

Bradford— Arts Centre

**Chair of Trustees
Recruitment Pack**



Thank you for your interest in becoming the Chair of Bradford Arts Centre's Board of Trustees.

It's an exciting time to be joining our Board. This summer, the company will complete a major redevelopment of our arts centre, rebranding to reopen in October as Bradford Arts Centre, ready to welcome the world through our doors during Bradford's year as UK City of Culture.

At this pivotal point, we are looking to further strengthen our Board with the appointment of a new Chair to lead the organisation into this bright new future.

If you are interested in applying, we'd encourage you to first read the Charity Commission's essential trustee guidance which can be found [here](#). This guidance explains the key duties and responsibilities of all Trustees of charities in England and Wales, and what Trustees need to do to carry out these duties.

Trustees are expected to attend four Board meetings a year (with remote attendance possible on Zoom for at least two of these), represent Bradford Arts Centre at external events, and attend at least one performance at our venue each season. This role is not paid, but we do cover any expenses that you might incur whilst delivering your responsibilities (including lost income for joining meetings).

We would welcome an application from anyone who feels they have the skills to be an effective Chair. We would be very interested to receive applications from people with lived experience that is currently under-represented in the arts sector and on our Board, and for this role we would particularly welcome applications from people of South Asian heritage

At the end of this Recruitment Pack, you will find a description of the responsibilities associated with being the Chair of our Board of Trustees. Whilst we anticipate the Chair will have prior experience as part of a Board (or similar body), we will provide any relevant training required and you will find fellow Trustees and staff here to support and help you as you learn the role.

There has never been a more exciting time to join us so we hope you will consider applying!

We look forward to hearing from you.

The Board of Trustees

Dr Sufyan Abid Dogra | Sameena Hussain | Marie O'Reilly | Rashmi Sudhir | James Wilson



About Kala Sangam / Bradford Arts Centre

Kala Sangam / Bradford Arts Centre is an intercultural Arts Centre based in Bradford (UK City of Culture 2025) which aims to reflect the diversity of contemporary Britain through the performances we present, the artists we support and the communities we engage.

Situated in one of the most deprived wards in the city, 80% of the population local to our Arts Centre are least engaged with arts and culture. Our audiences and participants are some of the most diverse in the country – in 2024/25, 48% of our audience were non-white British (compared to an average of 15% nationally) with 29% of South Asian heritage. Every year we enrich the lives of more than 25,000 people as audience members for performances in our theatre, visitors to our spaces, and through schools and outreach delivery. The company is a Registered Charity and Company Limited by Guarantee.

Following an extensive public consultation, in July 2025 the company will formally change its name from Kala Sangam to Bradford Arts Centre. You can read more about this [here](#).

Our Programming Strands

Focusing primarily on dance, theatre and music, all artistic, education and outreach activity delivered by the company aligns with at least one of our programming strands:

This Is Bradford

Putting the organisation at the heart of arts delivery in the city, we offer rehearsal space, development support and performance opportunities to local artists and companies. We also bring work to Bradford which addresses societal issues for the city or is relevant to one of its many communities.

South Asia Now

We programme work by South Asian artists and organisations, or that showcases artforms from South Asia. A priority is placed on presenting work which develops the artform or is created by British people of South Asian heritage.

British Diversity

To ensure we are at the forefront of what it means to live in modern Britain, we support the creation of work which looks at cultural heritage in this context or is actively diversity-focused. This strand also covers work that fuses together different artforms, styles and cultures.



Building Bradford Arts Centre

In April 2024, the company began a major £7.5m+ capital redevelopment of its Grade II arts centre, St Peter's House.

Since we took ownership of Bradford's former General post Office in 2008, our arts centre has provided a safe space for the multicultural communities of Bradford to explore, share, experience, learn and develop skills through the creation of art, attendance at diverse performances and engagement with our varied education and outreach programme.

The redevelopment will see the removal of significant physical barriers and open access throughout the building for the first time in its history. The project will see the creation of a new 170-seat theatre space, five new rehearsal studios, and studios and offices for Bradford Community Broadcasting. A new entrance, two new lifts, lobby and central staircase will be created to increase the building's accessibility.

Kala Sangam / Bradford Arts Centre's Board of Trustees have played a critical role in this project – providing oversight and expertise that has steered activity to a successful conclusion.

With works on track to finish in September 2025, and a reopening season of performances, workshops, classes and corporate activity scheduled to start in October, the company's focus now turns to embedding ourselves in the new venue and establishing a strong, resilient operational model. We hope you will be excited to join us on this journey!

Upcoming activity

With Bradford's year as UK City of Culture in full swing, both 2025 and 2026 will be packed with important delivery for Trustees to engage with, including:

- The opening of Bradford Arts Centre
- Recruitment and training of new staff to operate BDAC
- The roll out of the new Bradford Arts Centre brand
- Legacy planning for UK City of Culture from 2026
- Continued delivery of our cross-district Community hub project ([more info](#))
- The launch of our new company archive
- Major funding applications including Arts Council NPO (2026), Bradford Council RFO (2025 TBC), Paul Hamlyn Foundation (October 2025)
- The growth of our Artist Advisory Group

We're excited to hear your ideas for the future too so please do bring them with you!



Kala Sangam / Bradford Arts Centre is looking for an exceptional individual who is passionate about the arts, Bradford and its communities to lead Bradford Arts Centre as its new **Chair of the Board of Trustees**.

A brief outline of the responsibilities for this Trustee position is provided below but we would welcome a conversation with anyone who felt they could bring something to this post.

Chair of the Board of Trustees

The Chair is responsible for leading our Board of Trustees. The Chair oversees the governance of the Charity and ensures the Board runs effectively, working with the other Trustees and the organisation's staff to ensure the company delivers against its Charitable Objects.

The Chair is responsible for the line management of the Chief Executive, works with the Senior Management Team to produce board papers and chairs our quarterly board meetings.

Specific responsibilities:

- Ensure that the charity's Board of Trustees functions effectively, meetings are led inclusively, and the board carries out its duties.
- Lead the board in governing itself well, setting the strategic direction of the charity, creating a positive culture within the charity and holding staff accountable.
- Monitor the agreed actions from board meetings to ensure that decisions are implemented properly and in a timely manner.
- Build a strong, positive and respectful relationship with staff, volunteers, beneficiaries and other stakeholders.
- Act as an ambassador and public face for the charity, representing its interests and values to stakeholders and in the media.

Desirable attributes:

- No specific previous experience of chairing a Board is required but we would expect the Chair to have previous experience serving as a Trustee or on an equivalent body.
- Knowledge and understanding of the publicly funded arts sector and the current challenges and opportunities it faces.
- An understanding of Bradford and its communities – particularly those local to Bradford Arts Centre.
- Experience of effectively leading a team/organisation, line management and establishing a positive work culture.
- Someone who is organised, reliable and has a positive, can-do attitude.
- A confident public speaker who is good at building relationships at all levels.

We expect all Trustees to have the following attributes:

- An understanding of, support for and commitment to Kala Sangam / Bradford Arts Centre's artistic strategy and values.
- The ability to represent the organisation and its strategic aims at events and external meetings.
- A strong commitment to diversity and equality.

How to apply

If you would like a confidential, informal discussion before applying, please contact Kala Sangam / Bradford Arts Centre's Chief Executive, Alex Croft (alex@kalasangam.org), who will be happy to answer any questions you may have. Alex will also be happy to arrange for you to speak to one of Kala Sangam / Bradford Arts Centre's current Trustees should you wish.

To apply for this position, please email a copy of your CV and a covering letter stating why you are interested in becoming Chair to: alex@kalasangam.org.

Closing date for applications is Friday 25th July 2025.

Applications will be reviewed by the company's Trustees, with selected candidates offered the chance for an initial informal meeting with a representative/s of the Board in August 2025.

Shortlisted candidates may also be required to meet with our major funders, such as Arts Council England, ahead of any appointment.

We aim to make an appointment to the role of Chair in September 2025.

Thank you for your interest in this position.

