



**TRUSTEE
RECRUITMENT
PACK**

AUDIOACTIVE



AudioActive is a ground-breaking music organisation, working with young people at the meeting point of technology and contemporary youth culture. For us, music is an end in itself as well as a tool for social change, education and personal development. We are restless, unafraid and excited about what we do.



WELCOME

Hello and thank you for your interest in joining the Board of Trustees at AudioActive. It's a real privilege to be Co-Chairs of an organisation so dedicated to championing the ambitions and talents of young people and emerging artists, to working with unheard and underrepresented voices, and to leading the way towards better futures through and for music.

As a Trustee you'll be an ambassador for AudioActive, and our work. You'll share our passion for music and creativity, and the impact it can have on people's lives. You'll also share our vision of fairer, more inclusive music industries and the wider world of work.

We recognise that as the organisation grows our board needs to continue to represent the diversity of the people and the communities we work with. For this reason we are proactively seeking interest from People of Colour, people with lived experience of disability, neurodiversity or marginalisation, people from the LGBTQIA+ community, people based in our emerging centres of gravity in Worthing & Crawley, established artists, and people under the age of 30. You may have any or all of these characteristics.

This is a step change moment in AudioActive's journey, as we strive to play a role in the recovery and elevation of young people, emerging artists and our communities coming out of the pandemic and reset of the music sector as we continue to grow and look to new opportunities for the future. If you'd like to join us on this journey and feel you'd be a good fit, we'd love to hear from you.

Aurelia Butler-Ball and Arjo Ghosh.
Co-Chairs of Trustees, AudioActive



WHO WE ARE:

AudioActive is a ground-breaking music organisation, working with young people and emerging artists at the meeting point of technology and contemporary youth culture. For us, music is an end in itself as well as a tool for social change, education and personal development. We are restless, unafraid and excited about what we do.

After over 20 years of operation and having achieved national and international recognition for our work, the organisation has never been in a stronger position and is at a step change moment. Over the last 3 years, our turnover and public benefit has grown considerably and our core infrastructure and governance has developed in line with this growth. We have pioneered and prototyped a number of innovations within the talent development and social change spheres, which will be scaled up over the next 2 years.

We're proud to have been involved in and nurtured the journeys of some of the brightest talents to emerge in the UK black music scene in recent years, with alumni winning considerable acclaim including BBC Sound of 2019, BBC Sound of 2020 and various BRIT Awards. Most recently AudioActive mentee, Arrdee (18) featured on the first ever UK Drill track to top the UK charts.



VISION & MISSION

VISION

Better futures through and for music

MISSION

For young people and emerging artists of all backgrounds to fulfil their potential, through:

MUSIC FOR SOCIAL INNOVATION

Offering innovative, accessible interventions that use music to support Young People & communities to tackle and overcome difficult challenges in their lives

GRASS ROOTS TALENT DEVELOPMENT

Providing free access to projects, resources and support at different levels to enable Young People of all backgrounds to discover and nurture their talents

A FAIRER, MORE INCLUSIVE INDUSTRY & WORLD OF WORK

Providing further career and professional development opportunities beyond our social innovation and grass roots talent development programmes



WHAT WE DO:

At AudioActive, our projects fit within two main work strands:

SOCIAL CHANGE

We love to make music for music's sake, but we're also passionate about the power that music has to make real social change.

Projects for social change include:

- ↳ SHIFT; one-to-one diversionary music mentoring project for young people at risk of involvement in criminality
- ↳ Room to Rant; a rap-based mental health intervention for young men, Vocalise; a vocal and songwriting-based mental health project for young women
- ↳ Equaliser; a female-led music production project tackling gender inequality in the music industry from the bottom up



WHAT WE DO:

TALENT DEVELOPMENT

Not only do we believe that music can be a tool for social change, we understand the potential that music has to become someone's career.

Our projects geared around grassroots talent development include:

- ↳ SESSIONS; weekly music production, lyric and songwriting and recording drop-ins across Sussex
- ↳ Co:Lab, a weekly online music-making workshop delivered in partnership with the Brighton & Hove Music Education Hub
- ↳ Kustom Vibes; a regular intimate performance event where aspiring artists from our various projects can perform on the same bill as more established acts
- ↳ EMERGE; a professional level artist development programme that offers funding for young musicians

Together our projects span and transcend both of these categories, with SHIFT mentees entering SESSIONS and going on to become professional musicians and EMERGE artists overcoming financial barriers to do the same.



WHO WE'RE LOOKING FOR

We're looking for passionate and enthusiastic people who want to be part of conversations about developing and leading our future.

This is an exciting and important time in AudioActive's journey as we play a role in the recovery and reset of the music sector, and as we continue to grow and build on opportunities for music to make a difference in the lives of young people and our communities.

We recognise that we need to bring different and more diverse voices and perspectives to our decision making, and that as we grow, our Board needs to continue to represent the diversity of our work, and the people and communities we work with.

For this reason we are proactively seeking, and actively encourage applications from:

- ↳ People of colour
- ↳ People with lived experience of disability, marginalisation or neurodiversity
- ↳ People from the LGBTQIA+ community
- ↳ Emerging and established artists
- ↳ People under the age of 30



WHO WE'RE LOOKING FOR

You may have any or all of these characteristics. We are also keen to hear from people with specific expertise in:

- ↳ Finance*
- ↳ Property
- ↳ The music industries
- ↳ Sustainability and carbon literacy

*You do not necessarily need to have an accountancy qualification, but you will need to demonstrate your experience of working with finances, preferably in the third sector, or for a larger organisation. You should also have an understanding of interpreting financial information at a strategic level.

We welcome applications equally from candidates with experience of Boards and those who are seeking their first Trustee position and/or are at an early stage in their career.



BEING A TRUSTEE

BEING A TRUSTEE - WHAT'S INVOLVED

Every charity has a board of Trustees - a group of volunteers who ensure that the charity is effective in carrying out the purpose for which it was set up. In addition to responsibility for overseeing the work of the charity, ensuring it is financially stable, well run and fulfilling its charitable obligations, Trustees also work with the CEO to set the strategy for the organisation. They are involved in making key decisions that support the achievement of our mission and strategic plan. Current strategic goals include establishing a sub-regional centre of excellence for socially engaged talent development - including new hubs in Worthing & Crawley, launching a radically artist-centred label & artist development platform and developing a robust Environmental Strategy & Plan fit for the future.

Further information can be found on the Charity Commission website, including an essential '[What You Need To Know As A Trustee](#)' guidance pack.

As an AudioActive Trustee you'll be an ambassador for the organisation, and its work. You'll share our passion for music and creativity, and the impact it can have on people's lives.

You will also share our vision of a more equal, diverse and inclusive music landscape, from the classroom to the boardroom to the stage.



WHAT'S INVOLVED

Responsibilities include:

- ↳ Attending four Board meetings per year - meetings are currently being held online, but usually take place in central Brighton. Board meetings are around two hours long, with one 'Away Day' taking place over a half day.
- ↳ Joining sub-groups on specific issues where possible.
- ↳ Attending AudioActive events and activities where appropriate.
- ↳ Providing informal advice to the Staff/Senior Team as needed.
- ↳ Advocating the activities of the organisation.

Day to day running of the company and delivery of the business plan is delegated to the CEO who heads up a growing team of 11 core staff and approximately 35 freelancers.



EXPRESSIONS OF INTEREST

At this initial stage, we'd like to find out:

- ↳ What interests you about AudioActive and our work
- ↳ What you feel you can offer should you be appointed
- ↳ What you would like to gain from joining our Board

[CLICK HERE TO FILL IN A SHORT ONLINE EXPRESSION OF INTEREST FORM.](#)

Please also complete a [MONITORING INFORMATION FORM](#) (this information will be collected anonymously).



CONTACT

If you need any extra help to submit your Expression of Interest, or if completing the form in writing or by video presents any barriers to you, please let us know.

You can contact us by phone on 01273 628414 (please leave a message and we will call you back) or you can email us at info@audioactive.org.uk

For more information, if you have any questions or would like an informal discussion before submitting your Expression of Interest, please contact:

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