MOUNTVIEW

BRIEF FOR THE POSITION OF

CHAIR OF THE BOARD

Photo by Steve Gregson

Mountview is one of the most exciting, innovative and accessible theatre training grounds in the world. I am very excited and proud to have been Mountview's President for the past eighteen years.

DAME JUDI DENCH CH DBE
President of Mountview

WE DO THINGS DIFFERENTLY

As one of the UK's leading drama schools, we develop actors and practitioners who will become the future of the creative industries worldwide. Through innovative practice, new approaches to working and close relationships with industry, we cultivate graduates who are bold, fuelled by curiosity, courage, optimism and purpose. We exist to challenge the status quo.

A manifestation of this is Mountview's campus, which has changed the shape of UK drama training. In partnership with Southwark Council and designed by Carl Turner Architects, we built a new home in the heart of south London, next to the Stirling Prize-winning library in Peckham, breaking ground in April 2017 and welcoming our students through the doors eighteen months later.

Mountview is synonymous with exceptional musical theatre training, having established the first ever degree in musical theatre training, and we are widely considered to lead the field as global innovators. We are proud to have launched our own examination board, offering graded musical theatre qualifications. Our unrivalled expertise brings a fresh approach, sharing our values with people of all ages and at all stages in their development.

Whether through our higher education programme, our participation work or Mountview Exams, our training aims to develop skills, grow confidence, celebrate creativity and reward individuality. All our higher education provision is validated by our partner of 27 years, UEA (University of East Anglia), keeping our quality and standards at the highest level.

The arts enrich and change lives. We are passionate about dismantling barriers to the arts and engaging with communities in Peckham and beyond. Every year we share our space, expertise and resources, opening up access to the dramatic arts for all ages and abilities, whilst simultaneously learning from and collaborating with the vibrant cultural ecology on our doorstep.

Today's students join a constellation of graduates making their mark on the profession. Actors Grace Hodgett Young *(Sunset Boulevard)*, Ben Joyce *(Back to the Future)*, Louisa Harland *(Derry Girls)*, Artistic Director Rachel Bagshaw *(Unicorn Theatre)*, Musical Director Sean Green *(Get Up, Stand Up!)*, Olivier Award-winning actor Giles Terera *(Hamilton)* and actor Eddie Marsan are just a few of our notable alumni.

Find out more about what we do here: www.mountview.org.uk

WELCOME TO MOUNTVIEW

Dedicated to ensuring the future of the creative industries, we train actors, practitioners, and technicians to the highest standards. Our vision is to be a world leader in dramatic training. Our reach will be local, national and international and we will make impact everywhere we go. We will be agile and reflexive in our portfolio and its delivery, front-footed and able to respond to a changing sector and a shifting world. Peckham is our home, but Mountview will not simply be defined by its building. We will be outward facing. Our reputation will be for the quality of our training, our innovative practice, and our collaborative approach as an organisation. We will secure the future of a vibrant arts community with world-class, independent, generous graduates who are connected to the issues of the day.

Our core values which guide and inform everything we do and believe are:

- CHALLENGE THE STATUS QUO
  doing things differently and courageously; allowing curiosity to drive us; being motivated by new ideas and pushing boundaries; celebrating dynamic and playful exploration; influencing industry with progressive practice; inspiring everyone we reach.

- CREATE BELONGING
  welcoming all people from all backgrounds; implementing anti-oppressive practices; actively seeking to break down barriers to inclusion; creating access; embedding Equality, Equity, Diversity, and Inclusion approaches; celebrating difference.

- SUSTAIN THE FUTURE
  environmental mindset, maintenance, and renewal of existing resources; retaining rigour and integrity of our quality and standards; financial sustainability; resilience and wellbeing and supporting with nurture and kindness.

- COMPASSIONATE COLLABORATION
  elevating ideas by working together with respect, sharing our warmth, creativity, and resources; finding strength in partnerships and collaborating internally and externally; developing cultural competency; listening; utilising networks.

- TRANSPARENT COMMUNICATION
  being appropriately open with our information and processes; developing liberatory training practices; compassionate and clear communication; solutions focussed; ownership of responsibilities with clear accountability; observing data privacy.

I hope you will enjoy getting to know more about Mountview and wish you well in the application process if you choose to apply.

Sally Ann Gritton
Principal and CEO

Photo by Stephen Glass

THE ROLE

Mountview is at a particularly exciting point in its development. Under the leadership of our Principal & CEO, Sally Ann Gritton, and Board of Trustees, we are undertaking an ongoing programme of continuous improvement which celebrates and builds upon our success to date, widening our footprint across the UK with regional centres, increasing participation, creating new artistic and pedagogical opportunities, developing our organisational resilience and expanding our brand recognition locally, nationally and internationally.

With our current Chair, Dame Rosemary Squire, stepping down at the end of her term in Spring 2025, we are now seeking an inspirational and experienced leader to steer and drive the Board and Executive, increasing our reach, output and impact, and ensuring our sustainability.

Mountview is a vibrant organisation where exceptional young people achieve extraordinary things. Our new Chair will have a deep understanding of leadership in higher education and a passion for the performing arts, specifically theatre, television and film. They will be interested in young people and drama training and will be committed to making Mountview one of the most successful, diverse and respected conservatoires in the UK and internationally.

Our new Chair will share our commitment to growth, help us to continue our increasing brand recognition and to fundraise effectively, while ensuring that we have a strong Board of dynamic and engaged Trustees. They will help us nurture our strong partnership with the London Borough of Southwark and support our local commitments. They will ensure that our courses remain at the forefront of drama training, challenging the status quo whilst providing for the industry's long-term needs. As important will be a commitment to diversity and inclusion, mindful of the communities which Mountview serves and our commitment to supporting the most talented and ambitious students, whatever their background.

Photo by Steve Gregson

REQUIREMENTS

The role of the Chair of Trustees is to work with the CEO & Principal, Executive Team and Board to promote the vision, values and objectives of Mountview. A commitment of substantial time and energy will be required to undertake and fulfil the role. The appointment will be for an initial period of three years, with the option of an extension for one further term of three years, subject to the approval of Board. A process of regular board appraisal is undertaken.

KEY RESPONSIBILITIES

- To lead an effective Board of Trustees which is responsible for the strategic direction of the institution and the monitoring of its performance against objectives, including educational delivery, financial viability and risk management.
- To lead by example and ensure that the Board conducts itself in accordance with the accepted standards of public life.
- To ensure that Mountview complies with its obligations as a charity and exercises efficient use of its resources for the furtherance of its charitable purpose.
- To ensure that the Board has the necessary skills to fulfil its responsibilities and to initiate and fully engage in the process of recruitment of Board members.
- To lead the recruitment of Mountview's senior executive officers and support the Principal and Mountview's executive team in the fulfilment of their duties, respecting the proper separation between governance and executive leadership whilst also acting as a trusted advisor and critical friend.
- To chair board meetings, and as appropriate, to attend board committees and meetings with the principal, executive team, staff and student representatives.
- To regularly evaluate the performance of the Board and its committees, including conducting the annual trustee appraisal process of Board members.
- To represent the board at key Mountview events involving students and other stakeholders, including graduation ceremonies, and celebrate the successes of the institution and its outputs
- To ensure Mountview is well-engaged with its stakeholders including staff, students and the London Borough of Southwark as well as the higher education sector, the performing arts industry and the local community.
- To be an ambassador, spokesperson and strong advocate for Mountview, including actively campaigning, fundraising for and raising the profile of Mountview.

PERSON SPECIFICATION
COMPETENCIES AND PERSONAL QUALITIES

- A proven leader, with a compelling track record in higher education, business and/or the performing arts, with good governance or trustee experience and an understanding of complex organisations
- Strategic, with experience chairing, leading and developing a Board.
- An understanding of higher education, with an insight into the challenges and opportunities facing HEIs, particularly specialist providers.
- Commercially minded, with demonstrable experience of leading growth and achieving successful change in a relevant setting.
- Passionate about the arts, with a real love of theatre, television and film and understanding and empathy for how arts education can transform life chances.
- Inclusive, with a demonstrable commitment to equality, diversity and belonging and an appetite to promote a culture of openness to differing views, challenge and constructive debate.
- Forward-thinking, with a commitment to lead and work with the executive team and the Board in developing, refreshing and implementing Mountview's strategy, balancing its needs and constraints.
- Ambassadorial, able to influence others and communicate effectively at all levels, including within local government, with sensitivity for individual and wider public feeling.
- Well networked, with a strong understanding and experience of fundraising, and good networks in HE and/or the performing arts, including with policy makers.

Photo by Cesare De Giglio

RECRUITMENT PROCESS

Please send applications to mountview@networkedpeople.com.

Applications must include a full CV and a letter of application setting out your interest in the role and details of how your knowledge, skills and experience match the essential criteria being sought (no more than two pages).

Informal questions regarding the post should be directed to Hamish Laing at Networked via hamish.laing@networkedpeople.com or +44 (0)7861 329463.

The deadline for receipt of applications is Monday 13th January 2025.

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THANK YOU