

## Scottish Sculpture Workshop is looking for new Board Members

Deadline for expressions of interest: Friday 24 September 2021, 12pm GMT



Scottish Sculpture Workshop (2021) Photo: Zoë Tumika

We are seeking people to join our Board from October 2021, to work collaboratively with SSW's existing Board Members and staff team, in support of our mission to empower artists and local communities through collective learning and skills development.

Over the coming years we will be working towards the completion of the transformative capital development of our workshop facilities. Alongside, we are developing more collective ways of working and governing, together with artists and our local communities. This is underpinned by actively working to support artists and communities who are systemically and historically excluded from the arts, on their terms.

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## About Scottish Sculpture Workshop (SSW)



Community Making Sessions, SSW is 401 (2019) Photo: Felicity Crawshaw

SSW is an arts organisation based in Lumsden, Aberdeenshire. Our rural workshop offers artists and local communities access to making facilities supported by expert technicians in ceramics, foundry, forge, casting, wood and metalwork. Throughout our 42 year history, SSW has remained true to our founding ethos of collective making, living and learning.

Our programme and rural workshop support experimentation, togetherness and hands-on learning. We question the dominant narratives of our location and critically engage with urgent issues of our time through artist-led projects, residency, open access workshops and international collaboration.

The collaborations that we support, locally, nationally and internationally make alternate ways of being in the world feel possible. This possibility might be small

– an artist’s relationship with a new material or place perhaps, or it could be imagining what a post-fossil fuel Scotland looks like, or what fairer governance in the arts might be. This sense of possibility is what makes SSW feel so quietly subversive. We resist commercialisation and the call for growth.

Instead, we centre our energies on collective learning, value what is possible when we connect to each other and the world around us, and deeply care for the people who come here and the place we are situated within. We build meaningful connections with the material world and each other.

[Read more about our mission, vision and values on our website.](#)

SSW is a Regular Funded Organisation through Creative Scotland. We are also supported by other funding bodies, nationally and internationally, including Creative Europe.

## What the role involves



Simone Kenyon, *Into The Mountain* (2019). Performed by Clarcia Parinussa, Jo Heller, Keren Smail, Caroline Reagh & Petra Sobr. Produced by SSW. Photo: Felicity Crawshaw.

As a Board Member you will be responsible for overseeing and safeguarding the legal, financial and strategic direction of SSW, as set out in the current and future business plans.

SSW is a charity and a not-for-profit company, limited by guarantee. This means Board Members must meet the regulations set out within SSW’s Articles of Association and are responsible for governing SSW, in line with the guidance and good practice outlined by OSCR (Office of Scottish Charities Regulator) as well as Companies House.

The Board of Trustees meet formally 4 times per year. In between there are regular informal communications and discussions, opportunities to participate in training and events to attend at SSW.

We are in the process of developing a more collective working model at SSW. New Board Members will be invited to join pilot 'cluster groups' over the coming years, to test this new way of working. Over the course of the next business plan (2023 – 26) we aim to have all Board Members involved in cluster groups, working together with staff, artists and members of our local community.

We estimate that the time commitment as a Board Member at SSW will equate to around 2 days per month and ask potential Board Members to commit to one full term of three years on the Board.

## Who we are looking for



Dorian Braun, Tender (2018), Lumsden Residency. Photo: Erika Stevenson.

We are seeking individuals who are inspired by our vision for a collective future at SSW. We are looking for people who are down-to-earth, comfortable working collaboratively and open to mutual learning and exchange.

We want to work with people who are committed to making the arts fairer, more accessible, equitable and environmentally just – and who recognise the role of collectivity and collaboration within this.

We value diverse knowledge and experience and recognise that skills and knowledge can be gained in many contexts, including professional ones such as

work, volunteering and/or education, and personal contexts, including hobbies, interests and lived experience. We welcome expressions of interest from people with a range of personal/professional backgrounds, who are passionate about the transformative power of the arts and making.

We would love to hear from you if you share our values and have experience, skills or knowledge in one or more of the following areas:

Arts:

- Working as an artist or maker
- Creative programme development in contemporary and/or inter/anti disciplinary arts with a focus on co-creation and EDI
- Working knowledge of the arts ecology in Scotland and the UK
- Experience of international working and collaboration in the arts

Finance & Legal:

- Charities' financial management
- Experience and understanding of fundraising through Creative Scotland and/or Scottish Government initiatives
- Legal expertise, including but not limited to, HR and Fair Work frameworks.

Governance:

- Collective forms of working and governance
- A proven interest or past experience in exploring governance models and practices, with an openness towards considering what alternative forms of governance can enable

Other areas:

- Sustainability and environmental issues
- Values-led communications and digital accessibility
- Local knowledge of Lumsden, Aberdeenshire and/or rural Scotland
- Social and/or environmental justice movements, direct action, campaigns and lobbying in Scotland
- Experience of using our workshops, participating in projects and or residency at SSW.

Board Members serve in a voluntary capacity. You don't need to have previous experience as a Board Member / Trustee to join our Board – training and support will be given through the induction process and regularly as part of the SSW team.

We can cover travel costs for attending in-person meetings at SSW and can offer accommodation on site if you are travelling from further away. We understand that travelling to our site is not possible for everyone and so we are also open to remote participation in Board duties.

We have an access budget available to support Board Members in their roles when needed. This could cover reasonable expenses related to childcare, interpretation, digital access, reading or writing support, access related accommodation/travel requirements among other possibilities.

For information on SSW's approach to accessibility, and the accessibility of our site, please contact Programme and Communications Manager, Jenny Salmean – [jenny@ssw.org.uk](mailto:jenny@ssw.org.uk).

## Equal Opportunities



Performative iron pou, SSW is 401 (2019). Photo: Felicity Crawshaw

We recognise the multiple and intersecting barriers many people experience to accessing the arts, particularly spaces of decision making and governance, due to their race and/or ethnicity, age, gender, sexual orientation, disability and socio-economic background among other identities.

At SSW we are working to address and dismantle these barriers and actively encourage people who are underrepresented on our Board of Trustees to submit an expression of interest. This could include people who experience racism, those who are disabled and/or neurodivergent, people who are trans, non-binary and/or queer, and people from working class/ lower socio-economic backgrounds among other underrepresented and oppressed identities. We are also keen to hear from people who have caregiving responsibilities.

## How to get involved



Potluck lunch, Winter Residency (2018). Photo: SSW

### Key dates

Open Information Sessions	Saturday 4 September, 10am – 12pm (at SSW) Monday 6 September, 1pm – 2pm (remote) Monday 6 September, 6pm – 7pm (remote)
Deadline for expressions of interest	Friday 24 September 2021, 12pm GMT
Meetings with shortlisted prospective Board Members	Between 29 September – 6 October (Flexible)
All prospective Board Members notified	Thursday 7 October 2021
AGM (observe + potentially join for new Board Members)	Thursday 14 October 2021

### How to submit an expression of interest:

If you would like to submit an expression of interest in becoming a Board Member at SSW, please respond to the questions below. Please submit your expression of interest in a format that feels most comfortable for you, either in writing (up to

one page of A4) or with a voice memo or short video (audio/video 3 minutes max).

We have no preference of the format and will only discuss the content of each submission, not its production.

Please tell us:

1. Why are you interested in becoming a Board Member at SSW?
2. Let us know a bit about yourself, including what knowledge, skills and/or experience you would bring to the Board. We particularly want to hear about any of the areas listed in 'who we are looking for'.
3. What skills, knowledge and experience would you like to develop whilst being a Board Member at SSW?

We also ask that you let us know:

1. Do you have an existing relationship with SSW?
2. When would you be available to join the Board? Either in October 2021 or 2022 onwards?
3. Do you have any communication or access requirements we should be aware of at this stage?

Expressions of interest should be submitted via this online form by Friday 24 September at 12pm GMT. You will receive acknowledgement of your submission.

### **Selection Process:**

All expressions of interest will be treated in confidence and read by two of our current Board Members, including the Chair, Dr Jen Clarke.

Expressions of interest will be shortlisted and shortlisted prospective Board Members will be invited to meet with the Chair and another Board Member via video call. We will share a schedule and any specific questions we have relating to your expression of interest for this meeting in advance, and will invite [an access rider](#) or informal conversation relating to your digital access needs, if desired. These meetings will take place between 29 September – 6 October 2021.

Everyone who has submitted an expression of interest in joining our Board will hear back from the Board by Thursday 7 October 2021.

New Board Members will be invited to meet with the staff team and wider Board, and observe our remote AGM on Thursday 14 October 2021, with a view to joining the Board at the end of the October AGM or at a mutually agreed date from January 2022.

Feedback will be given to anyone who has submitted an expression of interest, if requested before 31 October 2021.

## Support with your submission:

Please contact our Exec. Director (Maternity Cover), Sara Gallie, on [sara@ssw.org.uk](mailto:sara@ssw.org.uk) if you are having technical difficulties or have any access requirements that we can support you with in the submission and/or shortlisting process.

We are running three open information sessions for anyone who might be interested in joining our Board. There will be one in-person session (Saturday 4 September 2021) and two remote sessions (both Monday 6 September). If you can attend the in-person session, we encourage you to do so as it will give a greater insight into our context, facilities and approach, but we would also love to see you online. Please email [sara@ssw.org.uk](mailto:sara@ssw.org.uk) if you would like to join us for any session, and for further details.

If you would like to have an informal conversation with our Chair, Jen Clarke, or Sara our Exec. Director about the role and/or SSW, please contact Sara on the email address above and we will arrange a suitable time.

## Further Information



Pouring bronze in the foundry (2018). Photo: SSW

If you are interested in finding out more about what SSW has been working on in recent years, including our programme, international working, alternative forms of governance, site development and environmental approach, please check out the following:

- Read an overview of SSW's programme from 2018-21
- Check out our [EU Large Collaboration Project, Art Beyond Participation](#)
- Read short texts by [Taru Elvfiing, Ilana Halperin and Jack Tan about SSW, commissioned on occasion of SSW is 40!](#) in 2019.
- Find details of [SSW's Capital Development plans](#) on our website
- Read [Governance of the Possible](#), exploring our approach to governance, by our Director Sam Trotman, Helga Baert and Martin Schick.
- Read [Embodied Material Knowledge](#), by Director Sam Trotman and Programme & Communications Manager Jenny Salmean, in Creative Responses to Sustainability: UK Green Guide
- SSW is a participant [in the Weston Jerwood Creative Bursaries](#). Read about the Organisational Development Programme we have participated in.