



Metamorphoses

Trustee

Recruitment pack

February 2025

RADA

Introduction

Thank you for your interest in the Royal Academy of Dramatic Art (RADA) and the role of Trustee. Founded in 1904, RADA has an unparalleled record of success in training some of the world's most renowned actors and technical specialists. Ours is an impressive history on which we are building an innovative future. RADA training is not only informed by the industry but also produces graduates who take their place at the vanguard of their profession working at the cutting edge of the dramatic arts. We have an ambitious strategy to encourage students from all circumstances and backgrounds to come to RADA.

As part of the implementation of this new vision and strategy, there is a keen focus on our finance resilience and developing our income model to continue to support our ambitions and ensure continued growth. A key part of this strategy for organisational resilience is an upcoming major refurbishment to the three buildings which make up our estate to ensure we remain a world-leading training facility for

the most talented diverse group of students. To support this key element of our strategic plan, we are now seeking a dynamic and experienced individual to join RADA as a new Trustee. The individual will sit as a member of RADA Council (our Board of Trustees) and RADA Development Board, providing specific support and advice as we embark on an ambitious long-term capital refurbishment project.

In the 2024/25 academic year RADA celebrates its 120th anniversary. An academy founded by the industry for the industry, we continue to maintain strong links with the performing arts industries and have built an outstanding reputation as a world-renowned centre of excellence.

RADA has recently appointed RADA graduates David Harewood and Cynthia Erivo as new President and Vice President, and in May 2024 announced that His Majesty King Charles III was taking up the Royal Patronage of RADA.

Scenic art studio



RADA

Our vision

To unlock the potential of dramatic artists, uplift the greatest possible range of voices and perspectives, and enable collaboration across sectors.

Our mission

To continually improve our world-leading training and practice to empower artists and leaders to inspire, innovate and ignite change.

Our social purpose

To realise the transformative power of the dramatic arts, actively contributing to a more honest, compassionate, and equitable society.

Our values

Courageous

Our commitment fuels our creativity and ignites our passion, pushing us to explore new horizons and break through barriers.

Inclusive

Recognising the important of diversity and belonging in representing a broad range of voices and perspectives, we take ownership of our responsibility to widen access to our world-class expertise and training.

Progressive

We work and play at the edge of practice and engage with the world beyond ourselves in a spirit of humanity, continually driving sustainability and impact.

Empowering

We trust and elevate the creativity of our community and provide a platform to realise their full potential to empower through craft and stories.

RADA is open to everyone and committed to harnessing the potential of the most talented people, but we recognise that some barriers can prevent opportunities. We know that by removing barriers to our training, we are increasing diversity across the academy,

and in turn effecting positive change in a more representative industry into which our students will go on to gain employment.

Our strategic objectives

In the next period RADA will bring to life our mission, values and values by focusing our work on the following strategic objectives:

1. Maintaining excellence and forging new ground in vocational training and practice
2. Upholding equity, opportunity and belonging
3. Promoting research, innovation and creative partnerships
4. Broadening our reach nationally and internationally
5. Bolstering financial and operational resilience.

These objectives are brought to life through our Strategic Initiatives expertly led by our Executive and Senior Leadership teams.



The Wolves

RADA

Governance at RADA

RADA Council and Committees

RADA is a registered charity and is governed by our Board of Trustees – RADA Council. Chaired by Marcus Ryder MBE, RADA Council is responsible for RADA's overall strategic objectives and for ensuring RADA upholds the responsibilities outlined in our Royal Charter.

Full details of the principal purposes of RADA as set out in its Royal Charter can be found [here](#).

RADA Council holds legal responsibility for RADA's risk management, audited accounts, and internal controls. An Audit Committee and Finance and General Purposes Committee are in place to carry out the necessary tasks related to financial responsibility on behalf of the Council.

The day-to-day management of RADA is delegated to the Senior Leadership Team led by Principal Niamh Dowling and Vice Principal Helen Slater.

Alongside the Audit and Risk and Finance and General Purposes Committees, RADA Council also includes a Nominations Committee, a Training Committee and a Development Board. RADA Council Members typically sit on one or two committee depending on their particular skillset and interest and these committees work closely with relevant RADA internal stakeholders to drive forward a particular key area of business.

The Council is composed of between 15 and 25 independent Trustees, including two student governors, three staff governors as well as RADA graduates and a range of professionals working in different sectors. The Principal is an ex officio member of the Council. A list of current Council members can be found [here](#).

We are seeking a new Trustee to join RADA Council and to sit as a member of our Development Board with a particular remit of supporting fellow Development Board members, RADA Senior Leadership and RADA's Development team to drive forward fundraising for an ambitious capital refurbishment project.



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RADA

Fundraising at RADA

Capital refurbishment ambitions

The Development team is supported by the RADA Development Board (chaired by RADA Council Vice Chair, John Romeo) who actively engage with the fundraising work. Recently RADA embarked on a Theory of Change exercise which has fed into a new organisational Case for Support, and this will be implemented from the new academic year. Currently the Development team raises c. £1 million per annum, and after recent change in the Development team leadership, there is a growth strategy in place with

a focus on trusts and foundations, major donor engagement, and corporate partnerships.

In 2025 we will embark on a significant multi-million-pound capital fundraising campaign to secure the necessary funds to undertake a major project to refurbish the three iconic buildings which make up the RADA estate. The Development Board will play a role in supporting the success of this campaign and this new Trustee will be a key figure in realising that fundraising success by contributing your experience and networks to the process.



RADA

The Trustee role

(Member of RADA Council)

Trustees are responsible for ensuring RADA complies with its governing documents, legal and statutory duties and that we pursue our charitable objectives.

Our trustees play a crucial role in ensuring that RADA uses its resource effectively, remains financially viable, safeguards its assets and ensures that RADA provides a high-quality student experience.

The new Trustee will also join our Development Board with a specific remit to support the Council, the Senior Leadership Team and Development team with raising funds for our upcoming capital campaign.

Person specification

We are looking for someone with a dynamic, hands-on and strategic approach to organisational governance and fundraising who would enjoy the opportunity to make a significant impact on the future of RADA and to further its purpose to provide the best training for the widest group of students. You will be someone who cares passionately about the role the arts can play in our society and in giving opportunities within the arts to anyone regardless of background. You will also understand the importance of investing in the facilities which are required to continue to provide world-leading training which continues to support and develop individuals to become leaders and change-makers in the cultural sector and beyond.

Your experience and knowledge will include an understanding of the process of fundraising and philanthropy particularly focused on transformative capital projects. You will be comfortable advocating for RADA with your network and with the wider public.

You do not need to have held an equivalent Board position already but an understanding of the principles of charity governance is useful and an understanding of the principles of capital fundraising for a major institution is key. Your understanding of the work of RADA and your willingness to advocate for it and for our capital project and willingness to open doors to new connections are vital.

Experience and knowledge

- a commitment to RADA and our values
- a strategic approach to organisational development
- good, independent judgement
- an ability to think creatively
- an ability to work collaboratively as part of a team
- an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship as outlined by the Charity Commission.

We're eager to hear from interested individuals with a broad range of backgrounds and expertise. Particular areas of experience that will be of interest are:

- experience of fundraising for major capital development projects particularly within a major arts, cultural, heritage, or educational institution (either at a Governance level as a Trustee or at Strategic and Delivery level as an Executive or Senior Fundraiser)
- fundraising with high-net-worth individuals and grant making Trusts and Foundations.

RADA

Time commitment

The Council meets at least three times per year, normally on a Thursday. There is also an annual away day. The Development Board meetings three to four times each year. Meetings are typically in person at RADA in London, but arrangements can be made for individual trustees to join meetings virtually if necessary. As a member of the Development Board with

a specific focus on capital fundraising, the successful candidate will also work closely with Development Director Lisa Ramsell and as such further one to one conversations and meetings will be required as part of the fundraising process, but specifics can be confirmed in conversations with the postholder and the RADA team once in post.

Task	Time
RADA Council Meeting x 3 (in person at RADA or online)	9 hours per annum (2 hours per meeting and 1 hour prep per meeting)
Development Board Meeting x 4 (in person at RADA or online)	8 hours per annum (1 hour per meeting and 1 hour prep/follow up per meeting)
Meetings with Director of Development, Development team and Executive x 6 (in person or remote)	6 hours per annum (1 hour per meeting and 1 meeting every other month on average)
Performances/Fundraising Events x 4	12 hours per annum
Prospect Meetings with RADA team x 4	8 hours per annum (1 hour per meeting and 1 hour prep/follow up)
TOTAL	Approx. 6 days per annum (average day = 7 hours)

NOTE: this is an approximation of the time required and the RADA team are flexible to the specific requirements and commitments of the individual Council member.

How to apply

To discuss the role in more detail please contact Vicki Grace, Director of Recruitment and Organisational Change at Achates who are supporting us with this process, by emailing vicki@achates.org.uk to set up a conversation.

To express an interest in this role, please send a supporting statement (of no more than 2 pages) outlining why you would like to join RADA Council, with your CV (no more than 2 pages) to recruits@achates.org.uk. Supporting Statements and CVs should be submitted as attachments in either PDF or Word formatting. Please note CV and Supporting Statements will be shared with the RADA team for shortlisting and next steps.

The deadline for applications is **Tuesday 18 March 2025 at 10am.**

We are very interested in hearing from Black, Asian, and Global Majority candidates as well as candidates who identify as disabled. RADA is embarking on a journey to become an anti-racist institution and is committed to supporting candidates in their positions, ensuring that the workplace is safe and inclusive for all. If you require any support to be able to take part in the interview process, please let us know when you apply, and we will ensure our interview process is accessible for you.



RADA



Construction and Scenic Art project

Registered Charity No. 312819
Patron: His Majesty King Charles III

Images by Linda Carter

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