



Board Recruitment Policy

Reviewed April 2026
Next review due April 2027

1. Purpose

This policy outlines the process for recruiting and selecting new Board members to ensure alignment with Kinetika's values, needs, and strategic direction.

2. Advertising the Position

Vacancies will be advertised in a manner agreed upon by the Executive Team and the Board. The advertisement will outline the role, responsibilities, and the qualities sought in prospective members.

3. Application Process

Interested individuals will be invited to submit:

- **A Letter of Interest** explaining why they are interested in joining the Board and how they feel they might contribute to the organisation.
- **A Current CV** outlining relevant skills, experience, and qualifications.

4. Recruitment and Selection Steps

- **Initial Meeting**
An online meeting will be arranged with the Artistic Director and Operations Director to explore mutual interest and alignment.
- **Share with Board**
If all parties agree it's a good fit, the candidate's CV will be shared with the Board and the candidate will be invited to observe the next Board meeting.
- **Board Meeting Observation**
The candidate attends a Board meeting in an observation capacity to gain insight into governance and group dynamics.
- **Experience Kinetika**
The candidate will attend a Kinetika event to gain a deeper understanding of the organisation's work and ethos.
- **Follow-Up Conversation**
A follow-up conversation will be held to reflect on the experience from both sides and assess interest in proceeding.
- **Invitation and References**
If agreed to proceed, the candidate will be invited to formally join the Board, subject to two satisfactory references.
- **Formal Appointment**
The final step is formal approval at a Board meeting, confirmed by two existing Trustees.