

# ABBAY THEATRE AMHARCLANN NA MAINISTREACH

## Board Vacancy

### 1. Background

In 1925, the Abbey Theatre was given an annual subsidy by the new Free State, and the Abbey became the first ever state-subsidised theatre in the English-speaking world. The State continues to support the Abbey Theatre in the form of an annual grant from the Arts Council of Ireland/An Chomhairle Ealaíon.

The company originally traded as the National Theatre Society Limited. On 31 January 2006 this company was dissolved and all assets and liabilities were transferred to a newly established company, Abbey Theatre Amharclann Na Mainistreach, which now runs the theatre.

<https://www.abbeytheatre.ie/about/history/>

The artistic policy of the theatre incorporates the following ambitions:

- To invest in and promote new Irish artists and writers
- To produce an annual programme of diverse, engaging, innovative Irish theatre
- To create a dynamic working environment which delivers world best practice across our business



## 2. Functions of the Board

The Board is responsible for setting the broad strategy and policies for the theatre. It is also responsible for the system of internal financial control and for putting in place processes and procedures for ensuring that the systems are effective.

Matters reserved for the Board include:-

1. Significant acquisitions, disposals, and retirements of assets of the company. This applies to assets with values of €125,000 [excluding Value Added Tax(VAT)] or more;
2. Approval of terms of major contracts. Applies to contracts worth €125,000 [excluding VAT] or more;
3. Major investments and capital projects where the value is €125,000 [excluding VAT] or more;
4. Delegated authority levels, treasury policy and risk management;
5. Policy on determination of remuneration of senior management;
6. Approval of annual budgets, corporate and strategic plans;
7. Production of annual reports and accounts;
8. Appointment, remuneration and assessment of the performance of the Chief Executive(s) (Theatre Director(s));
9. Significant amendments to the pension of the Chief Executive(s) and staff;
10. Succession planning for the Chief Executive(s);
11. Approval in advance of engagement in novel or contentious acts or in advance of the commitment of funds to novel or contentious purposes.

The Board's policy is to follow the Code of Practice for the Governance of State Bodies.

The Board is assisted in the discharge of its responsibilities by a number of sub-committees which include Audit & Risk, Development, and Site Redevelopment. Depending on the successful candidate's specific area of expertise, they may be requested to sit on one or more of these sub-committees.

### 3. Person Specification

Expressions of interest are invited from applicants who consider they possess the skills and experience necessary in the following areas:

- Significant theatrical experience, i.e. has worked as a actor/ designer/ director/ playwright/ theatre maker on at least five professional productions.
- Exhibits a compassion for theatre artists and their craft.
- Has a passion for theatre and enthusiasm for the Abbey Theatre's art.
- Has an extensive connection with leading international theatre makers.
- Has knowledge or experience of other major theatre's and their operations.
- Has noteworthy experience in delivering high quality work to a range of audiences.

In addition to this experience, it is desirable that applicants possess:

- Knowledge of the environment and the market place in which the Abbey Theatre operates;
- Broad understanding of what is best practice for the industry in terms of safety, health and welfare at work, etc.
- The ability to act independently and to arrive at an opinion about important matters and be prepared to use external sources to verify information upon which the successful candidate will rely in coming to an opinion on a matter;
- The ability to assess and hold management accountable for performance – not just financial performance but also for performance on achieving the Abbey Theatre's strategic objectives; and
- The ability to communicate effectively, work as part of a team and act as a strong advocate for the Abbey Theatre's strategic direction, vision and mission.

### 4. Term of Appointment

- There are no fees payable for this position
- In line with best practice, the term of appointment is 3 years. Successful candidates may serve a maximum of two terms of 3 years. There will be a formal Induction Programme for the successful candidate
- There are six board meetings per year, which are held in Dublin. In addition, Board members may be requested to sit on one of the committees of the board

## 5. How to Apply

### Appointment Process

To apply for the current vacancy, interested candidates should submit the following by email to [boardvacancy@abbeytheatre.ie](mailto:boardvacancy@abbeytheatre.ie):

- A cover-letter outlining the rationale for their application – including relevant skills, knowledge and experience; and
- A Curriculum Vitae.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.

## 6. Appointments Process

Applications by qualified candidates for board membership will be considered by the Abbey Theatre Board's Selection Committee.

The Selection Committee is comprised of the Chair of the Abbey Theatre Board, the Chair of the Arts Council and the Minister's Advisor to the Selection Committee (currently Professor Chris Morash, TCD).