

Board Members Recruitment Pack

Join the Board of TripleC and support its evolution in its second decade.

We are Recruiting New Board Members

TripleC is 10 years old this year.

The company was awarded Arts Council National Portfolio Status in 2023 and as part of the ongoing development of the company we are seeking new members to join our Board at a pivotal moment in our development.

We are a disabled-led, BAFTA award-winning Community Interest Company (CIC) working nationally to advance equity, access and representation for deaf, disabled and/ or neurodivergent (DDN) people across the arts, screen and media sectors.

We are looking for people who share our values, are committed, and want to contribute to shaping a fairer and more inclusive cultural landscape.

We are recruiting people with backgrounds in Finance, Legal and Governance, HR, Inclusion, Disability (DDN), Strategy, Fundraising and Cultural Industry Specific knowledge.

Who We Are

TripleC (Creative Confidence Collective) is an organisation that works to remove the structural, cultural and attitudinal barriers that prevent DDN people from thriving as creatives, leaders, workers and audiences.

We work across the UK and the main team work virtually. Our events are both in person and online.

Our work is grounded in lived experience and the social model of disability.

Our Vision

Our vision is a creative and cultural sector where deaf, disabled and /or neurodivergent people are visible, valued and influential at every level of The Arts from participation to leadership.

Our Mission

To increase the role, representation and professional opportunities of DDN people across the arts, screen and media industries by:

- Supporting creative and professional development
 - Building confident, connected communities of DDN creatives
 - Influencing organisations and decision-makers to embed access and equity
 - Challenging exclusionary systems and practices
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What We Deliver;

Creative & Professional Development

A variety of programmes across a range of creative arts and all skills levels. Supporting skills development, confidence-building and career progression for DDN people.

DANC –Disabled Access Network for Creatives

(formerly Disabled Access Networking Community)

A national professional network offering events, masterclasses, mentoring, peer support and sector-facing conversations for DDN creatives.

Sector Leadership

Contributing to national conversations around disability, culture and representation, advocating for systemic change.

Training, Consultancy & Advocacy

Industry facing training - working with national arts organisations, broadcasters and cultural institutions to improve access, inclusion and organisational practice.

What Does the Board Do?

The Board of TripleC provides strategic leadership and governance, ensuring that the organisation:

- Remains true to its vision, mission and values
- Is financially sustainable and well governed
- Meets its legal and regulatory responsibilities
- Supports and constructively challenges the executive team

Board members act as critical friends, ambassadors and advocates for the organisation.

The Role of a Board member

As a Board member, you will:

- Contribute to strategic decision-making and long-term planning
- Provide oversight of finances, risk and governance
- Champion TripleC's values and purpose
- Support organisational growth and sustainability
- Use your experience, insight and curiosity to strengthen our work

This is a governance role, not an operational one.

Who We're Looking For

We welcome applications from people with a wide range of lived and professional experience. We are particularly interested in people with skills or interest in:

- Arts, culture, screen or media
 - Finance, fundraising or business development
 - Legal, HR or governance
 - Marketing, communications or digital strategy
 - Community organising, education or youth work
 - Access, inclusion and disability justice
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What's Expected of Board members

- Attend Board meetings
- Read papers in advance and contribute to discussion
- Act in the best interests of the organisation
- Uphold the Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Occasionally support sub-groups or specific areas of work

Access support will be provided, and we are committed to flexible and inclusive ways of working.

Time Commitment

- Board meetings: (typically 6 per year, usually online and one AGM)
- Preparation time for meetings
- Occasional additional meetings, away days or events

This role is voluntary, with reasonable expenses reimbursed.

What You Will Gain

- Experience of governance within a national disabled-led organisation
- Insight into the arts, screen and media sectors
- Opportunities to develop leadership and strategic skills
- Training opportunities including board and governance, access and inclusion and good recruitment practices.
- The chance to make a meaningful contribution to systemic change
- Working collaboratively within a values-driven, supportive environment

Support & Access

We recognise that traditional board structures can be exclusionary. We are committed to:

- Maintaining a Disabled led company structure which means aiming for minimum 51% DDN board members.
- Providing access support and adjustments
- Offering induction, mentoring and ongoing support
- Creating a culture where questions and learning are welcomed

Access is a key part of our work and we will ensure to make all board meetings and the connecting information accessible.

How to Apply

To apply, please send:

- A short expression of interest (written, audio or video – up to 10 minutes)
[Here is a useful link on what an expression of interest might include](#)
- A brief CV or summary of relevant experience
- Contact details for two references and a brief description of their relationship to you eg employer. References can include character references if you have had a break in employment.
- Send applications to: **tender@triplec.org.uk**

Deadline: This has a rolling deadline (open until filled).

Informal conversations are welcome, and alternative formats are available on request.

TripleC is committed to equity, access and inclusion. We actively welcome applications from people who are deaf, disabled and neurodivergent, and from communities under-represented in cultural leadership.

Breakdown of job roles / skills we are seeking:

Chair

What they do:

- Lead the board
- Set the agenda for meetings
- Make sure everyone is heard
- Support (and sometimes challenge) the senior staff or leadership

Good if you are:

- Good at facilitating conversations
- Calm, fair, and organised
- Comfortable holding responsibility

Vice Chair / Deputy Chair

What they do:

- Support the Chair
- Step in when the Chair is unavailable
- Often take on specific projects

Good if you are:

- Happy supporting rather than leading everything
- Good at relationship-building
- Flexible and dependable

Treasurer

What they do:

- Oversee the organisation's finances
- Help the board understand budgets and accounts
- Work with accountants or finance staff

Good if you are:

- Comfortable with numbers
- Work in finance, accounting, payroll, or budgeting
- Don't need to be a qualified accountant (training is usually provided)

Secretary / Governance Lead

What they do:

- Make sure the organisation follows the rules
- Oversee policies, minutes, and governance processes
- Help keep things legally sound

Good if you are:

- Organised and detail-focused
- Comfortable with paperwork or systems
- Interested in how organisations work

Board Member

What they do:

- Take part in decisions
- Help set direction and strategy
- Act in the best interests of the organization

Good if you are:

- Care about the organisation's mission
- Willing to ask questions
- Bring lived experience, skills, or community knowledge

Specialist board roles

HR / People Lead

What they do:

- Support fair employment practices
- Advise on staff wellbeing, contracts, and policies
- Help with recruitment and people management

Good if you are:

- Work in HR, people management, or organisational development
- Interested in equity and workplace culture

Legal Lead

What they do:

- Advise on legal risks
- Support contracts and compliance
- Help the board understand legal responsibilities

Good if you are:

- A lawyer, legal adviser, or have governance/legal experience

Fundraising / Income Lead

What they do:

- Support fundraising strategy
- Advise on grants, sponsorship, or partnerships
- Help the organisation think sustainably

Good if you are:

- Experienced in fundraising, sales, partnerships, or development
- Good at spotting opportunities

Marketing / Communications Lead

What they do:

- Advise on messaging and visibility
- Support audience development and outreach
- Help with brand and communications strategy

Good if you are:

- Work in marketing, PR, media, digital, or communications

Digital / Technology Lead

What they do

- Advise on websites, systems, and digital tools
- Support accessibility in digital spaces
- Help the organisation work smarter

Good if you are:

- Experienced in digital, tech, data, or systems
- Interested in accessible technology

Equity, Diversity and Inclusion (EDI) / Access Lead

What they do:

- Champion equity, diversity, inclusion, and access
- Make sure lived experience shapes decisions
- Hold the board to account on values

Good if you are:

- Have lived experience of exclusion
- Comfortable challenging respectfully
- Care deeply about access and inclusion

Advisory or additional roles

Safeguarding Lead

- Oversees safeguarding policies and concerns
- Common in organisations working with vulnerable people

Community / Lived Experience Board Member

- Brings direct lived experience
- Helps ensure decisions reflect real needs, not assumptions

Accessible formats will be available soon. Thank you for your patience.

A live FAQs document is [available here](#)