



GAYDIO

**97.8^{FM}
BRIGHTON**

Chair of the Board of Directors
Recruitment Pack

Gaydio Brighton Ltd
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Gaydio Brighton Ltd. seeks a strong and experienced leader to become Chair of the Board at this exciting moment for the Brighton arm of the world's largest LGBTQ+ radio station.

Gaydio, now in its 14th year as a national brand, is an ambitious, inclusive and dynamic social enterprise rooted in the communities of Manchester, London and Brighton, with a strong voice across the LGBTQ+ media of the UK including further outlets in Greater London, Birmingham & Scotland. Following a review of our local strategic priorities and the development of our governance across the national Gaydio brand, we are looking for a new Chair to support the organisation to further develop and thrive for the benefit of Brighton's communities.

Who are we looking for?

We are looking for an established strategic leader with experience of the media, non-profit, creativity industries or culture sector in Brighton that is passionate about social enterprise and social impact.

The ideal candidate will be someone who is:

- Enthusiastic about the creative industries with a strong commitment to our values and approach
- A confident and persuasive communicator, able to articulate position, beliefs and rationale in an inclusive way
- A strategic thinker, able to navigate multiple stakeholder relationships
- Well respected in their field of work with a broad network of contacts
- Able to be a local ambassador and figurehead, identifying opportunities to deepen our relationships locally

If you think this could be you, please read more below and send an expression of interest letter with your CV to Ian Wallace on ian@gaydio.co.uk by Friday 13 May, 12noon.

We will be holding interviews w/c 16 and w/c 23 May 2022 subject to availability.

We hope that the new Chair will be able to join our next Board meeting on 8 June 2022 as an observer and take the lead at the following meeting on 13 July 2022. A full briefing and handover from the Business Director and a committee of non-executive directors will take place within this time.

For an informal conversation about the role, please contact Ian Wallace on 01612001650 or email ian@gaydio.co.uk to arrange a meeting.

Introduction

Gaydio Brighton is a company limited by guarantee, that operates an FM community radio licence for the LGBTQ+ community in Brighton and Hove. Gaydio originally launched in January 2013 in the city, when the Manchester based station, Gaydio CIC, acquired the digital radio licences operated by Gaydar Radio. It soon became clear that there was a need for a city like Brighton to benefit from the existence of a national brand, but also have local programming and a service that could be accessed on all platforms. In 2015 a board of locally based directors was set up, a new company formed and a community licence was acquired. We then launched the station in 2017, going from strength to strength ever since.

Separate boards oversee each company and remain linked through annual meetings. The national brand, the Business Director and some backend resources are shared on a structured financial agreement between Gaydio CIC and Gaydio Brighton. Alongside our two FM services in Manchester and Brighton, we're also on digital radio in a number of cities across the UK. Combined, the group is the world's largest LGBTQ+ radio outlet.

Alongside delivering everything you'd expect from a modern media company, as a not-for-profit organisation, we're committed to using our resources to help affect positive change in the places we broadcast to and the community that we represent. The Gaydio Academy forms one part of this mission, offering free training and skills workshops to those in need.

Welcome by Ian Wallace, Business Director

Thank you for your interest in the role of Chair of Gaydio Brighton.

Since Gaydio was founded, we have grown from being a local startup to a national platform for LGBTQ+ voices, expanding to new cities and incorporating the digital radio license previously held by Gaydar Radio, while remaining agile as a profitable social enterprise to navigate the challenges of the pandemic.

Gaydio Brighton is at a pivotal moment, with a growing board of non-executive directors, a renewed relationship between the two boards of the national brand, and an imminent move into new premises.

As a small and tightly financed organisation, we are looking to recover from the pandemic with an ongoing commitment to diversify ourselves and our links into the community in Brighton. As a figurehead, you will be comfortable serving as an ambassador for us and the vision of Gaydio within the Brighton community, building on our existing links in the local business, creative, non-profit, local government and social communities. From these, we hope to increase our organisational resilience and place social impact through the Gaydio Academy at the heart of our social enterprise, supporting young people and those experiencing disadvantage within the LGBTQ+ community.

As we establish a new, post-Covid business plan which shares joint priorities with Gaydio CIC plus a dedicated focus on our Brighton-based business model and social impact programmes, we welcome a Chair who can work with me to set the agendas for our board meetings. The two of us will maintain a link to Gaydio CIC's Chair John Ryan, to support strategic priorities identified by our two boards. We know we are looking for a lot, and we are keen to put in the time, resources and effort to support the right person to transition into this role. We hope the right candidate(s) will find their home with us.

The Role of Chair

The Gaydio Brighton Chair role is a key appointment for the business and will be a visible 'figurehead' for the organisation. You will need to understand the LGBTQ+ community in Brighton. A core role, is to run the board meetings, ensuring that there is a pre-agreed agenda. There are currently six non-executive directors on the Board with a range of perspectives in the community and skill backgrounds, including radio, business, PR, finance, non-profit governance, HR, coaching and the creative industries.

Working closely with Business Director Ian Wallace, the Chair will play a key role guiding the strategic development of the organisation locally in Brighton with Gaydio Brighton's non-executive directors as well as the two boards' jointly identified priorities nationally.

Terms:

Salary range	Voluntary. No financial remuneration is offered to any NED.
Time commitment	Equivalent of up to 1 day a month, on a flexible approach
Term of office	Ideally a minimum of 2 years
Responsible to	Board of Directors
Expenses	Travel and accommodation outside of Brighton will be paid in line with Gaydio's expenses policy

Key Responsibilities:

- Lead the board of directors in the governance of Gaydio Brighton
- Be an advocate and spokesperson for Gaydio Brighton
- Help shape and refine the mid to long-term vision and direction for Gaydio nationally

Key Duties:

- Prepare for and chair board meetings and away days
- With the board, support the strategic direction of the company and ensure Gaydio Brighton delivers against its mission, vision and agreed annual objectives
- With the board, monitor the performance of the Business Director and provide support and guidance where necessary
- Open up networks and contacts to help broker new relationships for Gaydio Brighton
- Represent and speak on behalf of Gaydio Brighton at relevant events
- Attend occasional, relevant high-level strategic meetings alongside the Business Director
- Lead the board in their support of organisation planning and income generation
- With the board, support recruitment of new non-executive directors

All Non-Executive Director Duties Not Covered Above:

Financial and Legal

- Ensure Gaydio operates in accordance with company law and is compliant with

- Ofcom regulatory requirements
- Ensure the prudent financial management of the company and that the company's assets are safeguarded and well managed
- Define the company's employment policies with regular review points, make decisions relating to hiring of the Business Director, and review levels of pay regularly

Other

- Be an enthusiastic ambassador for the company at all times
- Play an active role in supporting the company to achieve its income targets
- Support recruitment of new trustees

Management of the Social Enterprise:

- A small executive and staff team leads on the day-to-day management of Gaydio Brighton's activity year-round, comprised of three local staff roles plus the Business Director work across Brighton and Manchester.

Governance Meetings:

- Non-executive directorships are for a two-year period, with an option to renew
- The board formally meets nine times per year, including away days and joint national meetings.
- These meetings are held virtually, except for two in-person meetings in Brighton or London and two joint national meetings with Gaydio CIC in Brighton or Manchester.

Personal Attributes of the Chair

Essential Skills and Knowledge

- Knowledgeable and experienced in their area of specialism
- A clear communicator, able to articulate position, beliefs and rationale in an inclusive way
- Well respected in their field of work with a broad network of contacts that can be of assistance to Gaydio
- Understanding and accepting of the legal duties required of a non-executive director
- Able to commit the time needed for the position

Essential Qualities and Personal Characteristics

- Enthusiastic about the creative industries with a strong commitment to Gaydio's values and approach
- Able to operate with integrity and respect confidentiality when required
- A strategic thinker, able to navigate and understand multiple stakeholder relationships

Desirable Skills, Knowledge and Personal Characteristics

- Familiarity or relationships within the social impact, community and charity networks in Brighton
- Familiarity or relationships within the LBGTQ+ organisations and community in Brighton
- Experience of building relationships in local government
- Knowledge of delivering social impact programmes and working with volunteers
- Strategic business planning experience
- Financial direction skills and experience