

Adverse Camber 2025-26

Board Recruitment Pack



Message from Adverse Camber

Adverse Camber is recruiting new Trustees, including a new Chair and Treasurer, to lead and shape the next chapter in the organisation's evolution. To find out more, or to have an informal chat with our current Chair, please contact Executive Producer Naomi Wilds at naomi@adversecamber.org by **30 November, 2025**

[Adverse Camber](#) is one of the UK's leading storytelling production companies. Based in the UNESCO world heritage Derwent Valley Mills in Derbyshire, working locally, regionally, nationally and internationally, we are an acknowledged sector leader, initiating participatory and engagement projects for young people, national sector support, and commissioning and producing high quality story-based multi-artform performances and public events, in partnership with artists, practitioners, partners and venues.

Stories are part of our human birthright, they help us make sense of our experiences, relationships, culture and environment. Stories form and inform our imagination and reality, shaping what we believe is possible. Whether working with epic myths shaped by generations of tellers, or the fresh immediacy of a young person's perspective living in today's complex society, stories are a highly accessible, adaptable and enjoyable resource which help us to think, experiment, better understand ourselves and empathise with each other.

As part of an ongoing, open call for new Trustees, we are now seeking:

- **A Chair of the Trustee Board, to provide leadership, ensure strong governance, strategic direction and support**
- **A Treasurer, advising the Trustee Board on its financial responsibilities, supporting with preparation and scrutiny of financial accounts**



Photos from 2024-25 Projects: Lincolnshire Folktales Engagement Project, The Gods Are All Here by Phil Okwedy, National Tour, A Story for the Trees with National Forest, Junction Arts Commission at Chesterfield Children's Festival, Storytelling Summer School in Lincoln City.

We are particularly keen to appoint Trustees from lower socio-economic, care-experienced, disabled and Black and Global Majority backgrounds, addressing the value of lived experience they can bring to inform our work, which engages with broad and mixed demographics, across urban and rural centres in England and Wales.

If you decide you would like to apply, we ask for:

- 1) a short letter telling us why you would like to be our Chair/Treasurer and the experience you can bring to this
- 2) a CV or list of relevant experience
- 3) completion of our equalities monitoring information form

Vision & Mission

Vision: Adverse Camber believes that other worlds are possible

Mission: We listen to storytellers and communities. Together, we discover the stories that need to be told, shaping and sharing these in theatres, neighbourhoods and public spaces across the UK and the world. We nurture the power of our imaginations to open new horizons.

How We Work

Our work focuses on three priorities:

- Engage **young people** and mixed communities with socially engaged projects which enable them to tell, explore and have their stories heard
- Generate **imaginatively rich storytelling performances and events**, including work created and performed with and for our communities
- Create an infrastructure of **skills support**, addressing a national gap in our artform

We are entering an exciting period of development celebrating our 20 year anniversary as a company, moving from short term projects to longer term residencies and programmes, working with established and emerging artists, nurturing new and exciting voices across England and Wales.

We are seeking to grow our Board of Trustees and build its leadership, experience and expertise to ensure that the organisation has the skills to become a more sustainable and robust force for change over the coming years.

You can find out more about our work at www.adversecamber.org

Follow us on social media at [Facebook](#) & [Instagram](#)

More about Trustee Roles

All Trustee roles are voluntary, with a commitment to attend four board meetings a year, one away day a year (in person) and performances and events.

Appointments are for an initial term of three years with the option of an additional three years. We pay travel expenses and accommodation expenses when these are required.

Official Board meetings happen quarterly, online, and in person meetings in Derbyshire.

Board members are also expected to be involved outside Board meetings – this might be on a small task group, acting as a champion for a particular area of organisational development, writing short papers, or offering advice – within the understanding that Board members are busy people and need to fit this additional work in with their own personal and professional lives.

Trustees are responsible for overseeing the management, finances and governance of Adverse Camber ensuring that its activities are planned and carried out to meet its aims. We run an annual training day on the responsibilities of being a trustee.

If you have any needs that require us to make adjustments in order for you to participate, please do let us know.

Our People

Adverse Camber was founded in 2006, became a ltd company by guarantee in 2009 and a registered charity in 2021. Founder producer Naomi Wilds leads Adverse Camber with a highly skilled team of Marketing Manager, Engagement Producer, Finance and Admin Associate plus Associates and Consultants engaged on a project basis. We benefit from specialist expertise in development, evaluation, marketing communications and audience development. We use Theory of Change and Logic Models as frameworks within which we can measure success and evidence the impact of our work.

Role Description & Person Specification

Role:	Chair
Commitment:	4 quarterly Board meetings per year Annual away day Attending 1+ company performances or events per year Additional time carry out the role estimated at an average of 2 days per month
Remuneration:	This is a voluntary role. Reasonable expenses will be reimbursed.
Location:	Currently entirely online, also Derbyshire
Term:	3 years with the option of a further 3 years
Reporting:	Board of Trustees

Duties:

- Take the lead on ensuring the charity is well governed
- Take the lead on the development of the Board of Trustees, making sure its decisions are carried out and that trustees comply with their duties
- Act as a figurehead for the organisation including in meetings with funders
- Help plan and run trustee meetings, ensuring they are properly run and recorded
- Act as support and supervisor to the Chief Executive or equivalent

- Act as a link between Trustees and Staff
- Ensure that the Board are given well presented and easily interpreted information

Role: Treasurer

Commitment: 4 quarterly Board meetings per year
Annual away day
Attending 2+ company performances or events per year
Additional time carry out the role estimated at an average of 2 days per month

Remuneration: This is a voluntary role. Reasonable expenses will be reimbursed.

Location: Currently entirely online, also Derbyshire

Term: 3 years with the option of a further 3 years

Reporting: Reports to the Chair of Trustees

Duties:

- Help Trustees carry out their financial responsibilities
- Ensure Trustees are given well presented and easily interpreted financial information
- Advising Trustees on how to carry out their financial responsibilities. Where appropriate, facilitate directly or ensure others deliver training for the rest of the Board to maintain a skill level that is adequate for interpreting the budget, balance sheet and cashflows and can ask informed questions about financial management
- Support Trustees to feel individually assured about the finances of the organisation
- Advise staff with responsibility for financial management of the organisation where appropriate
- Ensuring that proper financial records and procedures are maintained and that appropriate accounting procedures and controls are in place

Skills & Experience: All Board Members should have:

- Integrity
- Commitment to Adverse Camber's aims
- A willingness to devote the necessary time and effort
- Willingness to look to the future and make plans
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding of the legal duties, responsibilities and liabilities of charity trusteeship (Trustee training, support and induction is available)

Ares of Expertise: Across the board of trustees there should be a mixture of generalist and specialist expertise. We welcome hearing how your expertise can support us.



From top left clockwise - VÅR: the story of Hervor, Moon Stories, The Shahnameh, Dreaming the Night Field, Stars & Stories, The Old Woman, the Buffalo & The Lion of Manding.

If you have any questions, please do get in touch at naomi@adversecamber.org

Our deadline for expressions of interest in Chair and Treasurer roles is 30 November 2025
We have a rolling deadline for general Trustees

A selection of recent funders



Funded by:
Foundation
Derbyshire



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Colwinston
CHARITABLE TRUST



FOYLE FOUNDATION



Cyngor Celfyddydau Cymru
Arts Council of Wales

**ARIENNIR GAN
Y LOTERI**
LOTTERY FUNDED



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