

**Redeye, the Photography Network
Chair of the Board of Directors
Application pack, December 2020**



Introduction:

Redeye, one of the UK's leading support organisations in photography, is seeking to recruit a new Chair for its board of directors when our current chair Howard Hopwood steps down in spring 2021.

Redeye has a 20 year track record of supporting photographers at all levels. It hit the ground running at the start of the pandemic, redesigning its programme of support, research, knowledge sharing and professional development in photography to address head-on the key issues, both urgent and longer-term, facing photographers and the sector. Attendance and donation income significantly increased. As a sector support organisation revenue funded by Arts Council England, Redeye is well-placed to rise to the opportunities of the new cultural agenda of creativity, care and wellbeing, while making changes to address the long-term challenges of climate change and inequality.

We are seeking a Chair who can support us and our executive director to increase our capacity to respond to these multiple challenges and opportunities; further build our reputation and reach both within and outside the sector; while retaining our flexible, responsive and friendly approach.

The ideal candidate:

An experienced and well-connected senior leader in the private, public or third sector, with chairing experience, and a clear understanding of capacity, strategy and governance in not-for-profit organisations. You will have a desire to contribute to public life and an appreciation of photography.

Role description:

This is a voluntary post, expected to take up to 1-2 days per month. You will chair four board meetings and an AGM annually, and attend a number of subgroup or planning meetings (typically 3-6 a year).

The Chair of Redeye can either be an elected or co-opted board member. It is anticipated that this will be a co-opted position (i.e. appointed by the board) which may be renewed every year indefinitely by the board. However the Chair may at any time become a member and stand for election, in which case re-election is possible every three years. At any time the chair may hand over duties to another board member.

Redeye is a Community Benefit Society. Further information about this structure is in the document Practical Guide for Redeye Members that can be found here: <https://www.redeye.org.uk/rules>. Redeye's mission and values are included later in this application pack.

Key responsibilities:

- Lead the board of directors in acting in the best interests of Redeye and overseeing its strategy. Directors' roles are described below.
- Work with the executive director in planning and delivering organisational strategy.
- Appear and speak in public, and advocate for Redeye.
- Ensure the board is productive, supportive, accountable and aware of its responsibilities, policies and procedures, and that the organisation complies with legal requirements in accordance with its strategic planning cycle.
- Chair quarterly board meetings, the AGM, and other meetings as needed.
- Review and appraise the performance of the executive director.
- Sit on recruitment panels as required.

According to our Rules and Guide for Redeye Members, Redeye's directors need to:

- Be current Redeye members (unless co-opted)
- Have skills, experience or knowledge relevant to Redeye
- Support Redeye's aims and objects, and act in the best interests of the organisation
- Understand their responsibilities and ethical requirements as directors
- Commit to attend all board meetings, other meetings and training as needed
- Advocate for Redeye in public and at other events and organisations
- Respect the confidentiality of Redeye's business
- Understand their duties and powers as summarised in the rules of Redeye
- Agree to adhere to the principles of public life - see below.

Redeye's directors are expected to adhere to the principles of public life – selflessness, integrity, objectivity, accountability, openness, honesty and leadership. More details can be found here:

<https://www.gov.uk/government/publications/the-7-principles-of-public-life>

Person specification:

Essential skills and experience:

- Experience of leadership, and strategic vision and planning for organisations;
- Experience of building an organisation and change leadership/management;
- Experience of chairing meetings productively, juggling stakeholders, and delegating appropriately;
- Management skills and business planning;
- Excellent contacts across the cultural world;
- An understanding of the operation of smaller not-for-profit organisations, including funding and finance, governance, partnerships and reporting.

Desirable skills and experience:

- An interest in photography and an appreciation of Redeye's existing work;
- Knowledge of organisational finance, budgeting and business models;
- Knowledge of HR procedures;
- Experience of partnership building and cross-sector strategy;
- Understanding of not-for-profit membership organisations;
- Command of digital communications including Zoom, email, WhatsApp or similar;
- A visible public profile through your writing, social media or track record.

Disposition and approach:

- Excellent communication and interpersonal skills; able to run meetings with a positive, fair and inclusive approach, to speak confidently in public, and to engage and enthuse the broader community;
- A natural focus on the future, and awareness of forthcoming risks and opportunities;
- Well-organised, able to absorb information, with enough time and availability to fulfil chairing duties.

How to apply:

Please send a letter of application introducing yourself and telling us how you meet the person specification for this role, together with a CV and completed equal opportunities form (found at the end of this pack). Include full contact details including postal and email address, phone, and social media.

You may request a copy of the business plan and most recent accounts if required.

Submit this via email only, to: Paul Herrmann, Director of Redeye; applications@redeye.org.uk. Please put the words "Chair application" in the email subject.

You should receive an immediate email reply to confirm receipt. If you don't receive this reply, please phone 0845 456 0260 and leave a message.

The deadline for applications is 9:00am on 18 January 2021.

Interviews are expected to take place the week of 8 February 2021, via Zoom unless circumstances change.

If you have any questions, or would like an informal confidential discussion about this role, please contact Paul Herrmann, Director of Redeye, on the above email address, with the subject "Chair query" or "Chair discussion".

Equal opportunities form

At Redeye we celebrate diversity and welcome applications from any and all backgrounds, regardless of age, gender, ethnicity, disability, income level, social class or sexual orientation; particularly those who are currently underrepresented in the photography industry. To check how we are doing, it is very helpful if you can complete this optional equal opportunities form. You may answer any or none of the following. Any answers given will be treated confidentially and removed from your application before being handed to the selection panel.

a. What is your gender?

b. What age range are you in?

Under 18 []

18-25 []

26-35 []

36-45 []

46-60 []

61-75 []

76 or over []

c. What is your nationality?

d. What is your ethnicity?

e. Do you consider yourself to have a disability?

f. Please mark here if you prefer not to answer any questions: []

Thank you very much.

Redeye's vision, mission and values

Vision

Our vision is an inclusive and connected photographic community that shares and develops ideas for wider benefit and a successful future for photography.

Mission

Redeye's mission is to connect people in photography, support photographers' development, and build skills, knowledge and the photography ecology across the UK.

Values

Our work will be guided and informed by our commitment to being:

Inclusive: we invite anyone who considers themselves a photographer or photographic artist, or is interested in photography, to work with us and develop their practice, understanding, appreciation and use of photography.

Practitioner-focused: we plan our activities from the perspective of photographers. We see practice as a spectrum rather than individual genres.

Evidence-driven: we act on evidence and analysis of trends and markets to deliver activities that are needed but not already fully provided.

Open: we work with other organisations, both within our own and other sectors, that share our values and support our mission, and we are transparent unless required not to be.

Collaborative: we encourage and foster collaborations and partnerships where possible.

Ethical: we incorporate best practice approaches to professionalism, fair pay, accessibility, equality, diversity and environmental sustainability into all of our activities.

Sustainable: we actively develop and adapt our organisation by being responsive and flexible to new developments in the photography and arts sectors; to strengthen it and build resilience.