rice Company

All of Emma Rice Company's Trustees and staff give to the company by joining the Emma Rice Company Club. The Club costs anything from £25 upwards to join, with membership renewed annually. This helps us make the case for a charity we believe in and ask others to give too.

Asking others to give is not seen as a key function of the Trustees, though their support in this area is always welcome, and we often ask Trustees to help us identify people who might become donors.

Expressing your Interest

To apply, please email recruitment@emmaricecompany.co.uk letting us know why you are interested in becoming the next Chair of Emma Rice Company and what skills and experience you would bring to the role.

Applications should be received by **Friday 26th June**.

Interviews to be held during the week commencing 13th July.

Further information

If you would like further information please contact Steph Curtis, Head of Organisation, on 0117 313 7640 or recruitment@emmaricecompany.co.uk

