



Become our Board Chair / an Andro and Eve Non Executive Director

March 2025

Andro and Eve is looking to recruit new board members and a Chair of the Board based in the North of England*, who share our values and have a strong set of skills and experiences. We're really excited about meeting new people who share our enthusiasm for queer culture and commitment to equity and social justice.

Thank you for your interest in this role. You'll find everything you need to know about the role and how to apply below. Should you have any questions or would like to have an informal conversation before applying, there are further details in this pack about this.

Contract: Voluntary.

Duration: 2 years minimum (1 year for those with no previous board experience).

Commitment: 4 board meetings + 1 away day per year + 2 hrs per month (further detail below).

Start Date: April onwards to be negotiated.

Location: Mostly remote, occasional in person meetings in Sheffield.

Remuneration: This is a volunteer role. Travel expenses can be reimbursed. Further info below.

About Andro and Eve

Andro and Eve is a queer arts organisation based in Sheffield and working across South Yorkshire to platform queer culture, support LGBTQ+ artists, connect communities and raise awareness of LGBTQ+ equality. Active since 2016, Andro and Eve was registered as a not for profit social enterprise operating as a company limited by guarantee in 2018.

We work in partnership with arts, culture and community organisations to deliver a year-round programme of multi artform projects supported by a blend of grant funding, ticket sales and commissions. Since our founding we have produced 62 independent LGBTQ+ cultural events, alongside commissions and take-overs for other organisations and delivering training and development work to other organisations. During this time we have engaged with over 4,300 participants and audience members at events and workshops.

As a social enterprise, our organisation is strategically guided by a board of Directors. Non Executive Directors are unpaid advisors who agree to support and guide the organisation and its development.



Feeling Fabulous Workshops (2024). Ai Narapol

Our Vision

Celebrating queer culture, connecting our community, inspiring your creativity.

Our Mission

Andro and Eve create unique, feel good, accessible events that celebrate queer culture. We programme arts and culture focusing on voices that are otherwise marginalised within the LGBTQIA community. We provide opportunities for people to come together, develop their understanding, and share in memorable experiences.

Our Values

Unique & Playful

We create high quality events and products with a sense of play, and believe creativity needs space, time and resources in order to flourish.

Representative and Accessible

We programme artistic content that is representative of a broad range of identities and experiences, and aim to create spaces that are accessible to all.

Empowering and Proud

We are proud of our lived experiences and aim to create opportunities that empower others to embrace their full selves and develop their own creativity, skills and talents.

We are committed to working in ways that fight structural inequalities and systemic oppression, and support anti racist practices. We are continually developing as an inclusive organisation where access and care is embedded and people's needs are met.



The Kingdom Come 8 (2024). Credit - Nelly Naylor

Our Work

Our work encompasses three key strands;

Live Performance Events / Creative Engagement Projects

We deliver arts engagement programmes, with online and in person workshops that are open access. We are the creators of one of the UK's largest drag king cabarets, *The Kingdom Come* and our queer cabaret, *A Reyt Queer Do* has been lighting up the South Yorkshire scene, providing a platform for fresh queer talent, since 2017. Since 2022 we have been collaborating with Ghetto Fabulous, an arts organisation championing the work of QTIPOC creatives, and together we produced Sheffield's first *Reyt Queer Extravaganza* in July 2022.



Talent Development

We commission early career artists on specific projects as well as producing workshops to develop specific skills, such as our collaboration with Ghetto Fabulous delivering the Feeling Fabulous workshops, or our online drag king workshops. We also mentor artists working on specific projects.

Training

We deliver Gender Awareness Training to organisations throughout the UK, across the private and public sectors in order to fulfil our mission to support better representation and inclusive practices for the LGBTQ+ community across a range of services and sectors.

Launching Spring 2025 we will also be offering a consultancy service for clients working on specific pieces of work around trans equity and inclusion that they would like support and advice on.

Overview of Recent Activity

Last year, 847 people engaged with our work as audience members or participants. Here are a few other recent highlights (non exhaustive list):

2024-2025

- Completed management and delivery of an intergenerational community arts programme for LGBTQ+ people in Doncaster with Right Up Our Street and artist Lady Kitt working with 80 participants and showcasing a new art installation at UK Pride in Doncaster (2024).
- Delivered 7 queer dance workshops in collaboration with Ghetto Fabulous and 2 live performance events through Shared Prosperity Funded programme.

2023-24

- Commissioned by Migration Matters Festival to deliver queer dance workshop.
- Produced sell out drag king cabaret fundraiser in Sheffield for audience of 300+
- Developed our training offer launching four further Gender Awareness training sessions.

2022-23:

- Arts Council funded programme in collaboration with Ghetto Fabulous, engaged 810 people in S. Yorkshire, working with 46 artists. Of 61 workshop participants, 7 participated in the co-creation of performance.
- Commissioned by Site Gallery to work with the Society of Explorers to produce original zine.



A Reyt Queer Extravaganza with Ghetto Fabulous (2022). Credit - Misha Warren

Our Income

Summary of Annual Turnover

2021 - 2022 - £27,464

2022 - 2023 - £55,239

2023 - 2024 - £30,947

2024 - 2025 - £37,435 (Summary to date)

In 2025 - 26 we have plans to grow our revenue and impact significantly, implementing a newly developed fundraising strategy and business action plan.

About our Team

We are a small team currently supported by a board of three Directors who have a range of business, culture, finance and HR experience which includes Finn Warman, founder of Andro & Eve and the Artistic Director / Chief Executive of the organisation.

The current operational team includes a part time employee, Artistic Director / Chief Executive (Finn Warman), freelance Creative Producer Ibukhun Adebambo, and freelance project coordinator Luci Pina. We have two freelance trainers who help deliver our Gender Awareness Training. We also work with a core team of volunteers who support our events and marketing activity.

We ensure our team has adequate support and training to do their jobs effectively and we provide regular check-ins for all.

Joining the Board

We are seeking to refresh our board in order to grow the capacity, sustainability and reach of the company, and to offer valuable support and guidance to Andro and Eve. It is a unique opportunity to help support a dynamic South Yorkshire arts organisation and build connections with likeminded people.

We would like to work with people based in the North of England* who are enthusiastic about queer arts and culture, care about LGBTQ liberation, and who understand how cultural organisations can be facilitators of societal change.

You'll be joining the board at an exciting time for Andro and Eve as we launch new client focused offers around our training, embark on new work around trans liberation, implement a new fundraising strategy and business action plan, and embed further sustainability in the growth of the organisation. With new partnerships in development, and existing partnerships strengthened, we will continue to establish our national reputation as producers of high quality, accessible queer culture, with community building at the centre of our approach.

* We use 'North of England' to encompass the East and West Midlands also

What we are looking for

We understand that you may want to get involved for a variety of reasons, and welcome applications from people from a range of sectors, backgrounds or experience levels. We are particularly interested in hearing from people who have knowledge or experience in one or more the following areas:

- HR / People Management / Policy
- Financial Management or Planning
- Business Development
- Third Sector (charities, social enterprises).
- Marketing / PR / Communications
- Culture or heritage - leadership or project management

Previous trustee / board experience is not essential, but we would like to have some board members with this prior experience. We have a 1 year commitment in place for those who are keen to offer support but are not sure if board membership is right for them.

Ideally our new Chairperson would have previous board / trustee experience, however more important is the willingness to use your skills and expertise to support the organisation's development and resilience.

As well as supporting a diverse range of artists, our core team and board bring a range of perspectives to our organisation and we would encourage people who are currently underrepresented on boards to apply, including those who are Black, Asian or of the Global Majority, those who have faced socio-economic barriers, and those with disabilities. Andro and Eve are committed to further building representation across our team in respect of protected characteristics.

Although we believe strongly in being led by and for the community we serve, board members do not need to be LGBTQ+ identified and we welcome different perspectives and life experiences.

Key Information for Non Executive Directors / Chairperson role

As a board member you will be expected to attend quarterly board meetings as well as additional meetings as required to the demands of the company. Currently, board meetings take place online late afternoon or early evenings Monday - Wednesday. Occasionally, as a board we may choose to hold board meetings in person in Sheffield. Our annual away day takes place in Sheffield. We aim to ensure our meetings and events are accessible to all.

Some board members support specific pieces of work such as fundraising, policy development, financial planning or reviewing public statements. This operational support is not a requirement of the role, and we are open to discussing your capacity.

Purpose of the Board

To support the governance of Andro and Eve, contributing expertise to the organisation's development, sustainability and reputation of excellence in the field of queer arts and training.

Responsibilities and Expectations (all board members)

- Ensure that Andro & Eve complies with its governing documents, policies, company law and any other relevant legislation / regulations.
- Advocate for and promote the work of Andro and Eve.
- Uphold the reputation and values of Andro and Eve.
- To use your unique skill set to help support and develop the business of Andro and Eve.
- Ensure the financial stability and efficient administration of Andro & Eve.
- Attend 4 regular board meetings a year and special meetings if needed, in addition to this.
- Attend public facing events to support and understand the work of Andro & Eve.
- To respond to e-mails in a timely manner, and communicate your availability for meetings / support in advance.
- Share input on policy or operational matters in between board meetings (where agreed).

Responsibilities and Expectations (Chairperson only)

- Ensure sound governance helping organise board meetings and setting the agenda in collaboration with the Chief Executive.
- Chair quarterly board meetings and relevant sub committee meetings where appropriate.
- Willingness to commit the time needed for this role. We expect this role would need a total of 4 hours per month in addition to the quarterly meetings. The Chair should be in regular contact with the Chief Executive and contactable in an emergency.
- Build an effective working relationship with the Chief Executive including setting clear annual objectives and performance management for them in consultation with the wider board.

We expect all directors to have the following skills, knowledge and qualities.

Skills and Knowledge

- Strong communication and interpersonal skills with the ability to offer challenging but supportive contributions to board discussions, bringing your expertise to decision making.
- Ability to work collaboratively, with proven ability to work as part of a small team.
- Commitment to Equity, Inclusion and social justice with an understanding of the challenges faced by the LGBTQ+ community.
- Ability to advocate for and promote the work of Andro and Eve, increasing understanding of our mission and achievements to a range of stakeholders and audiences.

Essential Qualities

- An interest in and enthusiasm for the work and values of Andro and Eve.
- Flexible and responsive with the ability to navigate competing priorities and unexpected challenges.
- Awareness of your own strengths and how you work best.

Contract Details

Responsible to: -

Artistic Director and Board of Directors

Contract Type: -

Voluntary. Starting April - July 2025 to be negotiated.

Duration of contract: -

Minimum 2 years or 1 year for those without previous board experience

Benefits: -

- 2 x Complimentary tickets per year to Andro & Eve events after 6 months of service
- Travel expenses within the North of England will be covered.
- Refreshments provided for in person meetings / away days
- Gender Awareness Training will be given as part of this role.

Where additional duties are requested or where a director would not be able to participate in board business owing to loss of income, fees can be paid to non-executive directors.

Location

Remote with some Sheffield based working.

We expect successful applicants to be based in the North of England / East or West Midlands in order that they can travel to experience our work and attend away days.

Hours

Flexible. In addition to 4 x board meetings per year (2 hrs long) an additional 1-2 hours per month is a realistic guide to cover time to reply to emails, check any urgent communications, and sign off key decisions / documents. Additionally we would expect you to attend at least one Andro & Eve event a year.

The chairperson would ideally contribute 3-4 hours per month for their role in addition to quarterly meetings.

We are happy to discuss what level of commitment you can offer and how best we can work around your capacity, and fit the role around your other commitments.

References

Any offer is subject to receipt of two satisfactory references. We ask for references in order that we can check that the experience you have outlined in your application has been gained in a previous role. They could be anyone who knows you in a professional or volunteer capacity.

It is important that we seek two references so we get a well rounded view of your past experience. We will not contact anyone without your consent.

We expect that any new directors will take on the role for a 3-month trial period, at which point we will register your details with Companies House.

Application Deadline: 9am Monday 7 April

Interview dates: Flexible, we can also meet you on evenings or weekends. Please let us know when applying if you have preferred timings or days you can not meet.

To Apply

Access and Inclusion

If you require this Recruitment Pack in a different format please don't hesitate to let us know. Contact hello@androandeve.com

If you have any other questions or would like to discuss the role further, please contact Finn Warman Artistic Director / Chief Executive at finn@androandeve.com

Applications to be sent to hello@androandeve.com with the subject marked - 'Application - Director - YOUR NAME'

Deadline for Applications - 9am Monday 7 April

Application Process:

Please send us a covering letter (no longer than 2 sides of A4) or alternatively a video / audio file of no more than 6 minutes in length.

The covering letter / audio file should demonstrate

- Why you wish to join the board of Andro and Eve.
- What skills and experience you can bring to the role of Non Executive Director or Chairperson and how this will further the aims of the company.
- Any training or development needs you may have if appointed to the role.

Please also send us an up to date CV (no longer than 2 sides of A4). It is not necessary to list your education details if you don't want to. You do not need any formal qualifications or a degree for this role.

We do not expect you to submit references at this stage of application, but please have two people in mind who know you in a professional capacity that, if successful, we will contact as referees.

Please ensure that your CV and covering letter are attached to your email as separate documents and that each have your name in the title.

Please also complete the Equal Opportunities Monitoring Form found online here > <https://forms.gle/ECu2edjDfsZNBbdcA>

Checklist when applying

- Covering Letter (or video / audio file)
- CV
- Online Equal Opportunities Form (link above)

We encourage applications from those with less visibility in the arts and are committed to a policy of equal opportunities which requires that all staff, freelance contractors, volunteers and artists are treated fairly irrespective of their age, race, ethnicity or national origin, gender, social class, marital status, pregnancy, sexual orientation or any disability. This is why we ask you to complete the Equal Opportunities Monitoring Form so we can check our impact in this area.