

What Next? Steering Group Recruitment Pack

What Next? is a national movement that brings people together to debate and shape the future of arts and culture in the UK. We support over 30 chapters across the UK as creative agents for change, both locally and nationally. Following an eight month strategic review we now have a refreshed vision and set of goals which puts inclusivity and democracy at the heart of how we move forward.

To support our new strategy, and the growth and development of the movement, What Next? is seeking to recruit up to eight new members to its Steering Group; a leadership team that supports the core team and the national movement as a whole.

We are looking for colleagues who want to lead the movement, including:

- Colleagues new to What Next?,
- Change-makers who want to challenge and evolve practices
- Existing WN? members who want to take on a leadership role

In this pack - we'll give you further information on:

1. Why Now?
2. What is What Next?
3. Who are we looking for?
4. What are the benefits?
5. A simple application process
6. Terms of Reference (attached)

If you would like to talk through the opportunity please email - Joon Lynn at joonlynnngoh@gmail.com
Application Deadline - 17 June 2020

'What Next? has been pivotal in advocating for the Arts during the beleaguered years of austerity, and the need for a reinvigorated national movement has never been greater as we deal with the current crisis and embark on an uncertain future. The Arts generally, and What Next? specifically have to re-purpose in response, and collective conversations which reflects and represents the diversity of our constituent parts are critical to this process. Opening up the Steering Group is a vital part of this, please consider joining!' - Jamie Beddard - Diverse City, Steering Group Member.

'Being part of the Steering Group has provided me with deeper insights into both the challenges of working in this sector in the capital and across the rest of the UK, all of which has helped shape my work and the organisation I lead. WN? is important to me because it is an effective channel through which I can be part of an influential national conversation about things that matter deeply to me and about an industry which I believe is part of our nation's life blood.' - Dave Moutrey - HOME & WN? Co-Greater Manchester Chair, Steering Group Member.

'What Next has been an extraordinary opportunity to understand the breadth and depth of the landscape of the funded cultural sector. I am a black female leader and as such am often marginalised. In this context as with all my roles being part of the steering group is both brilliant and challenging. But, I deeply believe that one of the ways to make change is to have skin in the game.' - Suzanne Alleyne - Cultural Thinker, Steering Group Member.

1. Why Now?

This is an exceptional time for the world, the cultural sector, and our communities. Individuals and organisations are seeking support from each other more than ever before, and many people want to collaborate with others to make change and reimagine our futures. We are seeking new Steering Group members for three reasons:

- 1) After operating for eight years, WN? undertook an **eight month strategic review** with its wider membership to revisit and reshape our ambitions and the way in which we operate. We are now seeking new leadership to join our existing team and support WN? move towards and deliver on a refreshed Vision and Mission.
- 2) At the heart of the new vision and mission is further **democratising the movement**, including increasing the diversity of voices heard in policy and decision making across the cultural sector and with government. We want to start with ourselves and ensure that our leadership is reflective of society.
- 3) Given the **immediate and long-term consequences of covid-19** on the cultural sector and broader society, WN? is refreshing its governance structure to ensure it has the diverse and effective leadership it needs to respond to this emergency situation and to think strategically and practically about the immediate and long-term future.

2. What is What Next?

Our mission is to bring people together to debate and shape the future of arts and culture in the UK.
Our vision is for arts and culture to play a vital role in creating a more equitable society.

What Next? is the only, free-to-access national movement that brings together both freelancers, and small and large organisations to debate and shape the future of the arts and culture in the UK. We:

- **facilitate conversations** with each other, politicians, funders, partners, activists and the public
- **build knowledge, relationships and resilience** in the arts and cultural sector
- **lobby for the arts and culture**, creating collective responses to policy proposals and national and local strategies
- **create national initiatives and collective resources** to effect the things the movement cares about.

Our Values:

- **Democracy:** creating models for open and purposeful conversation
- **Equity:** creating conditions for a more equitable movement and society
- **Leadership:** building the conditions for everyone in our movement to make change
- **Creativity:** embedding and celebrating creativity across our movement
- **Generosity:** sharing our skills, expertise and resources with each other
- **Trust:** building relationships and a more resilient sector.

We are comprised of over 30 chapters operating across the UK, who each meet regularly in their own local community and together at quarterly Chapter Chair meetings. The movement is supported by a small part-time core team and a Steering Group of sector leaders.

Our existing Steering Group includes: David Lan - Writer & Producer, Dave Moutrey - HOME & WN? Co-Greater Manchester Chair, Alistair Spalding - Sadler's Wells, Suzanne Alleyne - Cultural Thinker, Jamie Beddard - Diverse City, and Rosie Luff - Google.

The core team includes: Lizzie Crump - National Strategic Lead, Clare Thurman - National Movement Lead, Joon Lynn Goh - National Movement Lead (Maternity Cover), Cath Mattos - Operations Lead.

3. Who are we looking for?

We are looking for up to eight additional members to support the core team, the wider movement and work with us to steer and evolve our key priorities over the next two years, which are to:

1. **Influence government and sector policy-making** to make the case for the arts and culture, and diversify the range of arts and cultural voices in policy decision making.
2. **Democratise the WN? movement**, including its decision making processes, and diversifying the movement's leadership and membership.
3. **Debate and shape the future of arts and culture in the UK**, utilising the platform and membership of WN? to lobby and build national campaigns and collective resources.

We are looking for Steering Group members who

- **Thrive on challenges and are passionate about making change** in the cultural sector and wider society.
- **Have ambitions to lead the cultural sector** with generosity, authenticity and a commitment to democracy
- **Are committed to representing and championing** the movement within their professional capacity and networks
- **Are cultural leaders with lived experience**, representing the diversity of society across age, gender, race, disability and sexual orientation
- **Represent the breadth of the cultural sector**, including organisations and institutions, independent artists and producers, and cultural organisers and advocates (We have funding ring-fenced for up to four freelancers/self employed colleagues to join the group).
- **Represent different regions of the UK.**
- **Are committed to attending a regular number of meetings across 2020.** During Covid-19, we expect these to be every two weeks, reducing to monthly from October 2020 and beyond.
- **Are Chairs of existing What Next? Chapters** (We aim to have up to three Chapters Chairs on our Steering Group).

Within this overall allocation of new members we are looking for two Steering Group members who can support us in the way outlined above and also bring specific experience to support us with **1) Finance and 2) HR and Pastoral care.**

4. Benefits

We believe there are many benefits to being part of a steering group and the WN? Movement. You will:

- **Play a strategic role** in shaping, evolving and steering the UK's only nation-wide, free to access, cross-cultural movement
- **Build stronger relationships** and more resilient networks with the Steering Group, Chapter Chairs, and the wider movement
- **Be able to contribute towards and learn from nation-wide knowledge**, skills and experiences
- **Lead the sector:** working with a team of cultural leaders from across the country
- **Be supported with travel** and access costs
- **Receive a yearly stipend of £1,500** if you are not salaried or paid to contribute in another capacity.

5. Application Process

To apply to be a part of the Steering group, please respond to the questions below by:

- Completing [this online form](#)
- Sending us an email to joonlynngoh@gmail.com
- Sending us a video or audio recording of you responding to the questions to joonlynngoh@gmail.com

Equality and diversity monitoring

What Next? is committed to equality, including not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of applicants in encouraging equality and diversity. We need your help and co-operation to enable us to do this, but filling in this form is voluntary. The information you provide will stay confidential, stored securely and used for monitoring purposes only. [Equal Opportunities monitoring form](#)

Further Questions?

If you have any questions about the application process please get in touch and we will be happy to have a conversation with you to discuss the opportunity and any access requirements.

In the first instance please contact Joon Lynn Goh on joonlynngoh@gmail.com. One of the core team or Steering Group will follow up by giving you a call.

Timeline

Application deadline - **Wed 17 June**

Interviews - **Tues 30 June**

Application Questions

Personal Info

Name

Email address

Current role/employment

Phone Number

Your connection to What Next?

What is your current engagement with What Next? (None / Receive emails / Attend meetings)

If you are connected to a What Next? Chapter please tell us which one

How did you find out about this opportunity?

Relevant Experience

Tell us a bit about yourself. How are you involved in arts and culture? (300 words)

Please tell us why you are interested in becoming a Steering Group member for What Next? (300 words)

What skills and experiences can you bring to our three priorities 1) Influencing government/sector policy-making 2) Democratising the WN? Movement 3) Debating and shaping the future of arts and culture. (500 words)

Are you interested in taking on a specific role for the Steering Group: 1) Finance 2) HR & Pastoral Care. If so, please let us know why.

Additional information

Do you have any access requirements?

Are you able to commit to the Terms of Reference/attending the Steering Group meetings? (two per month on Zoom until the end of 2020 and including some meetings in London once government advice allows)

If you are unsalaried, would you like to take up a yearly stipend of £1500?