



ABANDON NORMAL DEVICES

AND ASSOCIATE BOARD MEMBER RECRUITMENT PACK

Abandon Normal Devices (AND) are looking for two individuals to join our Board as Associate Board Members in 2025. In recent years we've increased and diversified the membership of the Board, and we are keen to carry on this work and recruit dynamic, committed individuals to our organisation.

WHAT IS AN ASSOCIATE BOARD MEMBER?

We have developed a 12-month programme for two Associate Board Member roles. These roles will work alongside the AND Board and have been designed as a 'step-up' programme aimed to support potential candidates who do not yet have (sufficient) Board-level experience, or the required availability, but have the passion and potential to be a future AND Board Member.

We want our board to represent the creatives that we work with, the communities that we serve, and the places where we create, now and in the future.

The Associate Board Member roles have been created to support individuals who are currently under-represented in the cultural sector, providing access to training opportunities, and to add further diversity and richness of perspective to the organisation.

WHAT DOES THE OPPORTUNITY INVOLVE?

Associate Board Members will:

- bring unique experience from their field of expertise
- share our passion for new ideas and artforms
- understand the importance of placing inclusion and engagement at the heart of our culture and vision
- attend quarterly AND Board meetings
- be provided with relevant shadowing, mentoring or training opportunities to support their skills development over 12 months
- be given the opportunity to apply to become a full Board Member after 12 months

It is not necessary to have governance/board-level exposure or experience, but a general understanding of how boards work is required.

If you feel that you don't quite meet the person specification in the recruitment pack but you're excited and interested in the opportunity, please get in touch with an expression of interest following the application process outlined at the end of the document.

WHO WE ARE

Abandon Normal Devices (AND) is an arts organisation known for creating radical, site-responsive projects at the intersection of art, technology and digital culture.

Working across the UK and internationally, AND commissions artists to explore the social, environmental and ethical implications of emerging technologies. Our portfolio includes large-scale outdoor artworks, exhibitions, research programmes, residencies, online projects and our flagship AND Festival — a nomadic biennial bringing cutting-edge digital experiences to diverse locations.

Our work often takes place in unexpected settings, from post-industrial towns to natural landscapes, creating space for bold experimentation and critical reflection. At our core, we champion interdisciplinary collaboration and are committed to inclusive, sustainable practices that challenge what is considered 'normal' in culture today.

OUR PROGRAMMES

We commission and showcase extraordinary art where it's not usually experienced: from caves and carparks to forests and ferries, and from multiplayer platforms and mines, to observatories and online portals.

Our programmes are responsive to time, place and people, featuring public realm interventions, live research, exhibitions, performances, films, online projects and live labs. We create experiences that are unprecedented, unexpected, unpredictable, absurd, wild and joyful.

AND Festival is our biennial celebration of community, place and our changing world. Exploring a new site every 2 years we challenge ourselves, artists and audiences to look at the world from a new perspective.

We care about our interactions with people, and our impact in the world. Centering artists and audiences in critical conversations about our shifting society enables the imagining and creation of new, alternate infrastructures and systems for a more equitable and sustainable future. And we lead research into environmentally sustainable digital production.

OUR VALUES

Our core values - **collaboration, risk, care** - are evident in all that we do.

COLLABORATION is at the heart of all our work, a source of inspiration, celebration, and provocation. It underpins our interactions with artists, partners and audiences, alongside championing **RISK** and the creative ambition it can inspire. By challenging ourselves, artists, partners, and audiences to think, create and act differently we enable extraordinary and unexpected creative outcomes. We **CARE** about our interactions with people and our impact in the world. We centre the wellness of our team, artists and communities, creating a space for different perspectives to be recognised and valued, activating more equitable and sustainable creative practices.

BACKGROUND

AND launched in 2009 as a springboard to test new production models, since then **we have commissioned and supported hundreds of artists** to push the boundaries of their creative practice, by making space for provocation, risk-taking, and experimentation that enable new artforms to emerge.

Working with artists, technologists, researchers and creatives such as Eva and Franco Mattes, Julian Oliver, Gillian Wearing, Rafael Lozano Hemmer, Anita Fontaine, Kali Malone, Brody Condon, Molleindustria, Ubermorgen, HeHe, Matthew Plummer-Fernandez, Apichatpong Weerasethakul, The Yes Men, Oneohtrix Point Never, Daito Manabe, Marshmallow Laser Feast, Liam Young, Nora Al-Badri, Beatrice Dillon and Daan Roosegaarde.

Our works tour nationally and internationally to countries including Germany, China, Indonesia, Mexico, USA, Italy and Australia.

CURRENT SITUATION

AND has been an Arts Council England (ACE) National Portfolio Organisation (NPO) since 2015 receiving £137,000 p.a. in regular revenue funding. In October 2022 we confirmed our NPO status for 2023 - 2026. Our annual turnover averages £300,000 in non festival years, and exceeds £500,000 in festival years (2015, 2017 and 2021). Match funding and income is generated from a range of funders, trusts, foundations, such as Nesta, Creative Europe (EU), The Space, ACE's Strategic Funds, British Council, British Film Institute and local authorities, alongside national and international project partners and co-commissioners.

Currently AND are exploring ways to diversify income streams to support; the growth of the company, new ways of working, developing our creative communities and audience, alongside our environment and sustainability aims.

AND have adopted a hybrid operating model, which includes an established artistic programme and a range of cross-sector partners regionally, nationally and internationally. We have established governance, financial and administrative systems and in May 2016 the company secured charity registration. We have a comprehensive and ambitious business plan in place up to 2026.

AND has a small, dedicated team of core staff including Chief Executive - Tadeo Lopez-Sendon, Executive Director - Louise Hargreaves, Creative Director Yinka Danmole, Assistant Producer Sophie Hayter and Marketing and Communications Manager Edwina McEachran. Our financial management is undertaken by Timbers Accountants. During festival years, and for specific projects, we also engage additional freelance / fixed term staff and teams of volunteers.

OUR CURRENT BOARD

AND is chaired by John Herring - Director for Organisational Development and Culture at NHS Greater Manchester, supported by:

- Vice Chair Nathan Jones - Artistic Researcher and Lecturer in Fine Art (Digital Media) at Lancaster University
- Treasurer Eser Torun - Senior Executive across Growth, Fundraising and Business Strategy
- Samantha King - Head of Programme at VIVE Arts (HTC)
- Zaiba Jabbar - Artist and Filmmaker
- Ariane Koek - Cultural Producer
- Debbi Lander - Creative Director and Producer
- Sam Bompas - Co-founder of Bompas and Parr, Creative Studio
- Amy Urpi - Freelance Legal & Business Affairs Consultant
- [Find out more about our current Board Members on our website.](#)

TERMS AND CONDITIONS OF SERVICE

Associate Board Members serve for a maximum of twelve months, consecutively.

Willingness to adhere to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

This is a voluntary position however reasonable expenses can be paid.

Indicative time commitment: one day per month.

APPLICATION PROCESS

Stage 1:	Open call with an opportunity for an informal discussion. If you'd like to speak informally about becoming an AND Associate Board Member, please contact our Chief Executive Tadeo Lopez-Sendon (tadeo@andfestival.org.uk) or our Chair, John Herring (sarahlynnsmith@nhs.net) by Friday 30 May
Stage 2:	Submit a CV along with a short written statement (max 1 page) or video (max 3 minutes)* to jobs@andfestival.org.uk by Midnight Sunday 22 June 2025 with AND BOARD ASSOCIATE MEMBER APPLICATION as the subject field Please also complete our Equal Opportunities Form , an anonymised Google form
Stage 3:	Interview with Chair, Chief Executive and at least one other Board Member / Trustee
Stage 4:	Recommendation to the AND Board for membership should all parties agree
Stage 5:	Membership approved

*_Please note we only accept **either** a written statement or a video and not both, send video files as links with WeTransfer, Dropbox or Google Drive.

FURTHER RESOURCES

If you'd like to know more about being a Trustee of a Charity, these articles may be helpful.

We've also published a [blog post by Sam Bompas and Katie Moffat](#), about being an AND Board Member.

Charity Commission – Charity Governance Code:

<https://www.charitygovernancecode.org/en>

Charity Commission - The Essential Trustee:

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

Clore Leadership Programme:

<https://www.cloreleadership.org/cultural-leadership/achieving-good-governance-challenge-our-time>

The Seven Principles of Public Life

<https://www.gov.uk/government/publications/the-7-principles-of-public-life>