TrickyHat
PRODUCTIONS



BOARD RECRUITMENT PACK

About Tricky Hat Productions

Tricky Hat Productions is a theatre company working with communities across Scotland.

Through a deeply participatory, devised approach, our artists work alongside participants to uncover a **creative voice** that is both credible and imaginative. We use **performance**, **film**, **music** and **movement** to explore real stories, hopes and dreams. Our work spans **live performance**, **sound installations** and **film**, created in collaboration with organisations, artists and communities across Scotland and internationally.

Since 2025 we have been a Creative Scotland Multi-Year funded organisation. This has provided a basis for the company to grow and develop, producing a renowned programme of work for participants and communities across Scotland.

We continue to grow and develop our work in partnership with organisations across the country and internationally. It is an exciting time to join Tricky Hat and we hope you want to come onboard!



Tricky Hat Productions is a company limited by guarantee (SC278195) and registered charity in Scotland (SC036645)



Mission, Vision and Values

Our Vision:
People in Scotland can find a creative and credible voice through high quality, collaborative, cross-arts events alongside high calibre arts practitioners.

Our Mission:
To ensure Scotland's cultural landscape includes a cultural provision for marginalised groups nationally, and for excluded audiences to reach a wide audience and challenge cultural taboos.

Our Values:

1. Creating high quality artistic work that are relevant, relatable, representative and responsive to marginalised people.
2. Ensuring participants have an accessible, supportive and empowering experience where their voices are heard and they are representative of our diverse society.
3. Presenting accessible and high quality work to audiences that challenges taboos and preconceptions.
4. Championing artistic development through a supportive, collaborative and nurturing environment that provides opportunities for growth and leadership.
5. Commitment to being a fair and equitable company that is agile and responsive to the sectors challenging landscape, reflective in its practice and dedicated to growth.

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Our programme

Our programme of work currently includes:

The Flames

A national performance company for adults aged 50+. We work with communities across Scotland to collaborate with professional artists to make original work based around their stories.

Round Our Place

A place-based creative project currently working with residents, community members and former steelworkers to explore the post-industrial landscape of Ravenscraig, Motherwell.

Listening To Our City

A creative project bringing together New Scots and artists to explore and tell their stories and build connections between people and place.

You can find out more about our work on our website: www.trickyhat.com







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Becoming a Trustee

As a small arts organisation, our board members are essential for strategic leadership and steering the company.

The board is responsible for governance and financial management of the company. The board meet at least quarterly for general meetings, with an additional AGM and board away day each year.

Trustee roles are voluntary. The role is flexible and time commitments differ for each trustee, although attendance at board meetings is essential for the role.

Board meetings take place online and in person in Glasgow, with the board meeting once per year for an away day. Travel remuneration is provided to assist with costs of being a trustee.

.We are committed to ensuring that trustees from all backgrounds are able to become trustees. Therefore, we can provide access to training and other opportunities to support your development whether you have been a trustee previously or not.



Person Specifications

We are looking for trustees who:

- Passionate about the important role that culture plays in our lives and are interested in a participatory approach to making work.
- Committed to helping articulate and deliver Tricky Hat's vision and aims providing a critical approach.
- To champion our work whilst being able to help problem-solve and shape future strategy.

We are particularly interested in people who have experience in one or more of the following:

- Financial management
- Fundraising and income generation
- Legal expertise
- Experience of public policy
- Individuals with experience in the arts and wider charity sector.

We welcome applications from canidates from a wide-range of backgrounds. If any of the above sounds like you, please get in touch.

How to Apply:

Please send a CV with an accompanying letter (no more than one page of A4) telling us why you would like to join the board.

Alternatively, you can send a short video (no longer than 5 minutes).

We would like to know:

- Why you are interested in becoming a trustee?
- Why you would like to get out of becoming a trustee?
- What you can offer the board?

Applications should be emailed to fiona@trickyhat.com by Monday 14 December 2026 at 10.00am.

Applications will be reviewed and applicants will be contacted by Friday 15 January 2027. Informal meetings with the Artistic Director and a Board Member will be scheduled for January and February 2027.

We anticipate board members attending their first meeting on 16 March 2027 as an observer.



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THANK YOU

We look forward to receiving your application