



Theatre
Royal
Newcastle upon Tyne

CHAIR OF THE BOARD

CANDIDATE PACK

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WELCOME



Newcastle Theatre Royal is a major cultural charity in the North East, overseen by a volunteer Board of Trustees, who in turn delegate the day to day management to an Executive team led by Marianne Locatori CEO, who joined in 2021.

As the Theatre Royal enters an exciting new chapter, we are seeking an exceptional Chair of the Board. Building on a successful post pandemic recovery, the organisation is expanding its charitable impact, strengthening its profile and delivering an ambitious fundraising programme. The Chair will provide strategic leadership, support and challenge the CEO, and represent the Theatre Royal with credibility among stakeholders, partners and the wider cultural community.

Our Board's vision is to position Newcastle Theatre Royal as the leading, large scale theatre in the North East. Since our successful reopening following the pandemic, we've not only rebuilt our reserves but are now ready to look to the future with an ambitious and progressive strategy to realise our vision to create a love of theatre for everyone, that lasts a lifetime.

We present a wide range of world class shows, from musicals and dance to drama and opera, as well as our pantomime which is a cherished tradition for thousands across the North East. In

addition to this we are now looking to develop our wider role in the cultural fabric of Newcastle and wider North East region.

Our strategy, simply put, is to programme the finest work, to grow our commercial income to then allow us to invest further in the cultural development of our communities and our city.

As the Theatre Royal enters an exciting new chapter, we are seeking an exceptional individual to become Chair of the Board. This is a pivotal appointment at a time when the organisation is building on a successful period of recovery and embarking on ambitious plans to expand its charitable impact, strengthen its regional and national profile, and deliver a significant capital fundraising programme. We are looking for a strategic, values led leader who can provide strong governance, act as a trusted partner and constructive challenger to the CEO, and represent the Theatre Royal with credibility and influence among stakeholders, funders, partners and the wider cultural community. Experience as a Chair or in a comparable senior leadership role is essential, alongside a strong understanding of governance, organisational growth and stakeholder engagement. While experience within the arts, cultural or creative sectors would be advantageous, we welcome candidates whose skills and expertise can help shape the Theatre Royal's future and further its mission of balancing commercial success with charitable impact. We look forward to meeting individuals who share our passion for culture, community and making a lasting difference.

Marianne Locatori, CEO
Newcastle Theatre Royal Trust.

ABOUT NEWCASTLE THEATRE ROYAL

Newcastle Theatre Royal is one of the best and well-recognised independent large-scale theatres in the UK.

Our beautiful, iconic, Grade I listed building sits in the heart of the city centre, and we benefit from our reputation for staging the best national and international touring work in the UK.

Our success is built on the quality, breadth and diversity of our programme. We have long-standing relationships with leading national theatre companies and producers including the National Theatre, the Royal Shakespeare Company, Opera North, Northern Ballet and Matthew Bourne's New Adventures, as well as commercial theatre producers such as Cameron Mackintosh and Michael Harrison. We regularly premiere productions for Michael Harrison before the West End or national touring.

Our 1,247 seat auditorium welcomes in the region of 350,000 people annually. Our Creative Development team work with young people and community groups alongside leading a number of talent development programmes, engaging approximately 16,000 people annually.

We are expanding our Creative Engagement and outreach work in the local community, which is made possible by a commitment to invest financial surplus to support these additional programmes of work.

Alongside this, we're growing our talent and artist development programmes to create professional development opportunities for artists and creatives in our region to develop work, supporting the local cultural ecology.

We play an active role in supporting the large-scale theatre ecology nationally and regionally. Our Chief Executive serves as Co-Chair of Dance

Consortium, is a Director of UK Theatre and Touring Partnership, is a member of Children's Touring Partnership and co-chairs Newcastle Gateshead Cultural Venues. We are also a founding member of the recently launched Regional Independent Theatre Alliance.

The Trust operates independently, leasing our landmark building from Newcastle City Council. Our current stable financial position is thanks to the generosity of our loyal supporters and our financially robust operating model.

Whilst there continues to be economic challenges, we are focused on looking to the future and are excited by the opportunity to contribute to Newcastle's cultural landscape and play an active part in the region's creative and cultural growth.

OUR PEOPLE

The Newcastle Theatre Royal Trust is governed by a Board of Trustees, who provide strategic leadership through their wealth of skills and experience. The Trust is registered as a Company Limited by Guarantee and has charitable status. The Trustees are also Directors and referred to as The Board. We employ approximately 220 staff, of which 98 are permanent, with the rest made up of casual staff, many with multiple roles within the Theatre.

Marianne, alongside the Senior Leadership Team has created a strategy to solidify our standing as a provider of world-class theatre and creative programmes in communities.

OUR VISION

A love of theatre for everyone, that lasts a lifetime.

OUR MISSION

To create moments of magic on and off stage, through an ambitious creative programme for audiences and communities across the North East. Our landmark theatre in the heart of Newcastle is a place where everyone is welcome and a space for all to enjoy.

OUR VALUES

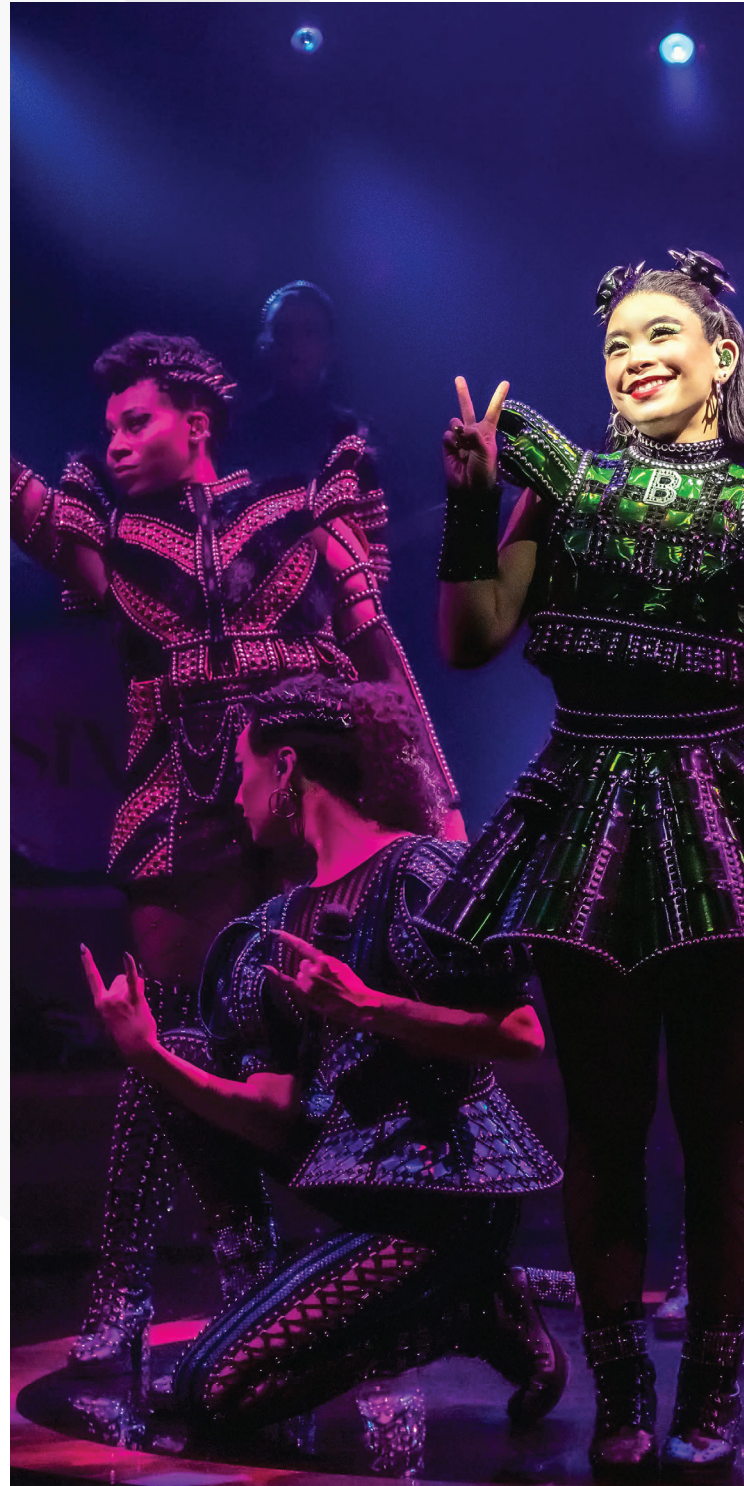
Ambitious: We are ambitious in all that we do; excellence and quality are pre-requisites and we endeavour to be the best that we can be.

Inclusive: We celebrate diversity; we welcome and respect different voices and perspectives knowing that together we can achieve more.

Collaborative: We value trust; we embrace partnership working to achieve and celebrate shared success.

Creative: We nurture creativity; we recognise and celebrate imagination and originality in everyone.

Progressive: We are forward thinking; we look to the future and embrace change.



OUR KEY STRATEGIC OBJECTIVES

1. PRESENT A CREATIVE PROGRAMME OF QUALITY AND EXCELLENCE.

Our programme on stage is rooted in quality; it is ambitious and embraces diversity. We are the largest theatre in Newcastle and draw our diverse audiences from across the North East. In order

to serve these communities our programme presents a broad range of the best regional, national and international drama, dance, musicals, opera and pantomime.

2. PRODUCE A CREATIVE ENGAGEMENT PROGRAMME PROVIDING PATHWAYS AND OPPORTUNITIES FOR COMMUNITIES IN NEWCASTLE.

Our Creative Engagement programme sits at the heart of our overall creative programme, providing participants with pathways to find their own creativity, support their personal and professional development, improve wellbeing and provide positive health outcomes.

The work is focused in 4 areas:

Young People / Schools / Community / Talent Development.

Through consultation with our partners and communities, we will develop programmes that respond to need in Newcastle and complement existing programmes of work from other organisations.

Using existing data insight, we will develop creative engagement programmes co-created with, and for, our communities focused on theatre and performing arts and delivered in community settings as well as at the Theatre.

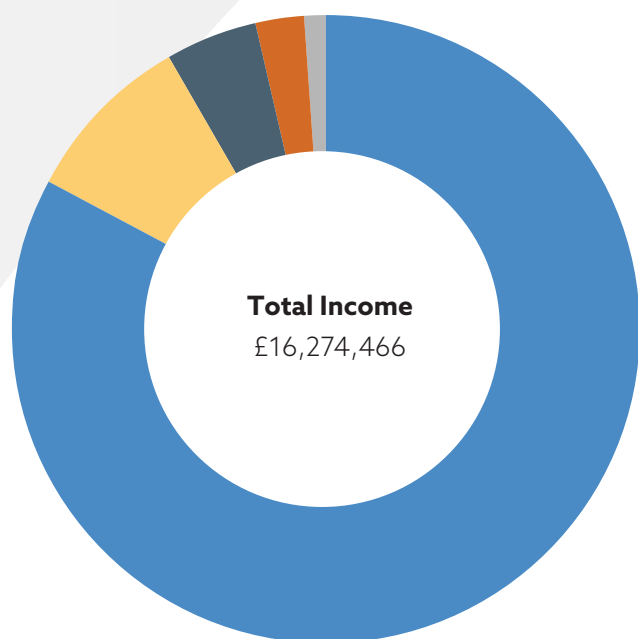
3. THE THEATRE IS A PUBLIC SPACE IN NEWCASTLE THAT IS WELCOMING AND ACCESSIBLE.

Our Theatre is one of our greatest assets and we are proud custodians of one of the city's most recognisable landmarks. Whilst recognising the challenges of our Grade I listed building, we aim to capitalise upon its earning potential whilst maximising access and opportunity for everyone to enjoy the building. Recently we hosted our

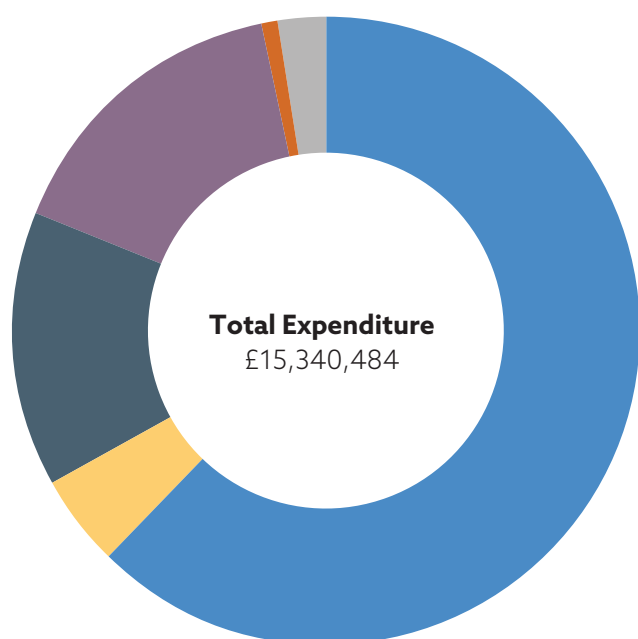
inaugural Open Day, inviting the community to experience the theatre as a place to create, to connect, to feel safe in, to inspire, and a place to have fun. Ultimately, we want more people to enjoy our building more of the time.

OUR FINANCIAL POSITION

Our latest audited accounts of 2024/25 show we are in a strong financial position, with buoyant ticket sales from extremely loyal audiences and other income streams performing well including membership and retail and commercial operations.



- Artistic Programme
£13,505,041
- Trading
£1,435,352
- Other
£761,351
- Development
£430,568
- Creative Engagement
£142,154



- Artistic Programme
£9,569,851
- Trading
£717,815
- Staffing
£2,168,135
- Theatre Overheads
£2,394,005
- Development
£125,788
- Creative Engagement
£364,890

ROLE PROFILE & PERSON SPECIFICATION

CHAIR OF THE BOARD

Position Overview

The Board supports the work of the Theatre and provides mission-based leadership and strategic governance. Whilst day-to-day operations are led by the Theatre's Executive Team, appropriate involvement of the Board and its Committees is both critical and expected.

We are seeking a Chair as the current Chair's term of office comes to an end in March 2027. The ideal candidate will have a strong interest in the Theatre's mission, proven leadership experience, and the strategic vision to guide the Theatre's next phase of development. The position is voluntary and unremunerated, reasonable expenses, however, can be reimbursed.

Chair Responsibilities

- Commitment to the work of the organisation and its values.
- Leading the Board in providing clear strategic direction and governance.
- Maintain a balance between direct and regular contact with the theatre's CEO to act as a sounding board, support and mentor whilst also being the manager of their performance and evaluation.
- Supporting, advising, and holding to account the management team as they develop and implement the Theatre's strategic plan.
- Representing the Theatre to stakeholders and acting as an ambassador for the organisation.
- Supporting and championing fundraising activities.
- Chairing Board meetings effectively, ensuring balanced participation and thorough discussion.
- Leading the Board to approve annual budget, audit accounts, and other material business decisions.
- Overseeing the review of outcomes and metrics for evaluating impact and performance.
- Ensuring the Board fulfils its legal and fiduciary responsibilities.
- Building and maintaining strong relationships with members, staff, and partners.

ROLE DESCRIPTION

Board Terms/Participation

The Chair serves 2 x 3 year terms (in exceptional circumstances 3 terms). There are five Board Meetings per year in addition to a strategy day, the AGM and any sub-committee meetings. Sub-committees include Finance and General Purposes and Nominations. There are from time to time committees established to focus on particular projects. The Chair is expected to be available to represent the Theatre at various events throughout the year as well as supporting the Executive Team at in person meetings, so we envisage candidates living within a reasonable commuting distance from the Theatre. This role requires a time commitment of approximately 8 hours per week, on average, depending on activities. This includes reading, dealing with emails and meetings (usually at the Theatre at least once per week).

Essential Criteria

- Extensive professional experience with significant executive leadership accomplishments.
- Previous Board Chair experience.
- Values-driven approach aligned with the Theatre's mission.
- Experience in complex organisational environments.
- Confidence in public speaking.
- Strong collaboration and networking skills.

- Knowledge and experience of Charity Commission compliance.
- Stakeholder engagement experience.
- Capacity for difficult decision-making.
- Ability to balance risk and reward.
- Personal qualities of integrity, credibility, and passion for theatre.
- Understanding of and commitment to the Theatre's values.
- Ability to express balanced opinions, listen to others, and lead constructive debate.
- Excellent communication and influencing skills across diverse audiences.
- People management experience.
- Crisis management experience.
- Commercially astute with broad business experience.
- Strategic planning capability.
- Supports equality, diversity, and inclusion.

Strongly Desirable Criteria

- Experience of Theatre or other cultural venues.
- Understanding of the cultural sector - politics, national policy, arts funding landscape and ability to manage relationships across all sectors.

ROLE DESCRIPTION

Desirable Criteria

- Experience in leading organisational change.
- Experience in the Charity Sector.
- Experience of Capital Project Management.

Application process

- CV and Covering Letter (no more than 2 sides of A4).
- Details of two referees, who may be called upon to provide a reference.

TIMESCALES

- **Closing Date** 9th October 2026.
- **Interviews** In person on Wednesday 21st October 2026.
- **Target appointment:** December 2026.

Our current Chair, Nick, will be available to have an informal discussion with candidates as part of the process.

GDPR

Data Protection & General Data Protection Regulation EU 2016/679 ("GDPR")

Nigel Wright Group and the Theatre Royal acknowledge and agree that they shall constitute data controllers (as defined by

GDPR) in common in respect of the personal data of candidates and prospects that may be exchanged between them. Personal data may include contact details, CVs, references, and other information provided directly by the data subject or otherwise collated about them for the purposes of assessing their suitability for a position. Each party:

- Shall be responsible for complying with all applicable data protection laws relevant to its own processing of the personal data concerned.
- Shall ensure that they take appropriate technical and organisational measures to safeguard the security of the personal data in its possession and control.
- Will co-operate in relation to any exercise by a data subject of its rights in relation to the personal data that may be held by both of them and shall each ensure that its own processing activities are communicated to the relevant data subjects in accordance with applicable law.
- Shall not retain the personal data for longer than is necessary for its purpose (unless otherwise required or permitted by law).

The full privacy notice for Nigel Wright Group can be found on our website www.nigelwright.com.

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