



AND BOARD MEMBER RECRUITMENT PACK

Abandon Normal Devices (AND) are looking for individuals to join our Board 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.

Under our Articles of Association, Board Members serve as Directors and Trustees of the charity for a maximum of two terms of three years.

Board Members support our future development, building on past achievements and cementing our national and international reputation.

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 car parks 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.

We care about our interactions with people, and our impact in the world. Centring 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. We also 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.

AND BOARD MEMBERSHIP OPPORTUNITY

As we look forward to our 10th edition of the Festival, we are seeking dynamic and committed individuals to join our Board of Trustees to support our further growth and development, building on our achievements and cementing our growing international reputation.

Board Members play an integral role in providing robust governance, stewardship, and externally supporting future development through advocacy with regional, national and international stakeholders, potential funders and partners from the public and private sectors. Board Members benefit from working with a small, creative and enthusiastic team on the strategic development of the organisation.

We are currently looking for individuals to join the AND Board with experience in the following areas:

- Strategic Regional Public Sector Knowledge
- Environmental Sustainability
- Charity Finance
- PR / Digital Communications
- Regional commercial business knowledge across the creative sector, immersive and digital technologies

This isn't an exhaustive list, and we're interested in hearing from anyone who believes they have skills or experience to positively contribute to the organisation. We're also looking for candidates interested in exploring a Vice Chair role with a view to future succession planning for AND Chair. We're committed to opening up opportunities to people who are currently under-represented in the cultural sector, and we particularly welcome applications from candidates from ethnically diverse backgrounds, Disabled candidates and candidates under 30. The majority of our current Board Members are currently based in England, but we are actively seeking applications from individuals across the UK and internationally.

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](#)

THE ROLE

Title: Company Member, Board Member and Trustee

Responsible to: Chair of the AND Board

The Board Member provides support to the Board of Directors / Trustees of the charity. The aim of the role is to provide stewardship, scrutiny and support in respect of the overall governance and strategic direction of the organisation and to support the executive and staff teams in the fulfilment of their responsibilities. The Board Member/Trustee will ensure that the organisation complies with its governing document, company and charity law and all other relevant legislation and/or regulations and has a responsibility to ensure that the organisation pursues its objects as defined in its governing document. The Board Member/Trustee will work to achieve the aims of the organisation.

AND's Board currently meets for a minimum of four times a year, through a mix of online, hybrid and in person meetings in Manchester (UK). There are additional, occasional meetings and sub-committee groups which can be attended via video call.

Main responsibilities include:

- To give advice on the goals, strategy & policies of the organisation
- To ensure that the AND management team are aware the responsibilities of their role and that the organisation operates in accordance with all legal requirements
- To actively support the fundraising aims of the organisation
- To represent the organisation at appropriate events, meetings & functions
- To act as a spokesperson and advocate for the organisation
- To ensure the effective & efficient administration of the organisation's affairs
- To declare any conflict of interest while carrying out the duties of a Board Member
- To be collectively responsible for the actions of the organisation and other Board Members
- To ensure the effective & efficient administration of the organisation's affairs
- To ensure the financial stability of the organisation and the proper use of the organisation's funds
- To protect & manage the property of the organisation
- To attend meetings & read relevant papers in advance of those meetings

- To attend subcommittee meetings & participate in other tasks as they arise: such as assisting with fundraising.
- To sit on recruitment panels as required
- To attend & take part as a member of committees or working groups when appropriate
- To act as adjudicator for disciplinary & grievance procedures if required

TERMS AND CONDITIONS OF SERVICE

Members/Directors/Trustees serve for a maximum of six years (two terms of three years).

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 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 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, about being an AND Board Member.

<https://www.andfestival.org.uk/blog/meet-the-board-katie-moffat-and-sam-bompas/>

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>