

**RADA**

Saxton Bampfylde

**Appointment of  
Chair of  
Development Board  
August 2019**

*Into the Woods (photo by Scott Rylander)*

# CONTENTS

1. Introduction
2. The role
3. Person specification
4. Terms of appointment
5. How to apply

**“Delivering world-leading training in the dramatic arts by cultivating exceptional talent in a community dedicated to curiosity, rigour, creativity and craft.”**



# INTRODUCTION

At the Royal Academy of Dramatic Art (RADA), we believe in the power of the dramatic arts to inspire transformation and growth in the individual and society. We deliver world-leading training in the dramatic arts by cultivating exceptional talent in a community dedicated to curiosity, rigour, creativity and craft.

This an exciting time in our history. This is our first year as a stand-alone Higher Education Institution (HEI), with all the challenges and advantages that this brings, and on the horizon is a capital project to ensure that our facilities are fit for the teaching of the dramatic arts in the 21st century, now and for the future.

We pride ourselves on the exceptional standard of our teaching and productions, and the personalisation of our training tailored to the needs of each student. As an academy, we set the standards for training as well as the expectations of a creative community of learners.

We seek to train the most talented individuals. We have an impressive track record of graduate employment in theatre, film, television and radio, as award-winners and leaders in their fields: actors, directors, writers, producers, lighting, sound and costume designers, prop makers, scenic artists, stage managers, production managers, and many others.

We have maintained strong links with the performing arts industries since we were founded in 1904 and have built an outstanding reputation as a world-renowned centre of excellence.

We have an ambitious strategy to encourage students from all backgrounds to come to RADA, through our widening participation and outreach work. We are making change happen and we want to do much more.

We also create opportunities for a wider community to engage with our training, through our short courses.

Our student population is a diverse community, from all over the world, united by a shared passion for theatre-making.



*Costume and Technical Graduate Exhibition (photo by Linda Carter)*



*The Philosophy Shop (photo by Linda Carter)*

# THE ROLE

## Context

Simon Berry was appointed to the RADA Council in 2010 and became Chair of RADA's Development Board in 2014, leading the Development Board skilfully in supporting the delivery of RADA's fundraising strategy.

After nine years on the Council (three full terms) and five years as Chair of the Development Board, Simon has decided to step down and RADA is now seeking an exceptional candidate to join the Development Board as its Chair. This individual will lead the Development Board and support the Chair of RADA, Sir Stephen Waley-Cohen, RADA Director, Edward Kemp, and Director of Development and Public Affairs, Martin Prendergast, in the planning and implementation of the new fundraising strategy.

The Development Board is a group of committed individuals who support RADA in a variety of ways, including shaping fundraising strategy, giving advice, and making introductions. This group meets four times per year with regular contact taking place in between formal meetings, such as attending performances at RADA and meeting Development staff.

The exceptional quality of RADA's training costs £9,500 more per student to deliver than is received in student fees and Government funding. To offset this shortfall RADA has an annual fundraising target of £1.3m, with an ambition to increase this sum significantly over the next five years in order to sustain the exceptional quality and impact of its world-leading training.

These funds also allow RADA to offer bursary funding to more than 50% of its students. These bursaries are a crucial element of RADA's diversity strategy and they allow the most talented students to train at RADA, regardless of background or circumstances.

The funds are raised from RADA's generous and committed individual supporters, trusts and foundations, as well as partnerships with the corporate sector. RADA is proud to have had Warner Bros. as its Principal Partner for the last eleven years.

High-profile fundraising events are also an important source of Development income and recent, highly successful events include: a gala at Hampton Court Palace, a celebration at Buckingham Palace during the Queen's Diamond Jubilee to mark Her Majesty's 60<sup>th</sup> year as RADA's patron, and Kenneth Branagh's production of *Hamlet*, which took place at RADA in 2017 with RADA graduate Tom Hiddleston in the title role. These events made a significant contribution to RADA's finances and helped to expand the network of supporters.

The coming years will be exciting and transformational for RADA with a significant capital project on the horizon and a clear ambition to increase the institution's development activities more broadly. A key objective is to expand RADA's network of supporters and partners significantly across all sectors.

The Chair of the Development Board will serve as a member of Council, the governing body of RADA. The ideal candidate will demonstrate a passion for the dramatic arts and subscribe to RADA's mission of delivering world-leading training to students from all backgrounds.

## Key responsibilities

The main responsibilities of the Chair of the Development Board of RADA will be as follows:

### Fundraising and external role

- To collaborate with the internal development team, as well as with other Council members, to add weight to all fundraising efforts;
- To actively support the delivery of RADA's revenue and capital targets, including, where appropriate, introductions to your networks of potential supporters. The annual revenue target is currently £1.3m with ambitions to increase this target significantly over the next five years;
- To support RADA's relationships with key stakeholders, and to establish and develop further contact across the public, private and arts and culture sector; and
- To play a key role in representing the Council and RADA externally.

### Leadership

- To provide leadership and focus to the Development Board in supporting the delivery of RADA's ambitious revenue and capital fundraising targets;
- To ensure that the Development Board has the right mix of members from across the individual, corporate, and trusts and foundations sectors, in order to facilitate a significant expansion of RADA's network of supporters;
- To chair meetings and ensure that all members of the Development Board work together and seek to build consensus;
- To ensure that the Council receives appropriate, good quality and timely information relating to the Development Board's activities, and to ensure a close working relationship with the Chair of Council; and
- To work collaboratively, respectfully and effectively with other members of the Development Board.

### Governance

- To ensure the principles of good governance continue to be upheld; and
- To ensure the Development Board is a powerful resource for the Senior Leadership Team, including the Director of Development and Public Affairs.

**Patron** Her Majesty The Queen

**President** Sir Kenneth Branagh

**Council** Chair, Sir Stephen Waley-Cohen Bt, Zac Barratt, Josh Berger, Simon Berry, Lolita Chakrabarti, Paul Clay, Sir Martin Donnelly, Buster Dover, Judy Grahame, Stephen Greene, Ros Haigh, Mike Leigh OBE, Rishi Madlani, Tanya Moodie, Maxine Peake, Paul Pyant, Robin Soans, Andrew Sutch, Michelle Terry, Tamar Thomas, Richard Wilson OBE, Professor Michael Worton CBE. From September 2019, for the first time, two student Council members will be appointed to the Council.

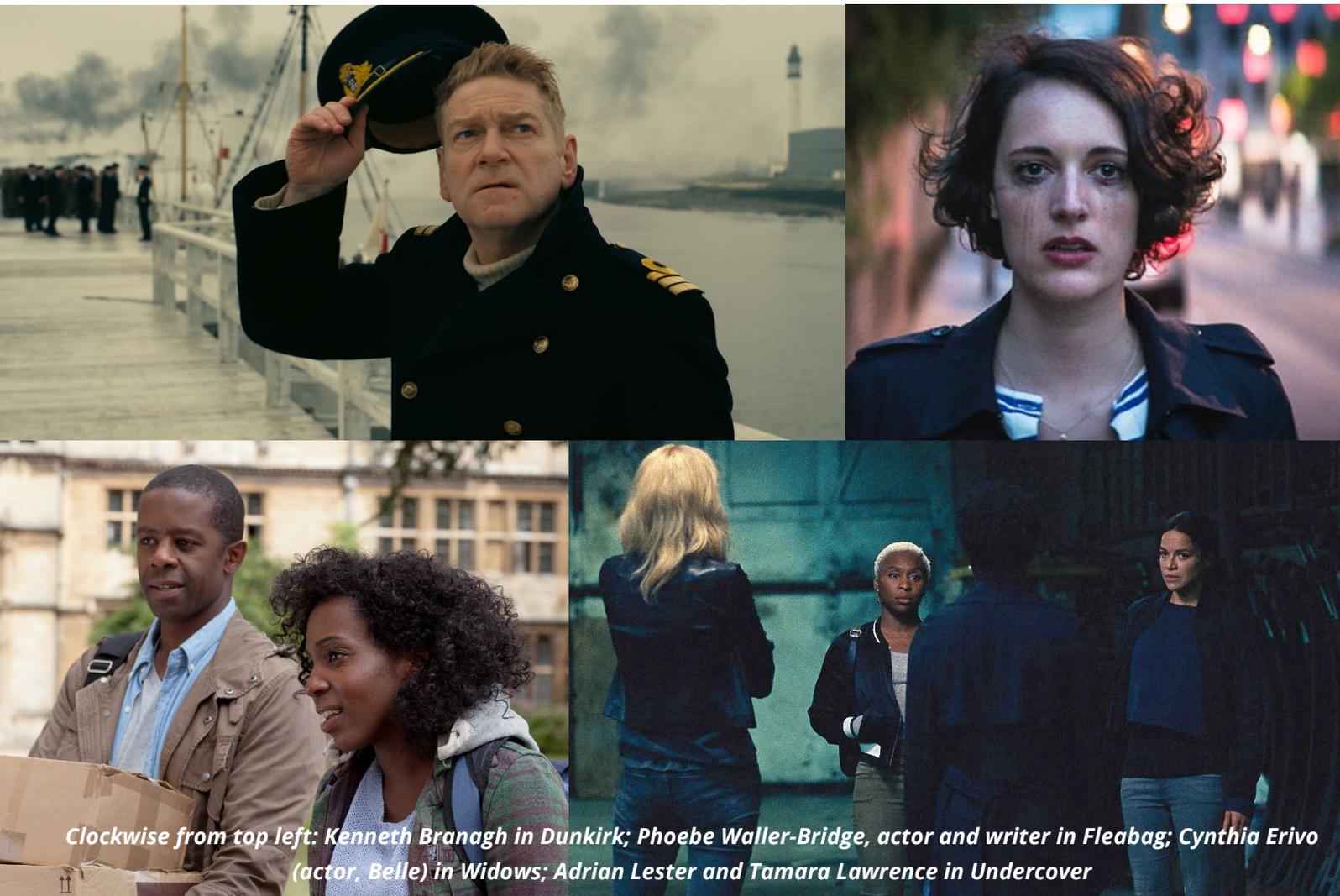
## Development Board (reporting to the Council)

Deborah Bangay QC, Beth Clayden, Aidan Clegg, Kathryn Jacob OBE, Gill Kendrick, Richard Lissack QC, Giulia Loewy, Philip Noel, Sam Phillips, Richard Wilson OBE.

# PERSON SPECIFICATION

The successful candidate will ideally bring all of the following qualities:

- A passion for the dramatic arts and a commitment to RADA's mission;
- Outstanding networks within the world of cultural and educational philanthropy and a willingness to use these networks for the advancement of RADA's Development aims and ambitions;
- Experience of supporting revenue and capital fundraising as a senior volunteer within cultural or educational institutions;
- An awareness of funding in the UK arts sector, as well as the challenges and opportunities facing cultural organisations;
- Exceptional relationship-building and communication skills in order to act as an ambassador for RADA in liaising with a wide range of stakeholders;
- Experience working at board level as well as an understanding of governance and the role of a trustee;
- The ability to contribute to strategic conversations, particularly relating to income generation;
- Energy and enthusiasm; and
- A commitment to promoting equality, diversity and inclusion.



*Clockwise from top left: Kenneth Branagh in Dunkirk; Phoebe Waller-Bridge, actor and writer in Fleabag; Cynthia Erivo (actor, Belle) in Widows; Adrian Lester and Tamara Lawrence in Undercover*



# TERMS OF APPOINTMENT

- The Council and the Development Board each meet four times per year.
- The time commitment for the Chair will be approximately 1-2 days a month.
- This is an unremunerated position, although reasonable travel expenses may be claimed.

## HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to **RADA** on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments), using code **EAGAIA**.

Click on the **'apply'** button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Tuesday 17 September 2019**.

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*



# Saxton Bampfylde

**Saxton Bampfylde**  
**LONDON**  
9 Savoy Street  
London WC2E 7EG

**EDINBURGH**  
46 Melville Street  
Edinburgh EH3 7HF

[saxbam.com](http://saxbam.com)

Partners in **Panorama** - Search around the world  
[panoramasearch.com](http://panoramasearch.com)

*Ralph Fiennes and Sophie Okonedo in rehearsals for Antony and Cleopatra at the National Theatre  
(photo by Johan Persson)*