



Trustee Recruitment Pack

OVERVIEW

The Met is an innovative and rapidly growing organisation situated in Bury, Greater Manchester. We are unique in the breadth of work we present and our ability to nurture artists and develop audiences. We present a mix of live music, theatre and comedy alongside a variety of hires in our beautiful Grade II, £4.6 million refurbished building. We run a full education programme, including community workshops and outreach work in the borough, and a creative business hub incorporating a recording facility. Our restaurant welcomes more than 100,000 visitors per year.

Our work outside the building helps us to challenge and develop audience and artists. Since 2011 we have regularly presented a 3-day 5,000 capacity outdoor music festival which is now called Burrs Live, and frequently collaborate on other specialist events and festivals at multiple sites in the town, as well as our own Beer Festival each November.

OUR VISION

The Met will be a nationally recognised cultural organisation, accessible to all, combining our international reach with our local economic and social impact to make Bury a cultural leader within Greater Manchester.

OUR MISSION

The Met inspires excellence in music and creativity, it is about quality, openness, and passion. We improve lives by enabling access to high quality stimulating performance and participation opportunities which celebrate diversity, wellbeing, and local pride.

OUR VALUES

To be Inclusive and to stay Relevant: A 'safe space,' with strong values, a culture of transparency, collaboration, and openness to make space for everyone supporting the wellbeing of staff, artists, audiences, participants, and our local communities.

To be Ambitious and deliver Quality experiences: We aim to inspire, aiming for excellence in everything we do from presentation to the overall experience and engagement of community. Aiding artists to discover and develop their talent, providing experiences and opportunities to learn, network and perform. We develop staff, partners, artists, and collaborators.

To embrace Dynamism: Innovative, sustainable, quality approaches in all our work that is responsive to opportunity and collaboration.

To conduct our work in consideration of our Environmental Responsibility: Conducting our business practices and events sustainably, respecting the environment, reducing the environmental impact of The Met, our audiences, and associated partners.



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We are seeking new trustees to join our Board of Directors, including a new Chair. We are specifically looking for young trustees who would be interested in taking up a trustee role or trustees with skills in several areas including (but not restricted to)

- Charity law
- Governance
- Programming/artistic development
- Marketing and communications

If your skills are not covered above but you feel your skills would be an asset to the organisation, please feel free to get in touch for an informal conversation. We are looking specifically to diversify our board. Those from Black and minority ethnic backgrounds are underrepresented in our organisation, so we particularly encourage applications from people in these groups.

We are passionate about the power of art to transform communities and society and our focus is to develop artists to ensure their success. We are seeking a trustee who will share our passion and commitment and have the knowledge and experience to support the organisation and its Executive.

The Met is a registered charity and a company limited by guarantee governed by its charitable objects and Memorandum and Articles of Association. The Met has a turnover of circa £1million and a staff of 17 permanent and 10 casual staff. We work with over 100 volunteers every year through our festivals and events work.

Members of the Board are Directors in company law and Trustees in charity law, with certain legal, financial, and fiduciary duties. The Board is also responsible for conditions placed on grants from public and private funds.

Benefits of joining The Met's Board include:

- To make Bury a great place to live
- To drive the strategic vision of The Met
- Develop a better understanding and deeper relationship with sector
- Shape a rapidly developing organisation and realise the potential of its regional role



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- Extend networks of contacts

Attributes of a Trustee

- A commitment to the work of The Met
- A clear passion for our work, and alignment with our values and mission
- Understanding of the legal duties, responsibilities, and liabilities of trusteeship
- Strategic vision
- Good independent judgment
- Possesses tact, diplomacy, and powers of persuasion.
- Experience of business planning and financial management.
- An ability to think creatively
- Ability to work as a member of a team and willingness to state personal convictions and, equally, to accept a majority decision and be tolerant of other views
- An established reputation or profile with a willingness to use their contacts to advance the Company's mission
- A preparedness to offer personal and professional skills and experience to support the work of the staff when required.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Board members must also act with integrity and in the best interests of the Company, avoiding personal conflicts of interest, or misuse of the Company's funds or assets

Eligibility

We welcome applications from those over 16 years of age. Some people are disqualified by law from acting as a trustee including anyone who:

- Has an unspent conviction for an offence involving deception or dishonesty
- Is an undischarged bankrupt
- Has been removed from trusteeship of a charity by the Courts of the Charity Commission for misconduct or mismanagement
- Has been disqualified from being a company director under the Company Directors Disqualification Act 1986.



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Terms of Appointment

- The appointment will be made initially for three years, and board members are eligible for two consecutive terms of three years before retirement.
- No remuneration will be made, but travel and out-of-pocket expenses can be reimbursed where needed.
- Attendance and Availability
 - Board meetings (currently five times per year) 'emergency' meetings and Annual General Meetings (which coincide with Board meetings). Board meetings are hybrid, although attendance in person is encouraged. Meetings are usually Thursdays at 5pm.
 - Annual away days which may be held at the weekend.
 - Training sessions on various subjects, typically held on weekdays (2-3 per year).
 - Sub-committee meetings (monthly or quarterly).
- To supply advice and support to senior staff as appropriate
- To keep up to date with both funding and artistic issues for the Company
- All board members are encouraged to become a regular donor of The Met.

Expressions of Interest

Expressions of interest should be made by emailed letter or video, highlighting what skills and attributes you can bring to the role. You should demonstrate your experience in any similar role, as well as your reasons for wishing to become a Trustee of The Met. Please include a CV or LinkedIn Profile. Please complete and return the Equal Opportunities Monitoring Form.

Please contact us on 0161 761 7107 if you require this information in an alternative format.

For an informal discussion about the role, please contact our Chief Executive on 0161 761 7107 victoria.robinson@themet.org.uk or to be put in contact with our Chair, Helen Clayton.

To apply please send an expression of interest along with a CV or Linked In profile to victoria.robinson@themet.org.uk with "Board Recruitment" in the subject box.

Deadline for expressions of interest: 9am, Friday 8th September 2023.