

2024

# Tricky Hat Productions Board Recruitment Pack

**Application deadline:**

**5pm on**

**Monday 11th March 2024**

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Tricky Hat Productions  
Centre for Contemporary Art  
350 Sauchiehall Street  
Glasgow G2 3JD

Contact: [info@trickyhat.com](mailto:info@trickyhat.com)  
[www.trickyhat.com](http://www.trickyhat.com)

**TrickyHat**  
PRODUCTIONS

## About Tricky Hat

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Tricky Hat is recruiting two new board members to join our small, passionate and hard-working team!

Tricky Hat Productions is a multimedia performance company based in Glasgow. Our work is socially engaged and uses a participatory approach - our professional team of artists collaborate with a large number of participants from all walks of lives, lived experiences and backgrounds; using performance, film, music and movement to explore their real life stories, hopes and dreams. From this process, we create live performances, films, sound walks and digital installations across Scotland and internationally.

We don't work with scripts and we devise all our creative work in response to our participants - our devising technique consists of a group collaboration in response to a stimulus – a question, a provocation. Through using this technique, people's stories emerge, and Tricky Hat artists use their artistry to frame the stories into original high quality performances using multi art-forms.

Tricky Hat's raison d'être is to work with people who are often invisible within society—whether it's because of their age, physical and mental health, cultural upbringing, asylum seeking status or caring responsibilities. We believe that high quality active creative participation makes people feel better within themselves, even if they are facing extreme challenges in their personal lives. We work with communities, but we also create communities.



Image credit: Mihaela Bodlovic, Flames at Summerhall, 2023

# About Tricky Hat

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## Our artistic team includes:

### Fiona Miller, Artistic Director

Fiona has a strong track record creating performances for cultural organisations such as National Theatre of Scotland, Dundee Rep and founded Tricky Hat. She has devised shows her whole life and is regularly invited to deliver workshops in this discipline nationally and internationally. Fiona has devised projects in a variety of settings including medium-secure Forensic Psychiatric units, outdoors in rural villages and in urban inner city areas. Fiona's biggest strengths are the clarity of her artistic vision, her generosity and irrepressible sense of humour.

### Kim Beveridge, Digital Artist

Originally from Motherwell, Kim has been an artist ever since she could remember. Self-taught at first, she refined her skills studying "Time-Based Art" at Duncan of Jordanstone College of Art and Design (Dundee). It took Kim a while to realise she is really good at her job and has so much to offer as an artist and a mentor. Since this revelation she has worked for National Theatre of Scotland and eminent figures of the Scottish Theatre scene such as Cora Bisset and Vicky Featherstone. Kim also lectures in TV and Film part-time at New College Lanarkshire. Being neurodiverse is a strength that Kim is proud of. She is hugely creative, an editing machine and also very loud.

### Mick Slaven, Musician and Composer

Mick is an experienced musician and record producer from Glasgow. He has played guitar for established bands since the 1980s such as Deacon Blue, Del Amitri and The Bluebells. He has composed music for critically acclaimed Scottish playwrights such as Stephen Greenhorn and Gregory Burkes. Despite Mick's rocking CV, he has a very calm and grounded approach to working. He is passionate about music, and loves interpreting and responding musically to the unfolding stories in our productions.



Image credit: Kim Beveridge, In My Place in Kyoto, Japan, 2023

# About Tricky Hat

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## Aya Kobayashi, Dance Artist

Originally from Japan, Aya has trained and led most of her artistic career in the UK. She has worked with leading Scottish dance companies such as Independance and Barrowland Ballet. Aya loves immersing herself in a variety of settings, working with people of different ages and abilities. She believes that anyone can dance and leaves no one behind. Working with Tricky Hat has been a fantastic opportunity to re-connect with Japan through the company's international projects.

## Eoin McKenzie, Assistant Director and Outreach Officer

Eoin is a theatre maker, director and participatory artist. His practice exists across contemporary performance, choreography, live art and writing. His work and his processes emerge in response to the people, places and contexts he is working with. His ideas have been supported by Platform, Dance Base and Imagineate. For Tricky Hat, meeting Eoin has been an artistic love-at-first sight.



Tricky Hat Artists

# About Tricky Hat

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## Dave Shea, Production Manager

Dave Shea is Tricky Hat's Production Manager and Lighting Designer and has been involved with the company for 15 years. Dave has worked in professional theatre for 30 years including 8 years as Head of Production at Glasgow's Tron Theatre and spells with established touring companies such as 7:84 Theatre Co, Suspect Culture, Comunicado, Random Accomplice and National Theatre of Scotland. Dave has recently retrained to provide Learning Support for Primary schools but continues to be involved with the company as it moves forward and plays an integral part in its projects. We love Dave!

## And in management, we have...

## Elle Crockart, General Manager

Elle joined Tricky Hat after graduating from MA Arts Management at Queen Margaret University. She has previously worked as Assistant Producer at both Tramway and Take Me Somewhere Festival, coordinating cutting edge performance and dance, as well as working as a touring Stage Manager and Performer. Elle does everything the artists won't do: logistics, budgeting, fundraising, marketing, producing and literally runs the show. Beyond that, she offers moral support, an outside eye and will provide her wee dogs for a cuddle in times of crisis.

We'd love to welcome two new board members to our team who will support us through the company's next phase of development as we navigate the challenges of the creative sector.

# What does being on a board mean?

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*“Being on the board of Tricky Hat has been a brilliant opportunity to develop my leadership skills, understand the challenges of a small performance company and connect it to the wider sector. I like the familiarity of the team, their honesty and ability to adapt to changing circumstances. More than anything, I am passionate about the great art they create, their impact on participants, audience members and wider society.”*

Ondine Oberlin, Chair of Tricky Hat board

## Structure

Tricky Hat is a registered charity limited by guarantee.

Tricky Hat Trustees are considered the directors of the company by law.

This means there are legal and financial duties that they are expected to comply with, both under company law and charity law. Most of this work is delegated to the leadership team: Fiona Miller, Artistic Director and Elle Crockart, General Manager. Ultimately, the responsibility for the operation lies collectively with the Board of Directors (trustees).

Tricky Hat trustees are personally liable for a £1 contribution should the company become insolvent.

The board of trustees is led by a Chair. Tricky Hat's current Chair is Ondine Oberlin. The finance matters are overseen by a Treasurer, currently Keith Band. (see The Current Board section).

## The role of a trustee

As a small company, Tricky Hat relies hugely on the support of Trustees to boost the company's leadership and provide strategic advice for the future of the organisation. Trustees share their knowledge, networks and perspective to support Tricky Hat moving forward in the best possible way.

The Board of trustees is jointly responsible for governance and overseeing the strategic and financial direction of the organisation. The board meets once every quarter to review and approve the decision making of the executive team. The Annual General Meeting (AGM), which takes place once a year, approves the annual trustee reports and accounts.

# What does being on a board mean?

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## Time commitment

Trustees are voluntary. They spend on average 5h each month working for Tricky Hat, but this can vary depending on what is needed and trustees' capacity. Board meetings usually take place on a Tuesday evening between 6-7pm, in person and/or online. We like to go out for pizza afterwards, but this is totally optional.

**We are committed to removing barriers to this role and cover travel expenses.**

## Job Specification

The main activities of a Trustee includes:

- Attending board meetings every 3 months.
- Attending Tricky Hat performances and events.
- Advocating for and representing Tricky Hat during networking events and within the cultural sector in general.
- Performing specific tasks, according to their skills and experience, such as chairing meetings, organising subcommittees, or contributing to discussions from their own specialist expertise.



Image credit: Brian Hartley, Flames at Summerhall, 2024

# What does being on a board mean?

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## Person Specification

We are looking for trustees who are:

- Passionate about the important role that culture plays in our lives. Interested in Tricky Hat's participatory approach and a desire to connect deeply with the work.
- Committed to helping articulate and deliver Tricky Hat's vision and aims, providing an outside eye, fresh perspective and knowledge.
- To be supportive, while being honest if and when concerns arise. Can offer constructive feedback and be part of the solution.
- Effective at working in a voluntary role.

We are particularly looking for people who have experience in one or more of the following areas:

- Individuals working in the wider charitable sector or education for cross-sector collaboration networks.
- Individuals with experience of sustainability activism or sustainable work in the arts.
- Individuals with experience of anti-discrimination work.
- Lived experience of discrimination.
- Individuals with experience of neurodiversity or disability.
- Fundraising.
- Financial experience including accounting.
- Legal expertise.



Image credit: Kim Beveridge, Round Our Place (left) and Listening To Our City (right), 2023



# Who is on the board currently?

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## By alphabetical order:

### Ailsa Nazir, Trustee

Ailsa is Head of Operations and Finance at CCA (Glasgow). She has been working in this iconic venue over the last 10 years, connecting with a wealth of artists, producers and cultural leaders. Nothing can make her lose temper – whether the building goes through fire, energy or staff crisis. She is steady on her feet, thinks creatively and steers the ship in the right direction. She is a treasured asset of the Tricky Hat board.

### Ondine Oberlin, Chair

Ondine was previously General Manager at Tricky Hat for 4 years. She has a deep understanding of how the company works and day-to-day challenges. Originally from France, she has produced cultural projects internationally in France, Palestine and New Zealand. Over the last 10 years, she has worked for cultural organisations such as Traverse Theatre, Dance Base, Take One Action Film Festival and Imagineate. She believes in the transformative power of the arts to make the world a better place.

### Keith Band, Treasurer

Keith is an accountant, currently working for a charity called Healthy n' Happy. He plays an essential role in the company, creating Tricky Hat company budgets and cash-flow plans in collaboration with the General Manager. Keith is very quiet, works quickly and understands the deep meaning of numbers. We honestly couldn't get through life without him!



Still from the short film: 命 Inochi, 2021

## How to apply?

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To apply, please submit a **CV** and a **cover letter** (maximum two A4 sides) or a **2min video** to **info@trickyhat.com**

If you choose to submit a video, you won't be judged on the quality of the footage or the editing.

If you choose to submit a cover letter, you won't be judged on your grammar/spelling mistakes.

We just want to know:

- Why you are interested in being a Trustee for Tricky Hat Productions?
- What do you think you would get out of it?
- What would you like to offer?

You don't have to answer each question in order, these are just prompts to help you articulate your statement.

If you want to have a chat before you take the time to apply, please do so in confidence with Tricky Hat's Chair using the subject line "Tricky Hat Trustee" to Ondine Oberlin: [ondine.oberlin@gmail.com](mailto:ondine.oberlin@gmail.com)

Your application will be read or viewed by Tricky Hat Artistic Director, Fiona Miller; General Manager, Elle Crockart; and Tricky Hat Chair, Ondine Oberlin.

We will contact you if you are selected for an informal interview which will take place in person or online, depending on your preference.

We treat all role applications equally, regardless of age, disability, gender identity, race, ethnicity, religion or belief, sex, sexual orientation or any other equality characteristic. We particularly encourage applications from people identifying from the Global Majority.

## We look forward to hearing from you!

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