



SCOTTISH
DANCE
THEATRE



**Dundee Rep and
Scottish Dance Theatre**

Join our Board of Trustees

Be Part of Scotland's Creative Future

**Celebrating 85 years
of creativity, connection
and community**



1 Foreword



Foreword from the Chair, Dr Susan Hetrick

Thank you for your interest in joining the Board of Trustees at Dundee Rep and Scottish Dance Theatre. We are at an exciting moment in our journey, building on our rich heritage while looking boldly to the future. As an organisation, we strive to create meaningful artistic experiences that bring people together, inspire communities, and celebrate the power of creativity.

Our Board of Trustees plays a crucial role in guiding and supporting our work, ensuring we remain at the forefront of the performing arts in Scotland and beyond. If you are passionate about the arts and want to make a difference, we would love to hear from you.

2 About Us /

Dundee Rep and Scottish Dance Theatre have been shaping the cultural landscape of Dundee, Scotland and beyond for nearly a century. We believe the arts are essential to life, fostering creativity, learning and human connection.

We are home to:

- **Dundee Rep Theatre**, a leader in Scottish theatre, producing award-winning and critically acclaimed productions, including world premieres and festival successes such as the Scottish premiere of the Pulitzer Prize-winning *August: Osage County*, the Scotsman Fringe First winner and Musical Theatre Review's Best Musical at Edinburgh Fringe 2024 *A History of Paper*, and the world premieres of musicals *No Love Songs* and *Oor Wullie*.
- **Scottish Dance Theatre**, Scotland's flagship contemporary dance company, which tours nationally and internationally, bringing innovative performances to audiences across Europe, South America, and Australia. Founded as a grassroots community company in 1986, it has evolved into a leading force in dance, collaborating with artists worldwide and performing in venues ranging from remote Scottish village halls to opera houses in South America and art festivals in Europe.
- **Engage Programme**, offering community outreach, creative learning, and dramatherapy, making high-quality arts experiences accessible to all. We have been one of only two UK theatres providing dramatherapy for adults and families for over 30 years, offering therapeutic mental health support in a creative, non-clinical environment.

Together, we bring Scotland to the world and the world to Scotland, shaping a vibrant cultural landscape that celebrates the power of the arts to transform lives and foster meaningful.

**Cultivating spaces where creativity
flourishes and everyone
feels welcome**



3 Our Board /

Our Board

Our Board is focused and passionate about the organisation's future. It has 15 members, including two members from Dundee City Council. Members are based in Scotland, England, and the U.S., reflecting our local, regional, national and international outlook.

Terms are three years initially, with renewal terms of three years each term. The Board meets four times a year, plus it holds an Away Day in person. Committees meet each term online.

Why Join Our Board?

As a Trustee, you will:

- **Shape the future** of a dynamic arts organisation.
- **Support meaningful artistic and community engagement** across Scotland and beyond.
- **Contribute your expertise** in areas such as finance, strategic communications, partnerships, law, fundraising, and/or the creative industries.
- **Advocate for the arts** and help us secure the resources needed to thrive.
- **Join a passionate, committed team** working to make a real impact.

4 Strategic Aims /

Our Strategic Aims (2025-2028)

As a Multi-Year Funded Organisation (RFO) of Creative Scotland, our mission is guided by four key strategic aims:

1. **Artistic and Community Development & Delivery** – Producing and presenting outstanding theatre and dance experiences.
2. **Business Operations & Sustainability** – Ensuring financial health and operational excellence.
3. **Environmental Impact & Sustainability** – Reducing our environmental footprint and fostering sustainable practices.
4. **Equality, Diversity & Inclusion** – Making the arts accessible to all and championing diverse voices.

Read our Business Plan [here](#)





**Crafting meaningful human
connections through the arts for
nine decades**

5 What We Expect from Trustees /

Our Trustees provide governance, insight, and expertise in the following areas:

1. Strategy & Planning

- Set and oversee the strategic direction of the organisation.

2. Legal & Financial Oversight

- Ensure compliance with all legal and financial regulations.
- Approve budgets and monitor financial sustainability.

3. HR & Organisational Leadership

- Support the executive leadership by providing your expertise and wisdom.
- Steer the workforce culture to deliver success through the well-being of our people.

4. Advocacy & Fundraising

- Act as an ambassador for Dundee Rep and Scottish Dance Theatre.
- Support fundraising efforts and engage with key stakeholders.

5. Commitment & Engagement

- Attend quarterly Board meetings; participate in one sub-committee in advance of each board meeting; and attend an annual away day.
- Attend performances, community events, and strategic discussions.

6 Who We're Looking For /

We welcome applications from individuals with recognised expertise and experience in:

- **Dance and creative expression**
- **Finance & Audit**
- **Legal expertise, especially in intellectual property (IP)**
- **Strategic Communications, Fundraising, and Partnerships**
- **Performing Arts & Creative Industries**
- **Hospitality Management** – including venue operations, audience experience, food and beverage services, and commercial event management to maximise income generation and engagement

Bring your passion for the arts and your willingness to contribute your knowledge, experience, and wisdom. Dundee Rep and Scottish Dance Theatre Limited are committed to ensuring that our Board is inclusive and represents the diversity of the society in which we live and operate.

We're seeking new board members who are passionate and knowledgeable about the cultural sector, theatre, and dance, and who bring a variety of perspectives and lived experiences. We especially welcome people from backgrounds that are often underrepresented in large cultural sector organisations. We value diversity in all its forms and are committed to creating an inclusive environment for the greatest impact.

7 Ready to Join Us? /

Ready to Join Us?

If you believe in the power of the arts and want to play a vital role in our future, we'd love to hear from you. For more information or to express your interest, please contact

BoardRecruitment@dundeerep.co.uk

[Check out our website](#)



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