



The Barn Board Recruitment Pack 2023



About the Barn

The Barn is an arts organisation and charity based in Banchory, Aberdeenshire, Scotland.

For the last 29 years, we have presented a rich and diverse cultural programme, supporting the creation of artworks, events, gatherings and spaces for shared learning and reflection- co-creating with communities through creative practice. Many Artists have used our building, wild garden, walled gardens and the connecting allotments as a site of experimentation and thinking for arts and environmental awareness.

We perceive our site as a contact zone, where different ways of knowing, practices and perspectives cross-fertilize to imagine new social, economic and cultural futures through undertaking small experiments with radical intent through our programme. Since 2015 the Barn has been building a national and international reputation for projects centring on arts and ecology. Over the last three years our team have developed many new strands of activity such as our Becoming Earthly learning space, The Far Orchard and Plenty-a Festival of Climate, Arts and Possibility. You can find out more about the Barn and our current projects and events on our [website](#).

We have reimagined the organisation over the last 3 years. This has seen a slow and meaningful transformation from a 'provision' model (where the organisation acts as the host of ready-made work), to becoming a centre of learning, debate and experimentation through the arts to generate active citizenship and climate responsibility. We are connected within a vast network, encompassing individuals, organisations, businesses, community trusts, local councils, funders, cultural entities, educational institutions, suppliers, artists, freelancers, friends, family, and more. This network thrives on diverse and interlinked relationships, fostering mutual support and exchange among us all.

The Barn is run by Woodend Arts Limited, a not-for-profit company, limited by guarantee, and a registered Scottish Charity. Board members are Trustees of Woodend Arts Limited and Trustees of the charity, and the Barn staff are employed by Woodend Arts Limited. The Barn is resourced by a small dedicated team of staff and volunteers. You can find out more about the team [here](#).

Board Recruitment

Board members play an important role in ensuring good governance for the organisation, as well as being advocates for the work of the Barn locally, nationally and beyond. We are looking for committed individuals who will be able to contribute to the long-term success of the organisation. We also wish to build a diverse Board of Trustees that reflects the communities in which we work.

The Barn | Burn O' Bennie | Banchory | AB31 5QA | www.thebarnarts.co.uk | 01330826520
The Barn is run by Woodend Arts Ltd, a registered Scottish Charity SC022620
Woodend Arts Ltd is not-for-profit company, limited by guarantee, Company No. 392079



It is the responsibility of all trustees to ensure that the charity is carrying out the purposes for which it is set up. This means that trustees should:

- Ensure that they understand the charity's purpose as set out in its governing documents
- Plan what the charity will do, and what they want it to achieve
- Be able to explain how all the charity's activities are intended to further or support its purposes
- Understand how the charity benefits the public by carrying out its purposes
- Make sure that the charity complies with its governing documents and charity law requirements

The Barn provides training opportunities for all of our Trustees to allow you to feel confident in your role on the Board. We provide an induction to all trustees to ensure that they are fully aware of their legal duties as well as gaining an understanding of the organisation, its work, and beneficiaries.

The Barn Board meets quarterly. Meetings usually take place in the evening and are currently held virtually by video but it is hoped to move to hybrid meetings soon. Meetings often last around 2 hours. There is also an Annual General Meeting and Board Development days.

The role is unpaid, but we can reimburse reasonable travel expenses for attending meetings, when in person.

To find out more about being a Trustee, OSCR (Scottish Charity Regulator) have published useful guidance here: <https://www.oscr.org.uk/managing-a-charity/trustee-duties/>



What we're looking for

We recognise that valuable experience and perspectives can come from various avenues beyond strictly professional backgrounds. Therefore, we are enthusiastic about diversifying our Board by welcoming individuals with diverse skill sets and insights, fostering a richer and more inclusive governance model for our organisation. We are looking for people who are enthusiastic about our work, can work as a team and offer advice. We are particularly seeking to appoint individuals with skills/experience that would include one or more of:

- Arts and venue management experience - professional artists, curators and producers as well as operations and general managers
- Skills in finance
- Fundraising - understanding and knowledge of charity fundraising
- Environmental expertise and Green Champions - researchers, academics and activists working in the fields of climate justice, particularly in areas of soil restoration, climate change gardening/growing and climate resilience/adaptation.
- Finance and business management - comprehensive understanding of financial and management accounts
- Local community involvement - advocates in Banchory with strong local links and networks
- Trustees who bring in varied perspectives. This might be due to your life experience, ethnic or social background, physical or neurological differences, or anything else you feel relevant.

To apply

Please send a cover letter and CV to applications@thebarnarts.co.uk. We welcome applications in different formats. If you would like further information prior to applying or are facing any barriers to apply, please contact applications@thebarnarts.co.uk. We can discuss this further with you to ensure no one is at a disadvantage due to our processes. Getting in touch will not influence the outcome of your application.