



Bangers at Soho theatre - Toyin Dawadu (2022)

TRUSTEE RECRUITMENT PACK

Cardboard Citizens
2025



Almeida 24 (Day) - Ian Hippolyte (2023)

A WARM WELCOME

Following my recent appointment as Chair, I am now seeking to expand and strengthen our Board of Trustees. We are looking for strategic thinkers and committed collaborators who are passionate about the arts and social justice. We especially welcome those who can bring lived or professional experience in areas such as communications, campaigning, public engagement, fundraising, or media—skills that will help us grow our public profile and deepen the impact of the stories we tell.

Our vision is of a fairer society—one where homelessness is prevented, better understood, and responded to with compassion, creativity, and meaningful support. Theatre is at the heart of how we do this: as a tool for personal empowerment, public engagement, and systemic change.

Above all, we want trustees who share our belief in the power of theatre to create change—and who are ready to help shape the next chapter of Cardboard Citizens' journey.

If this opportunity speaks to you but you're unsure whether it's the right fit, we'd warmly encourage you to get in touch for a confidential conversation. We are committed to building a diverse and inclusive Board that reflects the communities we serve.

With warm regards,
Anna Williams

Chair of the Board
Cardboard Citizens

ABOUT CARDBOARD CITIZENS

Cardboard Citizens started in 1991, working with people sleeping rough from the original Cardboard City which had sprung up in what was then called the Bullring in Waterloo (now the site of the IMAX cinema). From this rough and authentic beginning, Cardboard Citizens has pioneered the use of participatory arts and theatre with homeless people.

Adrian Jackson MBE, who founded the company, stood down from his role as Artistic Director and joint CEO in 2021. Under his artistic direction Cardboard Citizens blazed a trail in the field of arts for social justice. Chris Sonnex was appointed that same year as Artistic Director and Joint Chief Executive of Cardboard Citizens. He brings a strong track record of amplifying underrepresented voices in theatre, having previously served as Artistic Director of the Bunker Theatre and held key roles at the Royal Court. Chris was appointed to lead a new chapter in Cardboard Citizens' journey—championing collaborative partnerships, nurturing new talent, and shifting the public narrative around homelessness, poverty and inequity.

The Senior Management Team is jointly led by Chris Sonnex (Artistic Director) and Lisa Briscoe (Executive Director). Together, they shape the organisation's vision and direction. Lisa complements Chris's creative leadership by providing a robust operational infrastructure, drawing on her extensive experience in guiding the organisation through progressive and inclusive growth.

Cardboard Citizens is a registered charity and company limited by guarantee.

Link to Cardboard Citizens most recent annual accounts: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/1042457/accounts-and-annual-returns>

We are governed by a non-executive Board of nine trustees. The current Trustees have a range of backgrounds and lived experience that connects them to the mission of Cardboard Citizens – theatre directing, arts leadership, producing, homelessness, local government, governance, human resources, finance and fundraising. Members' representatives also attend Board meetings as observers.

Find out more: <https://cardboardcitizens.org.uk/who-we-are/our-people/our-trustees/>



OUR STRATEGY

Our New Strategic Model: The Garden Approach

We have recently refreshed our strategy and programme to reflect a new, holistic model of engagement and impact—one we describe as a three-stage garden. This metaphor captures how we nurture individuals and ideas through creativity, support, and public engagement.

Plant & Water

This is the starting point—our meeting ground.

We open the doors to theatre-based activity through outreach, our Member workshops, and our Cardboard Collective youth programme.

Here, people with lived experience of homelessness, poverty, or social inequity are welcomed into a safe, inclusive space to explore creativity, build confidence, and connect with others.

Grow

Growth is at the heart of what we do.

We provide a wide range of progression opportunities, including:

- Creative and professional development
- Wellbeing support
- Training, education, and paid employment pathways

We also offer platforms for Members to share creative work—often as part of research and development for larger theatre or film projects, produced either by us or in collaboration with partners.

Harvest & Market

This is where we bring work to public audiences.

We produce powerful theatre and film in partnership with leading venues and organisations, aiming to:

- Amplify underrepresented voices
- Deepen public understanding of homelessness
- Contribute to tangible social change

This model allows us to remain responsive to our community while building a sustainable pipeline for creative, personal, and systemic transformation.





THE OPPORTUNITY

Who are we looking for?

We are looking for a Trustee who is passionate about arts and social justice, who wants to make a difference and is able to compliment our Board of Trustees, Artistic Director, and Executive Director as we work together to develop the impact and profile of Cardboard Citizens. We believe that the need for Cardboard Citizens is as urgent as it ever has been with the current external environment and the challenges for our communities with experience of homelessness and poverty.

Whilst we'd like to hear from applicants from a range of backgrounds and experiences, we are particularly keen to hear from those with skills in any of the following areas:

- **Digital, New Media**
- **Communications / public relations**
- **Environment & Sustainability**
- **Development**
- **Strategic partnerships**

The general attributes we're looking for in potential Trustees include:

- **Good judgement**
- **An ability to think creatively and strategically**
- **An ability to collaborate and work as part of a team**
- **Effective interpersonal skills**
- **An active commitment to equity, diversity, and inclusion**
- **An ability to command trust and respect**
- **An understanding and acceptance of a Trustee's legal duties and responsibilities**
- **A willingness to devote the necessary time and effort required**

What we ask of you:

- To serve an initial term of 4 years, with the possibility of re-appointment until 8 consecutive years' service has been reached.
- To attend 4 x 2-hour Board Meetings a year, committee meetings as required, as well as an annual Away Day.
- To attend events, performances, workshops and other engagements, to gain a full experience of the breadth of Cardboard Citizens work.
- To sit on one of the Board's Committees.
- To provide specialist advice and expertise as required and appropriate.
- To advocate and champion Cardboard Citizens' work, values, ambition, and strategic direction.

In total, Trustees usually commit the equivalent of 10 days per annum to their role.

What you can expect from us:

- The opportunity to help shape the future direction of a dynamic theatre company driving social change, and be part of an active, loyal, and engaged group of Trustees.
- Flexibility when it comes to attending meetings either in person or remotely via video call.
- A full Trustee induction with current Trustees and permanent staff.
- Regular training and development opportunities.
- An offer of an annual 1-2-1 with the Chair.

Please note that Trustee roles are voluntary and therefore unpaid, however reasonable out of pocket expenses can be covered.



HOW TO APPLY

Please don't hesitate to get in touch with us if you're not sure because of, for example, your working hours, employment status, caring responsibilities, level of experience, socio-economic or cultural background or access needs. We would still love to hear from you so we can talk about any concerns.

We actively encourage people from a variety of backgrounds with different experiences, skills, and stories to join us and influence and develop our working practice. By taking positive action around diversity (as permitted in the Equality Act 2010), we will offer initial conversations to candidates who self-identify with any of the following groups that we have identified as underrepresented in our workforce and the wider cultural sector:

- People of African, Caribbean, South Asian, East Asian, Southeast Asian, or mixed heritage, and others who identify as part of the Global Majority
- Candidates with lived experience of homelessness or poverty
- Deaf, disabled, and/or neurodivergent candidates
- LGBTQIA+ candidates
- Candidates with care experience (e.g., those who have been in foster care, residential care, or other forms of local authority care)

What to send

- Either:

Letter (no more than 2 sides of A4)

OR

Video (no more than 5 minutes)

OR

Audio (no more than 5 minutes)

telling us why you are interested in the role and what skills and experience you would bring to Cardboard Citizens

- An up-to-date CV
- Contact details for one referee who knows you professionally
- A completed Equal Opportunities Monitoring Form linked to the vacancy page on our website. The information on the monitoring forms is anonymous.

Please send your application by 26th September. Interviews will be planned at a mutually convenient time in the week of 6th October. Please let us know some availability when you apply.

Please contact recruitment@cardboardcitizens.org.uk with any queries and to send your application.



THANK YOU

More Than One Story - Black Apron Entertainment (2024)