

the Albany



THE ALBANY TRUSTEES

Recruitment Pack

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WELCOME

The Albany is a place of possibility, where the next moment of outstanding creativity that is rooted in Lewisham, and goes around the world, could come from anywhere in our organisation and communities. This is an exciting time for us, as we look to expand our role as a cultural anchor for Lewisham; to grow our profile and influence across London and nationally and build on our community co-creation foundations to embed a democratic approach across all that we do.

Each year we deliver a high quality cultural programme for local audiences and participants, and we are an incubator for the talent and ideas that germinate here on our doorstep.

Having established a new leadership team to propel the Albany into the next stage of its journey, we are building on the legacy of our hugely successful year as lead producer for We Are Lewisham, London Borough of Culture 2022. We are establishing a new way of working which builds on our values and the Albany's previous success, to further elevate the Albany as South East London's leading arts centre, based in the heart of Deptford.

"I love the herb garden, and how 'un-posh' the Albany is. I've seen avant garde theatre, been to talk to my MP, breastfed my child, seen live music, taken my children to an outdoor funny play, and my husband to a really loud sound system."

Audience Feedback

Mimi Findlay
Executive Director and CEO



ABOUT THE ALBANY

The Albany is South East London's leading arts centre. With year-round activities and events including award-winning programmes for young creatives and adults over 65, music, theatre, and family performances, our work is led by the talent and imagination of our local communities.

The Albany is an incubator for new ideas and initiatives. We are home to more than 20 incredible resident organisations and are a hub for the next generation of talent – from our weekly takeovers for 12-25 year olds' to our youth music project, REZON8. We aim to foster a welcoming and inclusive space where everyone is inspired to get creative, and where artists are supported and developed, in part through programmes such as our Associate Artists, Artist of Change and Creative Communities Membership schemes. Our Community Council places local people at the heart of our programming and decision making.

After the momentous delivery of We Are Lewisham, London Borough of Culture 2022 – for which the Albany was lead producer – we were appointed as Lewisham's first Anchor Cultural Organisation. Whilst our work is centred in Deptford and Lewisham, our influence is also felt nationally and internationally. We are lead partner of Fun Palaces and a founding member of the Future Arts Centres network. Our co-creation work has been nominated for major international awards and our Artist of Change project – where artists are embedded in local communities – has been replicated in arts centres across Europe.

“The Albany holds community at its heart and the warm, welcoming atmosphere extends to everyone.”

Visiting company feedback

OUR VISION

The Albany is the engine room for people to reach their creative potential, tell their stories and define their own culture.

Together we will inspire new possibilities for positive change.



OUR VALUES

Open and welcoming

We foster an inclusive space, both physically and culturally, where anyone can feel welcome and heard.

A home for ideas, creativity and action

Everyone has the potential to be creative. We believe that creativity can make real change for individuals and on urgent issues around social justice and the climate crisis.

Committed to representing the extraordinary creativity and diversity of Deptford and Lewisham

We are deeply rooted in Lewisham and South East London. We advocate for its residents, representing the diversity of our borough and the voices of Black and Global Majority people.

Responsive and flexible

We're co-operative, willing to listen and adjust our approach according to the task in hand. We love seeing amorphous ideas become reality.

A connector of people

We put our communities at the heart of any process. We share our knowledge to shape change and create something better for everyone.

Adventurous and ambitious

We believe that a sense of adventure is essential to achieving our vision. While we are rigorous in our approach and celebrate our successes we're not afraid to try something new.

OUR YEAR AT A GLANCE



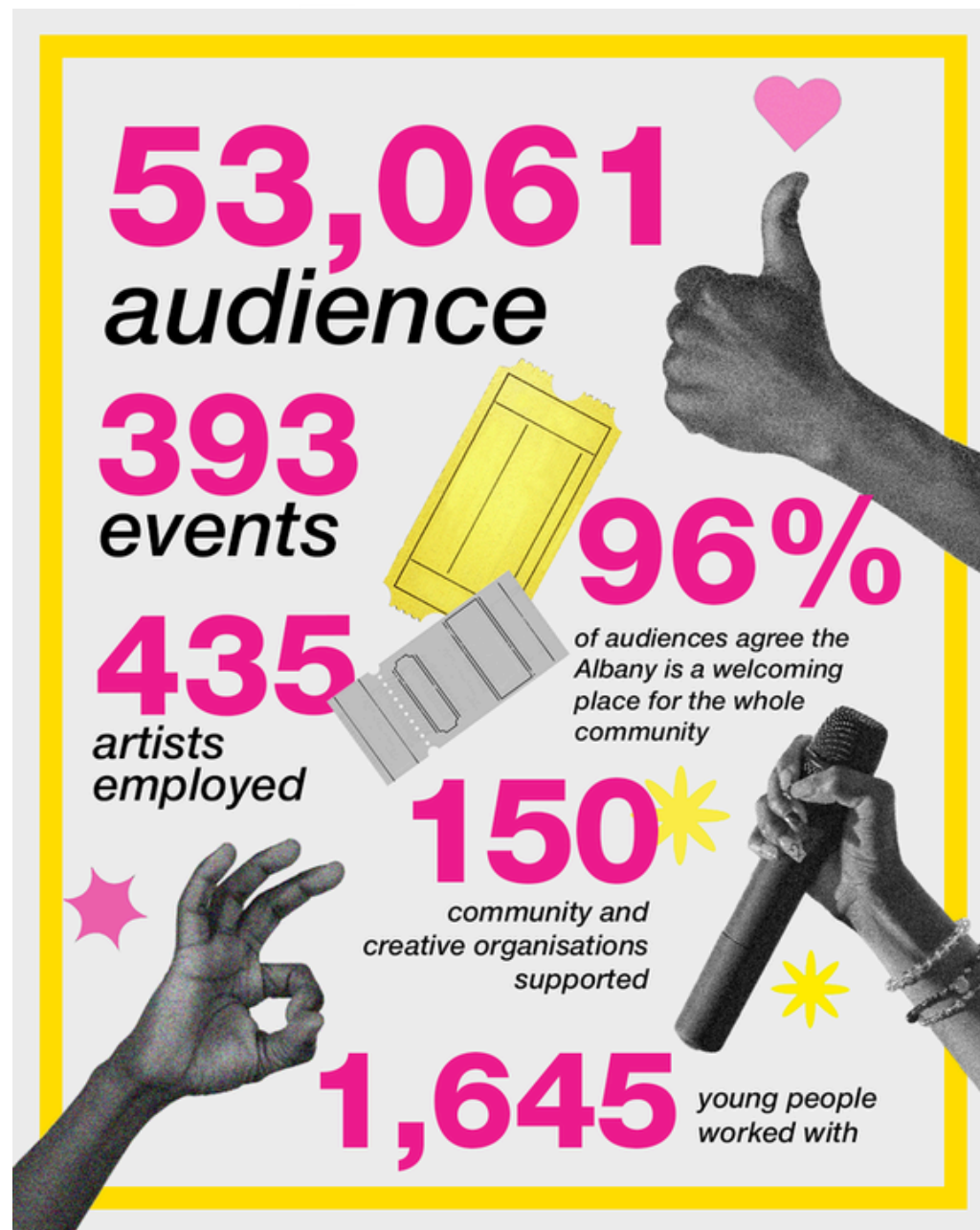
Awards

Awarded – London Youth Quality Mark, Bronze
In recognition of the quality of our youth programme.

Shortlisted – Charity Awards 2025
Celebrating excellence in the charity sector

Shortlisted - Arts Council Digital Culture Network Award
Recognising our digital innovation in engaging audiences

Nominated - Attitude is Everything Award
For innovation in Creative Access.



CONTEXT OF THE ROLE

We're looking for Trustees to help shape the next chapter of the Albany.

Do you want to be a part of this?

At this pivotal time, we are looking for individuals to support the organisation in its vision for the future. This is a period of invigorated change, unique opportunity and brave future-proofing. A bold and innovative business plan is being developed, and as we look towards redeveloping the building so that it is protected for future use, we are looking for individuals who are advocates for the protection and renewal of our much-loved, much-needed cultural community spaces.

We are looking specifically to recruit in the following areas:

- Venue Management (producing houses, hospitality, events management)
- Commercial Enterprise
- Legal
- Artistic Representation
- Commissioning and Producing



[Download our Impact Report](#)



CONTEXT OF THE ROLE

Whilst we have highlighted a number of specific areas in which we are looking to recruit, we are keen to engage individuals from a wide range of sectors who bring transferable leadership experience alongside an understanding of our context.

So if you feel you don't specifically meet the specification above, but you are passionate about joining us, please do make an enquiry. If this does sound like you, please read on, and crucially, please get in touch.

"It's an incredible atmosphere in here and that starts at the door when the team welcome you in."

Audience Feedback



About the Albany Board

Governance Structure

The Board of Directors governs the Albany 2001 Company as a registered charity, and have a legal responsibility for the overall health of the charity.

Trustees oversee the strategic and financial ambitions of the organisation, provide guidance and expertise, and support the Executive team – providing accountability and ensuring compliance across all legal obligations of the organisation.

Trustees are expected to contribute to decision-making and provide specialist advice in areas relevant to their expertise, as well as champion the work of the Albany.

“The Albany has had a real impact on my life. I’ve been given a lot of opportunities to grow and explore what I want to do as an artist.”

Youth programme participant



PURPOSE OF THE ROLE

Time Commitments

- A minimum of four (90-120 minute) board meetings per year
- Attendance at the Albany's Annual General Meeting
- Attendance at Subcommittee meetings as required / co-opted
- Attendance at Albany events including Opening, Press, VIP nights, and other events
- Informal and ad-hoc working with the Executive and Senior Management Team

This is a voluntary role, with reasonable expenses reimbursed from time to time.

Term: a maximum of two terms comprising 3 years each

Subcommittees

Finance, HR and Operations Subcommittee
Fundraising Campaign Board (Advisory)
Capital Development Committee (Advisory)
PR, Comms Committee (Advisory)



CURRENT TRUSTEES

Current Board Members

***Michelle Matherson (Chair)**

Creative Diversity Partner, BBC

***Addison Devlin (Chair of Finance, HR and Operations Subcommittee)**

Head of Finance, English Heritage

David Bedi (Vice Chair)

Head of Corporate Partnerships, Guys and St Thomas' Charities

Kerry Haxby-Dean

Head of Marketing, Investment Trust, JP Morgan

Lisa Mead

Artistic Director / CEO, Apples & Snakes

Ono Dafedjaiye

Taking Part Assistant, Heart n Soul

Ron Savill

Meet Me Member

Cllr El Fry

London Borough of Lewisham Councillor for Brockley

Janice White

Director, The Cogency

Current Advisory Committee Members

Louise Samuel

Partner, Town Legal LLP

Thaddeus Jackson-Browne

Director, DLP Planning Ltd

Jeff Endean

Director, Cast

James Bishop

Director, Landscale Ltd

*Current Finance, HR and Operations Subcommittee Members

ROLE DESCRIPTION:

Why become a Trustee of the Albany?

This is an outstanding opportunity for an individual who wants to bring their experience and passion for the arts to an organisation and community creating incredible work that reflects Lewisham and goes around the world.

You will share our passion for democracy and the arts, both of which will be reflected in your experience and inspirational leadership style.

You will be a proven leader, who brings influence, knowledge and credibility to the role. You will be able to fulfil a high-level advocacy role for everything that the Albany does, particularly our activity that, while it goes unseen by many, delivers huge impact for our community – while ensuring that arts and culture remains at the centre of our strategic direction and vision.

You will also be someone with lived or learned experience that reflects the communities we engage with in Lewisham.

You'll be instrumental in shaping the future of the organisation, become a part of a vibrant and incredible community and gain experience in strategic leadership, capital redevelopment and cultural advocacy.

Duties:

- With the board and Senior Management Team, define and oversee the Albany's strategic direction and plans.
- Participate in the Albany's Board meetings.
- Take overall responsibility for the Albany's financial performance, including representing the organisation at high level communications with statutory funders including Arts Council England.
- Provide support to our Chief and Deputy Executives, and provide support and challenge for our Senior Management team.

Duties (cont'd)

- Embed our democratic approach across all aspects of our organisation, leading by example through inviting and fostering discussion and challenge.
- Support and nurture those trustees with less Board experience, ensuring that they are able to contribute to strategic discussions and their potential as trustees is realised.
- Act as a public advocate for the Albany, ensuring that our reputation, influence and networks are representative of the scope of the work we produce and the audience we engage with.
- With the Building Development Board, oversee the Albany's upcoming capital or refurbishment works, ensuring that the projects remain in the service of our creative and community aims.



HOW TO GET IN CONTACT

Get in touch with us if you would like to have an informal conversation about the role, before applying. To do so, please contact:

Hayley Murphy, Development Director / Deputy CEO

hayley.murphy@thealbany.org.uk

Submit your application

To apply, please submit a CV and short cover letter (no more than two-sides of A4) outlining why you would like to be a trustee and what experience you bring to the Albany.

We are looking forward to receiving your CV and cover letter via our [online platform](#), before the deadline.

As an alternative to a cover letter and CV, candidates are welcome to submit a short (maximum five minutes) phone/tablet film or audio recording outlining the above.

Your CV can include your education and qualification details, but not the name of institutions (schools, colleges, higher education, training providers) where these have been achieved.

Complete the Equal Opportunities Monitoring form.

Feedback

We will be in touch with all candidates regardless of whether you have been shortlisted or not, but the timing of this will depend on the current status of your application.

HOW TO GET IN CONTACT

We are looking forward to receiving your application form via our: [online platform](#) before the deadline of:



Timelines

Application deadline:
Friday 28 August, 5pm

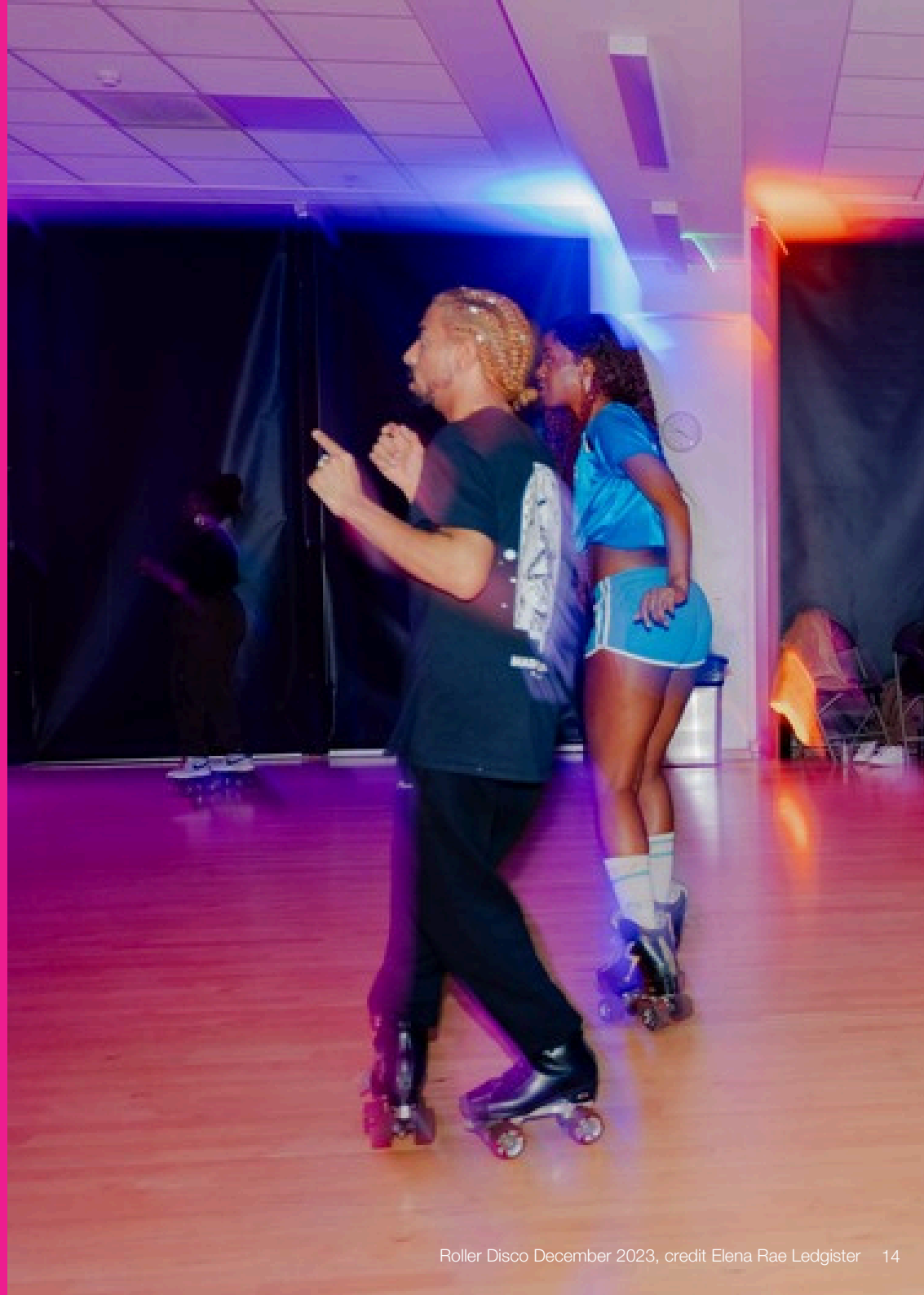
Interviews:
Ad hoc / flexible

Appointments confirmed:
according to Board Meeting cycle

You have reached the end of the recruitment pack.

We welcome feedback about how you found your recruitment journey with us at vacancies@thealbany.org.uk

We're looking forward to hearing from you.



OUR HIRING POLICY



The Albany aims to encourage a culture where people can be themselves and be valued for their strengths. It's important to us that our team represents the same diversity of audiences and artists we welcome into our venues every day.

We have a dynamic and flexible internal culture that gives employees control over the way they work and supports wellbeing. We will be as flexible as we possibly can be when supporting staff to balance their work and their personal lives. We are keen to have a conversation to find practical solutions to accommodate candidates' own situations whilst meeting the needs of the organisation.

You may not have worked in a cultural organisation before, perhaps you have worked in music, events, in management and leading teams – these are all very transferable contexts. We are keen to hear from a diverse range of candidates from all backgrounds, drawing on different perspectives, experience and knowledge.

We particularly encourage people to apply who have lived experience of the Black and Global Majority communities we serve. The Albany will offer an interview to anyone who identifies as a person who is D/deaf or disabled who meets the essential criteria.

If you would like support to think about how your experience is transferable to this role; or would like to ask us practical questions about the organisation, role or the recruitment process, you can book a confidential conversation with our recruitment contact.

We believe in fair recruitment. We will ensure everyone who wants to be a part of the Albany has the resources and confidence to apply. Feel free to contact us online, over the phone or in person if you need further assistance, or require the recruitment pack or application in a different format.

Recruitment contact: Ceri Ellen Payne

☎ 020 8692 4446 ext.206

✉ vacancies@thealbany.org.uk

the Albany

The Albany, Douglas Way, SE8 4AG
The Albany is a registered charity number 1112521



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phf Paul Hamlyn
Foundation



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ARTS COUNCIL
ENGLAND

