

# wasps\_



## WASPS BOARD VACANCY

Information Pack – December 2020

## Background

Wasps has been supporting the arts community in Scotland for 43 years. We have grown to become one of the UK's largest studio providers and home to Scotland's largest cultural community. We currently house 1,000 visual artists, 35 arts charities and 33 creative businesses at 20 locations from the Scottish Borders to the Shetland Islands. Their work in turn touches the lives of thousands of people across Scotland and beyond.



## Board Appointments

Wasps Group Board is looking to make a number of appointments over the next few months, due to some Board members soon reaching the end of their term as Trustees. We would welcome applications from those with an interest in supporting the arts and creative industries across Scotland. To complement the current skill set of the Board, **we would welcome applications from individuals with experience of property development, building design, property maintenance, facilities management or regeneration to join us and contribute to our continued development as an organisation.**

Wasps is committed to appointment on merit, and to equality and diversity in our Board appointments. We highly value the benefits of having different points of view and experiences on our Board. Accordingly, we welcome applications from everyone irrespective of sex, sexual orientation, gender identity, ethnicity, faith and religion, disability and age, but, as black and ethnic minority groups, members of the LGBTQ+ community, those with a disability and those under 50 are currently under-represented on the Board, we would encourage applications from members of these groups.

## About Wasps

Wasps is a charity and has worked hard to become financially self-sufficient for our core operations over the past five years, while still focussing on providing affordable studios to artists and makers across Scotland. Our day to day operation is funded from studio rental income. This is used to ensure studio buildings are managed, maintained and compliant with current health, safety and fire regulations, as well as managing utility costs. As a not for profit organisation, we apply for external capital and revenue funding for any new activity, including our capital development programme and arts enterprise activities. To date we have raised c.£32 million to invest in buildings for creative use across Scotland. We now own approximately two thirds of our property portfolio providing additional stability to our development programmes.

Our activities support the regeneration of many deprived communities across Scotland. We redevelop redundant, historic buildings into beautiful facilities for artists and creative

industries, improving the physical appearance and economy of the communities in which they are located.

Our plans for the future are exciting! We recently completed our first creative hub outside of Glasgow - Perth Creative Exchange, which opened in November 2019. Our next exciting development - Inverness Creative Academy: Phase 2 is currently onsite and due to open in summer 2021, with Phase 1 completed in December 2018 and now a fully occupied, vibrant facility in the heart of the Highlands. These projects between them will deliver over 60 new studios for artists and space for 30 creative businesses in these locations. We also have a programme of property upgrades and energy efficiency initiatives planned as part of our five year Business Plan (2018-23).

Wasps also delivers a range of arts enterprise activity from exhibition, workshop and residencies opportunities for our creative tenants, delivered across our eight galleries and two residency spaces, to provision of online support and selling opportunities through artist markets and art fairs and Wasps Shop, while partnering with others to provide professional business support.

### **Wasps Group Structure**

Wasps Group has 3 entities:

**Wasps Trust** – charity registered in Scotland (SC022115)

**Workshop and Artists' Studio Provision Scotland Limited** – company limited by guarantee (SC062117) and a charity (SC001351), registered in Scotland and fully owned by Wasps Trust

**Wasps Creative industries CIC** – a community interest company (SC383609), registered in Scotland and fully owned by Wasps Ltd

A joint Board of Trustees/Directors sets the strategy for the Group. The Group Board currently consists of 13 Trustees/Non-executive Directors with members drawn from a variety of backgrounds including property, arts, law and finance.

A head office staff of 23 manages the group on a day to day basis and are led by 2 Executive Directors, who are also Trustees and Directors.

Wasps Trust was formed to create a portfolio of property assets, owned in trust for the Scottish arts community and operated for the benefit of current and future generations of artists and the wider public in Scotland. Wasps Limited rents out the space created by Wasps Trust, at affordable rents, to a variety of artists, arts charities and creative industries allowing them to experiment with artistic ideas, create artwork and engage with the wider public. Wasps Limited also runs an artistic programme including open studios, residencies and exhibitions in partnership with a variety of artists, arts organisations and cultural agencies from Scotland and beyond. Wasps Creative Industries CIC has helped develop commercial workspace within the group and any profits have been reinvested in Wasps Limited.

### **Commitment**

The Wasps Board meets at least 4 times a year in March, June, September and December. Board members are also expected to serve on 1 of 3 sub-committees – Projects & Property, Finance & Resources and Arts & Enterprise, which also meet once per quarter..

The majority of meetings are normally held at the head office at The Briggait, 141 Bridgegate, Glasgow, G1 5HZ, although have been online for the past 9 months, and are usually scheduled to run from 5pm to 7pm.

Travel expenses to Board meetings will be reimbursed.

### **Submissions**

To apply please send a copy of your CV along with a covering letter outlining why you consider yourself suitable to join the Board and what relevant experience and skills you can bring to it.

Applications should be submitted by no later than 5pm on Friday 15 January 2021, by email to: Stuart McCue-Dick (Executive Director – Corporate Services) – [stuart@waspsstudios.org.uk](mailto:stuart@waspsstudios.org.uk)

Submissions should be titled: ***Private and Confidential – Board Member Application***

### **Enquiries**

For initial discussions regarding the role please call Audrey Carlin, Chief Executive Officer on 0141 553 5890 or at [audrey@waspsstudios.org.uk](mailto:audrey@waspsstudios.org.uk)