

Trustee Role Description:

It's a hugely exciting time for Camden People's Theatre (CPT), and we're looking to appoint a small group of new trustees to our board, to work with our newly appointed Chair to support, challenge and oversee the CPT leadership team for this next stage of growth. This document sets out what it means to be a trustee at CPT, and some of the skills and experience we're particularly interested in. Our current priorities for board recruitment include people with expertise in fundraising/income generation, HR/legal, artist development/the fringe theatre ecology, and people with a genuine Camden connection.

You don't need to have been a trustee before - this might be the first time you've even thought about joining a board. We're available for informal conversations about what joining our board might look like for you, and everyone who joins will be given a full induction to Governance, alongside ongoing mentoring as required.

We welcome and encourage applications from individuals without formal education and/or who identify as:

- Deaf and/or disabled
- Neurodivergent
- Working-class, benefits class, and/or from a low-income background
- Global majority* and/or migrant
- LGBTQ+

**This includes people of Black Caribbean, Black African, South Asian, East Asian, South East Asian, Middle Eastern, Arab, Latinx, Jewish, Romany and Irish Traveller heritage.*

Term: 3 years, with a maximum of 2 terms

Location: Camden People's Theatre, 58-60 Hampstead Road, London, NW1 2PY (meetings currently hybrid)

Salary: Unpaid voluntary position (reasonable expenses and access support covered)

Deadline for applications: Monday 16th November 2026

What is a trustee?

Charities (like CPT) are managed by Boards, which are made up of Trustees. This process - of overseeing the organisation to ensure it's meeting its strategic, legal and charitable obligations - is called Governance. Trustees work on a voluntary basis, supporting, challenging, and monitoring the leadership team - for CPT, this is Artistic Director Rio Matchett and Executive Director Kaya Stanley-Money. A good board has a range of professional and lived experience for the leadership team to draw on, typically including financial and legal people, and people with specific experience relating to the organisation's work. There are regular meetings in which the leadership team report on how things are going, and trustees may be asked to support outside of these meetings in a number of ways: additional one on one chats with the team when a challenge arises, sharing and making connections for us, supporting with fundraising efforts, and being a general champion and advocate for the organisation. Ahead of meetings, documents called 'papers' will be shared which

summarise news, so trustees have time to prepare questions and reflect. Governance is not the same as Management - the CPT staff team do the work of running the organisation, the board is there to support with high level philosophical and strategic conversations, and to protect and advocate for the organisation.

About CPT

Camden People's Theatre (CPT) is a studio theatre in the West Euston/Regent's Park area of Camden, dedicated to artist development and new work. We take the risks that other venues can't - championing and nurturing the next generation of theatre makers who go on to transform the sector. Every year we present 300+ performances by 150 artists, reaching over 15,000 people, and we are experts in artist development, and sector leaders in access. Over the last 30 years, we've become a vital launchpad for emerging talent, enabling artists often marginalised in our sector to build sustainable, flourishing careers and reach new audiences. Through open-access commissioning, artist development schemes and bold programming, we champion radical, inclusive, ground-breaking performance that goes on to hit the mainstream. CPT has worked with and launched the careers of extraordinary artists including Scottee, Emily Lim, Ros Watt, Fevered Sleep, Sh!t Theatre, Ryan Calais Cameron, Hayley McGee, Chris Thorpe, CommonWealth, Nouveau Riche and Frankie Thompson, among many more. This pipeline is vital to the sector - through it, we innovate, challenge what creative excellence can look like, and set the standard for sector leaders of tomorrow.

“The journey that began there has taken my work to bigger stages and different audiences, but it started in a small studio with

people who were willing to invest in an idea before anyone else knew what it could become. That kind of support is increasingly rare, and it is absolutely vital."

-Ryan Calais Cameron - CPT Patron

We want to be a home for artists facing systemic barriers, and pride ourselves on supporting queer, disabled, racialised and working-class artists brimming with potential who are too often shut out of the industry by systemic barriers. This commitment drives an incredibly diverse programme - which in turn attracts a diverse audience. Last year, our commissioned artists were 66% Disabled, 47% Global Majority, 66% LGBTQIA+ and 40% working class. Our audiences reflect this: 24% Disabled (vs. 10% sector average), 31% Global Majority (vs. 10% sector average), 47% LGBTQ+ and 25% working class.

"As a Black queer woman, you don't normally see yourself on stage."

-GRILLS audience member

We are a sector leader in access at studio scale. This reputational growth has been driven by long-term strategic investment in our access and inclusion work, transforming how we work with and for disabled artists and audiences. With limited resources, we've modelled a radically inclusive practice - 50% of our 2025/26 programme was made by disabled artists, up from 20% the year before, and disabled audiences now make up 31% of our audience, up 10% on 2024/25.

"I'm hard of hearing - I've always been adamant I don't like theatre, turns out it was just never accessible to me. I loved it!"

- Audience member, 2025

Where CPT wants to grow

Trustees are joining us at a really exciting time; CPT is currently building a strategy and a plan for the next 3-5 years, announcing some new major projects, and growing our staff team.

We want support:

- **Artistically:** deepening our disability focus and placing accessibility at our core, strengthening our role as a launchpad for working-class, queer and Global Majority artists, and extending our reach onto other stages beyond our building.
- **Financially:** exploring new business models, investing in relationships for alternative income streams, and growing individual giving.
- **Working with our local community:** clarifying our role as a civic space, serving our local community and building nationwide and local alliances that help transform the future of UK theatre.
- **Organisationally:** strengthening our inclusive workforce approach, evolving our operating model, and building a clearer public profile.

What we need from trustees right now

We're prioritising a number of areas of skills and experience in this recruitment round:

Philanthropy & income generation

A business leader or philanthropist with exceptional networks, who brings:

- Understanding of philanthropy and stewardship
- High-level institutional connections
- Knowledge of operational and financial models of sustainability
- Experience of individual giving and cultivating high-net-worth donors

Camden / civic / community connector

Someone who can help CPT strengthen its role in the local community, build local relationships, define what it means to be a civic space with relevance to local residents, and who brings:

- Strong Camden and/or London community networks
- Relationships with local business, schools, universities or civic organisations
- An understanding of placemaking and the role of a theatre beyond our building

HR/Legal

We are seeking a trustee with legal or employment acumen to support the board and executive team across all matters arising in the organisation. Key areas for support include HR, employment and contract law. You might be an employment lawyer or a general commercial lawyer with a good understanding of managing risk. Experience with charity law is a bonus but not a requirement. The board is also supported by a Company Secretary.

Artistic/Fringe

We're also very interested to hear from candidates with backgrounds in artist development, their own artistic practice, and experience of the independent theatre ecology. Candidates may have a solid understanding of the practical and ethical challenges facing the new work sector, be politically and artistically minded, and bring expertise in working with marginalised artists who face systemic barriers in the industry

What we're looking for more broadly

Beyond these two priority areas, we think about the balance of our board across three areas:

- **Skills:** artistic, finance, legal, HR, fundraising, governance, property/venue, digital/comms, producing, artist development, Camden/local/national policy, access/inclusion, commercial and philanthropic income.
- **Perspectives:** artists, local communities, younger cultural leaders, disabled people, Global Majority voices, working-class experience, queer people, audiences, participants, and people with lived experience relevant to CPT's work.
- **Relationships:** local Camden networks, funders, philanthropy, local business, schools/universities, the London theatre ecology, community organisations, and national cultural policy.

We're not only asking what a trustee can do — we're asking what they can see, hear, understand and connect CPT to.

The behaviours we value

Skills and networks matter, but so does how someone shows up. We're looking for trustees who can:

- Ask good questions without performing expertise
- Challenge and support our executive team with care
- Understand and be comfortable with the board's role in fundraising
- Read papers and understand risk
- Show up to performances and organisational moments
- Bring networks without turning trusteeship into a contacts list
- Understand the difference between governance and management
- Work inclusively and reflectively
- Be comfortable with unknowns, risk, and ambition.

Key responsibilities & time commitment

Trusteeship at CPT is an active relationship with the organisation. Trustees are expected to be present, prepared, curious and connected to the artistic and civic life of the theatre, and willing to help the executive team imagine and create a more sustainable future. In practice, that means:

- Attend board meetings - typically four per year, in the evenings mid-week - plus an annual strategy away day
- Read and prepare for papers ahead of meetings, and provide scrutiny of risk

- Liaise regularly with the Chair and joint CEOs between meetings on matters within your specialism, including ad hoc advice
- Contribute to the strategic direction of the charity
- Act as an ambassador for CPT - advocacy, fundraising and networking where relevant to your role
- Attend a small number of performances or CPT events each year
- Possible involvement in a committee or working group aligned to your specialism, including special projects connected to it
- Take part in an induction - both individually and alongside your recruitment cohort - and engage in ongoing mentoring if you're new to formal board experience
- A three-year term, renewable once, with access support and reasonable expenses covered
- Expect more frequent contact with the joint CEOs during crisis moments or fundraising drives

The governance culture we're building

We want a board that is creative, inclusive, connected, present, proactive, brave and useful. The recruitment process is designed to reflect that culture: expect a warm, accessible process, an information evening where you can see a show and meet the team, and the option to have an informal conversation before you apply.

How to apply

We accept applications in whichever format works best for you: a CV and expression of interest (max 500 words), short written answers, or an audio or video submission via WeTransfer or Dropbox.

If you'd like an informal conversation about the role before applying, or would like to submit your application in another format, please email jobs@cptheatre.co.uk.

Deadline for applications: Monday 16th November

Interviews: Candidates will be invited to an interview with the representatives of the board in late November/beginning of December.