

**the**  
**javaad alipoor**  
**company**

**TRUSTEE RECRUITMENT PACK**



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Dear Applicant,

Thank you for your interest in becoming a trustee of Northern Lines CIO, trading as The Javaad Alipoor Company.

This pack contains some background information about the Company, outlines our ambition for the next 5 years and explains how to apply.

If you would like an informal conversation with our Chair, Anamaria Wills, please contact us and we will be happy to arrange a time to talk.

We look forward to hearing from you.

Best wishes,

Javaad Alipoor (Artistic Director)

# ABOUT THE JAVAAD ALIPOOR COMPANY

The Javaad Alipoor Company takes stories beyond the stage through powerful multi-platform creations that explore the politics, technology, and the contemporary world.

In 2017, Javaad began writing a trilogy of plays about how technology, resentment and fracturing identities are changing the world. *The Believers Are But Brothers* (2017) used a live WhatsApp group and theatre to explore masculinity, violence and the internet. The play's sequel – *Rich Kids: A History of Shopping Malls in Tehran* (2019) – used an Instagram feed and live show to explore the growing gap between the rich and the poor, climate change and the way we imagine ourselves online.

In 2020 the Company delivered two digital projects: *What Is A Muslim*, a collaboration with graphic artist and calligrapher Razwan Ul-Haq, exploring contemporary Muslim identity, and *The Colour of Our Politics*, created with actor and broadcaster Tanya Vital, a podcast series about how the UK has been shaped by a rich history of anti-racist activism and resistance.

In 2021 Javaad collaborated with Chris Thorpe to create *Made of Mannheim*, a new tri-lingual theatre production inspired by Schiller's *Jungfrau von Orleans* exploring identity, religion and linguistic diversity. The full show was produced with and presented by Nationaltheater Mannheim and Theaterhaus G7. We also began the development of *Pop Icons*, a musical heritage project celebrating culture and music with migrant communities across England.

In January 2022 The Company presented a “first draft” production of the third part of our trilogy of plays, *Things Hidden Since The Foundation of the World*, in residency at The Sydney Festival.

The Company is supported by Arts Council England's Elevate programme and is an Associate Company of HOME, Manchester.

# PREVIOUS PRODUCTIONS AND WORK

*The Believers Are But Brothers* (2017) opened in Edinburgh where it won a Fringe First Award, before transferring to London's Bush Theatre. It has since toured nationally and internationally.

The play's sequel – *Rich Kids: A History of Shopping Malls in Tehran* (2019) – premiered at the Traverse Theatre, winning a Fringe First Award. Its London transfer and subsequent national tour was postponed by Covid-19, inspiring the creation of a new digital version for online audiences which has been shown by a wide range of national and international partners.

*The Colour of our Politics*, a podcast, explored how anti-racism in the UK today has been shaped by a rich history of activism and resistance. Using Bradford as its backdrop, the podcast united a host of expert guests to shine a brighter light on the incredible, epic stories of the people and communities who stood up against imperial racism across the UK.

During the pandemic the company has remained agile and adaptive. It has toured the digital versions of *Rich Kids* and *The Believers Are But Brothers* nationally and internationally, including at The Public Theater, New York (as part of the Under The Radar Festival), the Portland Institute for Contemporary Arts, On the Boards (Seattle), and Battersea Arts Centre.

Other work during this period includes the creation of a socially distanced premiere of a new play *Made in Mannheim*, for Shillertag Festival, which was a co-production with Teaterhaus G7 and Nationaltheatre Mannheim.

The Javaad Alipoor Company has produced work with new collaborators including *What is A Muslim*, a short film exploring Muslim identity and political geography with a group of young men of Muslim heritage living in the Paddington area, and *A Series of Metaphors About A Plague*, a film made in response to the pandemic which was part of the HOME Homemakers online season.

During December '21 and January '22 Javaad was in Sydney, Australia developing and staging the first version of a new show, *Things Hidden Since the Foundation of the World*, as well as screening *Rich Kids*; both were part of Sydney Festival.

# PLANS FOR 2022–23 AND BEYOND

The Company retains its commitment to making new work with diverse artists for diverse audiences and communities with plans focusing on three areas of work:

- Artistic
- Audiences and Participants
- Development

## **Artistic:**

Building on the success of *The Believers Are But Brothers*, and *Rich Kids: A History of Shopping Malls in Tehran*, we are working on a step change in the scale of our artistic ambitions and developing three major new projects.

- The third piece in the trilogy, *Things Hidden Since the Foundation of the World*
- *What is a Muslim?* (current title, a development of the film made during lockdown)
- *Pop Icons*

At the same time, we are launching our Associate Artists programme, continuing to tour *Rich Kids* nationally and internationally, and distributing creative micro grants.

## **Audiences and Participants:**

All of the Javaad Alipoor Company's work is created collaboratively with artists from diverse contexts, embedding co-creative practice in communities to which the company has made a medium-term commitment, illustrating the Company's commitment to innovative, inclusive practice as social action. We will embed best practice participation across all our work, placing marginalised people at our core with the aim of developing the audiences of the future in a more inclusive arts sector.

## **Development:**

Elevate funding from Arts Council England has supported business planning as well ensuring management processes and financial procedures are in place. Over the next five years the company will embed and deliver an ambitious fundraising strategy, continue to develop national and international partnerships and grow the board and staff team ensuring the skills needed for long term financial and organisational resilience are in place.

# RECRUITMENT

Trustees have a legal responsibility to ensure that the company fulfils its charitable objectives, remains financially solvent and always meets its statutory requirements. Trustees serve for a term of three years, with potential to serve a total of two terms. The board meets four to five times a year to discuss key decisions, have oversight of the organisation's finances and ensure that aims and objectives are delivered. Our trustees also act as a sounding board and bring constructive support and advice on a range of strategic issues for the organisation, and may provide additional, specific support to senior management.

Our current trustees have supported the staff through the transfer of activity from a company to charity including the successful application to Arts Council England for Elevate funding. We now wish to expand our board to broaden the skills, knowledge and lived experience of the leadership and to help us achieve an ambitious programme of work over the next five years.

We would like to recruit 3 new trustees, in particular people with the following interests, skills or background:

- Financial expertise
- Legal and / or intellectual property expertise
- Experience of commercial and corporate fundraising and individual giving
- HR expertise

Although being a trustee is a voluntary role and therefore unpaid, we will reimburse you for all reasonable expenses including travel and childcare and we will ensure any required access needs for board meetings, away days etc. are fully met.

We are keen to support the professional development of our trustees and will discuss with you any training that may interest you.

Having worked remotely over a period of time, spending time together as a board and staff team through events such as away days will be a priority over the coming months.

# TIME AND COMMITMENT

We ask that all trustees

- Understand and show commitment to the Javaad Alipoor Company manifesto.
- Attend Board Meetings (4–6 per year, additional Extraordinary Board Meetings may be called in exceptional circumstances).
- Attend Company and Board away days and Board training sessions as required.
- Review all Board papers in advance of meetings, and use any relevant skills, knowledge or experience to inform decision making and actively participate in meetings.
- Attend company events.
- Act as an advocate for the company at all times, including supporting fundraising initiatives and marketing campaigns.
- Maintain the confidentiality of all company business.
- Participate in reviewing the work of the Board and monitoring its effectiveness.

## HOW TO APPLY

Please send a letter (no longer than two sides of A4) or a video (no longer than 5 minutes) explaining why you would like to become a trustee of the Javaad Alipoor Company, and what skills and experience you could bring.

We particularly welcome applications from people who are currently underrepresented on the boards of cultural organisations.

Please send your application via email to Sarah Kingswell (General Manager [sarah@javaadalipoor.co.uk](mailto:sarah@javaadalipoor.co.uk)).

Please also complete **this monitoring form** (<https://forms.office.com/r/tBwg9tGZSz>). This is anonymous and will not form any part of the assessment of your application process.

If you would like this document in a different format please let us know by contacting [sarah@javaadalipoor.co.uk](mailto:sarah@javaadalipoor.co.uk).