

---

# Motionhouse

Est. 1988

**Board Member Recruitment Pack**  
**March 2022**





**Thank you for your interest in Motionhouse.**

**This pack explains more about the board member recruitment process, what we are looking for, our expectations and how to apply.**

**You can find out more about Motionhouse, our history, creative work, national and international touring and our founders, Kevin Finnan, MBE and Louise Richards FRSA at [www.motionhouse.co.uk](http://www.motionhouse.co.uk).**

Motionhouse is supported by Arts Council England, with additional support from Warwick District Council and is a Birmingham Hippodrome Associate Artist



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**







# Welcome to Motionhouse

This is an exciting moment in our post-Covid recovery and future development, and we hope to welcome up to five new board members this year to join Motionhouse.

The Board and the Executive team have a very good working relationship. Board members play an active role in using their skills and expertise to support key elements of Motionhouse's operation, both individually and collectively in meetings. We are a friendly group, from varied backgrounds and professions, and we also learn from each other.

We have formal responsibilities relating to finance, governance and relationships with funders, and we take our responsibilities very seriously. However we also have fun! As volunteers, we freely give our time and skills to contribute to the growth of a company that we are passionate about.

Our discussions are often very inspiring, particularly when we hear from Kevin about his creative processes and how new work is formed. We get to know the dancers, we watch them creating work in rehearsal and we ensure that their voice is also heard.

Louise leads a small and incredibly dedicated management team and, for a company that delivers such a large programme of work both nationally and internationally, I think you will be impressed with the scale of our achievements.

I do hope that you will consider joining us this year and we look forward to hearing from you.

With best wishes,

**Simon Wales**  
**Chair**

# Motionhouse | Pushing dance-circus to its limits

This is an incredibly exciting time to be joining Motionhouse.

Despite the challenging times we have all been through, we have achieved much in the last two years. We have grown our company of multi-talented dancers from 7 to 11; earned five-star reviews for our new theatre production, *Nobody*; and we will shortly be opening the Birmingham 2022 Festival with a large-scale outdoor performance event, *Wondrous Stories*, which is packed with our trademark visual magic and spectacular aerial moments.

There simply could not be a better time to see the breadth and depth of our work.

You can find out more here:  
[www.motionhouse.co.uk/productions](http://www.motionhouse.co.uk/productions)

We create and tour a wide range of inspiring and powerful dance-circus productions to theatres and festivals in the UK and across the globe. Our distinctive, highly physical style integrates elements of circus and acrobatics with breath-taking dance to surprise and delight our audiences, using powerful narrative and incredible digital imagery.

Motionhouse was founded in 1988 by Louise Richards FRSA and Kevin Finnan MBE, who was Choreographer and Movement Director for the Opening Ceremony of the London 2012 Paralympic Games. The company is based in Leamington Spa and tours to theatres and festivals at home and around the world. Motionhouse prides itself on producing shows of outstanding quality that are exciting, accessible and enjoyable.

Artistic Director Kevin Finnan's interest in exploring and questioning the traditional use of space in performance has led to the creation of extraordinary dance spectacles including widely acclaimed productions for JCB diggers and dancers, site-based performances at heritage sites, on beaches, in a harbour and in disused buildings, and a series of outdoor shows that tour festivals and other outdoor venues across the UK and Europe.

In recent years, Kevin's preoccupation with the human condition and our connection with the world in which we live, has led him to create a series of pieces which explore the place that humanity occupies within the natural world, with *Scattered* in 2009, *Broken* in 2013, *Charge* in 2017 and *Wild* in 2019. *Nobody* continues this exploration of the tension between our inner lives and how we make sense of the world around us.

# Our Vision and Mission

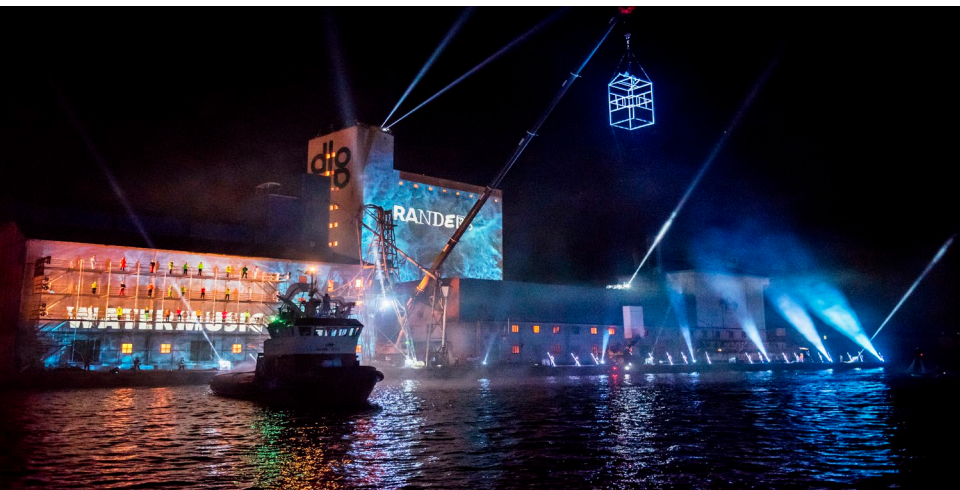
**Our vision is to be a pioneering, world-class dance company** that redefines the nature and possibilities of dance and inspires all with the ethos that anyone can express themselves through dance.

**Our mission is to reach as wide an audience as possible** with powerful, visual performances that marry the expressive potential of the human body with the transformative power of audio-visual digital technologies.

We achieve this by creating and performing exceptional productions, both small and large-scale, for theatre and outdoor, that tour widely. We offer multiple ways for as broad and diverse an audience as possible to engage with and be inspired by our work and our dancers.

We also offer a vibrant and inspiring programme of education and training activities for all ages, including classes, post-show discussions, workshops in schools and a range of professional development opportunities.

You can find out more here: [www.motionhouse.co.uk/learn-train](http://www.motionhouse.co.uk/learn-train)



---

# A financially resilient company

Pre-pandemic, Motionhouse was expanding rapidly and, despite the significant challenges of the last two years, the company has continued to grow and develop in response to new and emerging opportunities.

We are grateful for the continued support and funding from Arts Council England where we are a National Portfolio Organisation.

We tour all year round and have developed an extremely efficient operating model - linked to a cyclical planning schedule - to maximise both the creative and the earning potential of our work.

At present we have nine productions in our touring repertoire: two mid-scale theatre productions, a range of five festival pieces, and two productions for JCB diggers and dancers.

In addition, we operate a year-round programme of inspirational education and outreach activity including:

- Teaching and training projects for all ages and abilities.
- Mainstream school-based teaching often linked to curriculum studies.
- More challenging workshops and residencies for skilled dancers and teachers.
- Weekly classes for children, young people and adults at our dance studio.

Our work is respected within the arts sector for its high quality choreography and striking use of imagery and theatricality. We have developed a strong digital presence and online engagement with our audiences and supporters.

This means there continues to be a strong and significant demand for our productions and education work.

We have established an excellent network of contacts and partners both in the UK and overseas.

We nurture our dancers' development by providing them with opportunities for skill-sharing, training and exchanges with other companies.

We possess a strong and experienced team and an effective and respected Board.

**We are ready for any new challenges and all new opportunities that the post-pandemic world presents.**

---

# The role of a Board Member

Board Members are all volunteers. They oversee everything the Company does, ensuring financial rigour and that the company fulfils both its legal and charitable obligations. The Executive Director and Senior Team are responsible for day-to-day running of the Company but the Board is the final decision-maker with ultimate responsibility for Motionhouse's success or failure.

You do not need to have previous board experience to apply – we will provide training to ensure you understand your role and responsibilities.

## Current Board & Executive Team

[www.motionhouse.co.uk/about/about-motionhouse/board-staff](http://www.motionhouse.co.uk/about/about-motionhouse/board-staff)

## Key responsibilities

- Oversight of our strategy, planning and performance.
- Maintaining proper financial oversight to ensure we are sustainable, now and in the future and that we are using our resources wisely and appropriately.
- Ensuring best practice in legal governance.
- Managing risks and agreeing mitigations to ensure we can operate successful and deliver to the standard we set for ourselves.
- Being an Ambassador for Motionhouse, safeguarding our reputation and our interests.
- Understanding and promoting Motionhouse's work.
- Bring insights, learning and practices from other sectors & organisations to support decision-making.
- Proactive and positive participation in and contributions to Board meetings and committees.





## Term of Appointment

Board members are normally appointed for a minimum of three years. They are not paid a salary, fee or any other remuneration benefit, except for reasonable out of pocket expenses.

All Board Members must declare any conflicts of interest where those interests impact on their duty to act solely in the interests of the company.

## Time Commitment

- The Board typically meets four times per year. Meetings are currently a combination of in-person at Motionhouse HQ in Leamington Spa and via video conference and are usually held between 6pm-9pm.
- The Board has several subcommittees:
  - ❖ Finance & Governance (F&G)
  - ❖ Equality, Diversity & Inclusion (EDI)
  - ❖ Remuneration
  - ❖ Risk Assessment

Sub committee meetings are in the evening and either in-person or via video conference

- Board members are expected to contribute to these and other sub committees which may be set up from time to time to address specific challenges or topics.
- Board members are also expected to support the company and gain better insight into its work by attending events and productions.
- Motionhouse Board members fulfil two roles: they are the Director of a Limited Company and a Trustee of a registered charity. Both roles carry duties and legal responsibilities:
  - ❖ The role of charity trustee is to discharge the charitable objectives of the organisation in receiving assets from donors, safeguarding them and applying them for a charitable purpose according to the wishes of the donor.
  - ❖ The role of a director of a limited company is to manage the company's affairs in accordance with its articles of association and the law.



# Applying

## We would love to hear from you if

- You know Motionhouse and are passionate about our work.
- You have the skills, experience and ability to act as a 'critical friend'.
- You have time to commit to prepare for and attend Board and Sub Committee meetings.
- You have particular skills and experience in the following areas, although we are open to all expressions of interest:
  - ❖ Legal
  - ❖ Financial
  - ❖ Business development
  - ❖ HR

## In return you will have the opportunity to:

- Have an impact on an organisation you care about at an exciting time in our growth.
- Work collaboratively with like-minded people and Influence key decisions.
- Develop your leadership skills and increase your knowledge of the cultural sector at a strategic level

## How to Apply

### Pre Application

If you would like an inform chat with a current Board member please contact [josie@josiestevens.co.uk](mailto:josie@josiestevens.co.uk) to arrange a call.

### Applying

Please send a CV plus a supporting covering letter to:

Simon Wales, Chair, Motionhouse  
[simonwalesmotionhouse@gmail.com](mailto:simonwalesmotionhouse@gmail.com)

This should reach us no later than **12noon on Friday 8 April.**

Shortlisted candidates will be notified no later than **5pm on Thursday 14 April.**

Interviews will be either in person or via video conference on **Wednesday 20 April.**

Motionhouse champions equality and is committed to creating a culture that respects and values diversity, inclusion and equality.

We welcome applicants from all sections of society and positively encourage applications from people who are under-represented in our sector, including those from working class and ethnically diverse backgrounds or who experience racism, people who are neurodivergent, people with disabilities and people from the LGBTQ+ community.

