



Live Art
Development
Agency



LIVE ART DEVELOPMENT AGENCY TRUSTEE AND CO-CHAIR RECRUITMENT PACK



WELCOME

Live Art Development Agency (LADA) is a registered charity based in London, dedicated to the development of Live Art research, practice and infrastructure.

Founded in 1999, LADA has a long history of supporting contemporary culture's most radical artists, practices and ideas. Our specialised resources, projects and publications have been driven by an unwavering commitment to Live Art as a cultural strategy that makes space for the processes, practices, bodies and identities often excluded from traditional art and performance contexts.

A New Chapter for LADA

In October 2024, Mary Osborn joined LADA as Director, bringing with her a bold new strategy for the organisation that builds on LADA's influential history and significant legacy. With a specialism in artist development, Mary is committed to ensuring that LADA continues to serve, nurture and sustain an expansive Live Art ecology - one that centres under-represented artists, curators, researchers and practitioners.

Over the past nine months, Mary and the team have been refining LADA's vision and re-aligning its mission to meet today's cultural conditions. With a renewed focus on partnership-working, strategic interventions and long-term sustainability, we are entering a vital new chapter.

'LADA is at a turning point, one filled with possibility. We are ready to lean into the unknown, to rise to the challenges and opportunities facing our sector, and back the practices that resist the status quo and risk doing things differently. This is the perfect time to get involved with an organisation that is eager to grow, adapt and hold space for radical work.'

Mary Osborn, Director

With core Arts Council England funding extended until 2028, we now have the stability to plan ahead and the momentum to invent a vibrant future for LADA. The next two years will be a period of strategic planning and future-shaping and we are looking for Trustees who share our values and ambition and a Co-Chair leadership structure to lead us through this exciting moment in LADA's story.

OUR VISION AND MISSION

As a 'Development Agency', our mission is to develop an expansive Live Art ecology that prioritises learning, practices resistance, and invites possibility about what art can be and do. We do this through three strands of development:

Developing Live Art Research

Developing Live Art Practice

Developing Live Art Infrastructure

Developing Live Art Research

'LADA's collection is singular in prioritising these practices of the past (through the archive) and the present (in powerful programming)'

Samra Mayanja, Study Room Artist in Residence 2025

Our primary resource is our public research collection - known as **The Study Room**. Based in Bethnal Green with over 8,000 research and archival items, including documentation of interdisciplinary performance practices from the 1960s to the present day.

With both physical holdings and online resources, our ever-expanding collection remains the only open access resource of its kind, with annual visitors of 2,000+ and 75,000+ online (digital, video and audio resources). Our **Bookshop** expands our research engine, distributing hard-to-find artists' publications, DVDs, editions, zines and downloads.

The Study Room is activated by **annual artistic research residencies**, workshops and our broader **public programme**, connecting practices of the past with those emerging in the present and future.

This year we are entering a new phase of Study Room development. This includes a three-year ambition to gain formal accreditation as an archival collection and to build a new strategy for how materials are collected, cared for and shared.

Developing Live Art Practice

We create **development opportunities** for underrepresented artists and practitioners, with a focus on **peer-to-peer** development and **shared process**. Through residencies, commissions and professional development opportunities, we support practitioners to centre collaboration and experimentation in their practice.

In Autumn 2025, we will relaunch LADA's flagship peer-to-peer professional development programme **'DIY'** with 20 national partners. By reimagining DIY in 2025 with a focus on inclusive collaborative practice, we seek to create the conditions for artists to explore ideas, aesthetics and socio-political challenges together, and build a nation-wide support network for radical practice.

Developing Live Art Infrastructure

Our mission is to build sustainable **national and international partnerships** so that artists working within the multiplicities of Live Art can take risks, experiment and develop diverse audiences. This includes co-ordinating **Live Art UK**, a network of 28 partners who seek to sustain and develop the Live Art ecology. We also work in partnership with Higher Education institutions to share knowledge and embed Live Art within wider cultural and academic contexts.

We believe that for Live Art practices and processes to thrive, the sector must be joined-up, flexible and responsive. By connecting independent artists, grassroots spaces, major institutions, and higher education we are helping to shape a more sustainable, inclusive and inventive future for Live Art.



Front cover, top to bottom:

Poppy Jackson, *Tower*, 2024. As part of Live Art in Rural UK, Image Bill Jackson

Oleg Kulik, *Armadillo for Your Show*, 2003. *Live Culture* at Tate Modern. Image Hugo Glendinning

George Chakravarthi and David Hoyle, LADA's 15th Anniversary Live Art Gala, 2014. Image Holly Revell

The Disabled Avant-Garde (Katherine Araniello and Aaron Williamson), *Robots Destroy the Tower of Babble!*, 2003. *Access All Areas* as part of Restock, Rethink, Reflect Two: on Live Art and disability. Image Manuel Vason

Season Butler in *performingborders* | *LIVE* | *Curating Borderless Spaces*, 2019. Image Studio Maba



This page, top to bottom:

Mary Osborn (LADA Director) in LADA Study Room. Image Jemima Yong

Jess Dobkin, *Wetrospective* Launch, 2025 Image Christa Holka

Miranda Whall, *Soil Voices*, August 2023. Ffridd, Cambrian Mountains. As part of Live Art in Rural UK. Image Ashley Calvert

Lara Habib Kobeissi, *Nazar*, June 2025. LADA and Shubbak Festival. Image Alexandra Rizkallah for Shubbak Festival 2025

Nando Messias, *Art & The Self: What Did Narcissus See?*. DIY, 2018. Image Holly Revell

HOW WE WORK

Core Values

CONNECTION	LEARNING	RESPONSIBILITY
We value, create and sustain connections built on mutual trust and respect for difference.	We prioritise learning with and alongside our communities. We take time with the questions, value the process and share our discoveries.	We take responsibility for the power that we hold as an institution and collection, holding ourselves accountable for how we use and re-distribute this power to effect change.

LADA's 5 C's

We are **custodians**:

We care for the materials that live in our research collection, so that present and future generations of artists and researchers can access them. We do this with respect for the past, not reverence. We take a critical approach to how knowledge is gathered, stored and shared, and are committed to access, transparency and critique of power.

We are **curators**:

We listen and respond to our current and ever-evolving cultural contexts. We make decisions based on emerging ideas that we learn about through conversations with artists and researchers, and in dialogue with what we hold in our collection.

We are **collaborators**:

We find joy in working with artists, practitioners, researchers and organisations. We think, strategise and take action together, with trust and respect for each other's work. We are particularly interested in approaches to co-learning and collaborative research.

We are **cross-disciplinary**:

We are a meeting point for explorations of liveness, and for practices that have been historically excluded from traditional art contexts. We are curious about what emerges when different disciplines meet and are excited by fluidity and experimentation. We welcome artists and researchers who share our desire to commune around the potential of this work, and are eager to hear what Live Art means to them.

We are **change-makers**:

We do this work because we want to create change. By change we mean a more equitable and more liveable cultural, social and political reality. We know that meaningful and sustainable change takes work, and we are committed to robust policies and strategic actions.

WHAT WE ARE LOOKING FOR IN NEW TRUSTEES

Following a Board skills audit in March 2025, we have identified key areas where new voices, knowledge and networks can help us deliver on our renewed mission.

We are now actively seeking individuals with the following skills and expertise to strengthen and shape our next chapter:

- **Archives and Collections:** To support us in the development and sustainability of our Study Room research collection, including a 3 year ambition to move toward accreditation. In 2025/26 we will be updating our Collections Development, Acquisitions and Accessions policies, and expertise in public collections, archives and/or libraries would support us in achieving this goal.
- **Communications and PR:** To support us with refreshing our brand identity, audience and stakeholder development, as well as telling the story of our unique mission and impact on a local, national and international scale.
- **Digital:** From creating and monetising digital content to innovating our approach to data capture to better understand our communities and stakeholders, we are looking to develop our digital scope as an organisation.
- **Environmental Sustainability:** We seek expertise from outside of the cultural sector to understand how we can create tangible change in both our environmental and ethical fundraising/procurement policies and in the way our programmes connect with wider climate justice activism.
- **Fundraising, Philanthropy & Development:** We have high ambitions for the next three years, and our current NPO funding model makes our artistic programming heavily reliant on fundraising. As a small team, LADA needs Board support to develop a robust case for support and build relationships with potential funders and donors.
- **Gallery Sector:** We have good representation of cultural leaders on our Board, but we would like to develop our Visual Arts/Gallery sector expertise as an area where we would like to build more partnerships and opportunities for artists with interdisciplinary performance practices. We are also exploring edition sales for income generation, and art market experience would support this ambition.
- **Publishing:** LADA has a long history of publishing, but this has been on pause over the last few years. We are working on our vision for publishing, to include an annual publication that links to our programme. We re-opened our Bookshop in September 2024 and whilst sales are building, a greater understanding of the challenges and opportunities in the publishing market would strengthen this area of our work.

You can read more about the current board [here](#).

TRUSTEE RESPONSIBILITIES

As a LADA Trustee, you will make a significant contribution to our overall strategic direction. You will offer expert, independent guidance to our Director & team. You don't need to be across all aspects of our work, but your individual expertise will combine with the other Trustees to support LADA in realising its ambitious future plans.

- Ensure LADA complies with all relevant governance legislation, including charity and company law and associated financial regulations.
- Actively contribute to regular strategic and policy reviews.
- Ensure all aspects of LADA's work are undertaken with legal and ethical integrity.
- Support organisational planning through budget oversight and approval.
- Contribute skills, interests and contacts to maximise LADA's fundraising capacities.
- Engage with LADA's work by attending events and taking a proactive interest in the staff team, artists, and audiences.
- Act as an ambassador and advocate for LADA in your personal and professional networks, enhancing our profile by communicating key messages to wider communities.
- Support the artistic and curatorial vision of LADA's Director.
- Join relevant subcommittees, preparing for meetings appropriately, and playing an active role in Board discussions.

Time Commitment

LADA Trustees are expected to attend a minimum of 4 meetings per year (mix of virtual and in person), as well as provide ad hoc advice and guidance, and join relevant subcommittees according to the needs of the organisation. Generally the meetings take place in March, June, September, December.

On average, the time commitment involved in being a LADA Trustee is around 1 day per month (excluding preparation for and attendance at Board Meetings).

Remuneration

LADA Trustees contribute their time as volunteers, and so no fees are payable. However, we do cover reasonable expenses to allow full participation in our processes of governance. For example, we can cover Trustees' travel or childcare for meetings and per diems if Trustees are ever required to travel on LADA business.

We may also be able to cover the cost of training that will benefit Trustees in their work for LADA.

If you would like to apply but worry that contributing your time to LADA's Board may present you with financial challenges, please email robin@spillfestival.com for a confidential conversation.

WHAT WE ARE LOOKING FOR IN CO-CHAIRS

After 2 years as Chair, Robin Deacon plans to transition away from this role. We are using this change as an opportunity to move to a Co-Chair structure and appoint **two new Co-Chairs**, over the next 6-9 months.

Co-Chairs play a vital role in providing strategic leadership, supporting good governance, championing the organisation externally and helping to hold space for big ideas, care and accountability. The Co-Chairs will work closely with the Director and Trustees to guide the organisation through an exciting new phase of development.

We're looking for individuals who are passionate about our work, committed to our values, and confident in strategic thinking and collaborative leadership, with the following skills/expertise:

- **Proven senior leadership and governance experience**
- **Strong interpersonal, facilitation and communication skills**
- **Social, political and cultural change-making**
- **Values-led equality, diversity and inclusion policy and practice**
- **Transition and change management**
- **Organisational resilience**

You don't need to have been a Chair before. We welcome expressions of interest from those who bring fresh energy, lived experience and a desire to support bold, artist-led work.

Co-Chair Responsibilities

- Chair quarterly Board meetings.
- Guide the Board in fulfilling governance duties, setting clear direction, managing risks and opportunities, and ensuring financial accountability.
- Oversee effective governance practices.
- Support Board development, ensuring the Board has the right balance of skills and experience to lead LADA effectively, all while operating within agreed policies.
- Encourage positive change, manage conflict and lead annual performance appraisals.
- Build and sustain relationships with key stakeholders (including Arts Council England), foster partnerships, and advocate for LADA's work and mission.
- Support the Director to develop and implement LADA's strategic plan.

Time commitment is approximately 1-2 days per month, but otherwise the same rhythm of Board meetings and conditions of remuneration as Trustees above applies.

If you are interested in the Co-Chair position we ask that all applicants first email mary@thisisliveart.co.uk for further details and conversation about the role.

INTERESTED? NEXT STEPS...

- We encourage all applicants to have a **confidential conversation** with our Director in advance of applying. For those interested in the Co-Chair position, a conversation before applying is required. Please contact mary@thisisliveart.co.uk to arrange a conversation or to be connected with an existing Trustee to hear more about the Board commitment.
- **To apply**, email your current CV, a supporting statement to our Director mary@thisisliveart.co.uk and complete the equality monitoring form. Your supporting statement should be no longer than 1 page of A4, and should include:
 - + Why you would like to become a LADA Trustee or Co-Chair
 - + How your existing skills and experience align with the LADA Board priorities and mission as outlined in the information pack

We welcome recorded voice and video files as well as written statements.

Recruitment Timeline

- The deadline for submitting your expression of interest is **5 September 2025, 5pm**.
- Applications will be reviewed on a rolling basis. We will hold the first stage of informal interviews led by the Director and an existing trustee in early September.
- Shortlisted candidates will be invited to observe the September Board meeting (**15 September, 6-8pm**)
- Formal nomination at December Board meeting (**16 December 2025, 6-8pm**)

Please note that this is our ideal time-frame but the process may take longer, and we may take a staggered approach to recruitment. All applicants will be notified by 20 December 2025.

Decision Making

We will invite candidates to the next stage based on:

- Interest and capacity to engage as a volunteer Trustee for LADA
- Applicability of skills and influence in relation to current/future Trustees
- Balancing Criteria – via Monitoring Form (Locale and, Equality, Diversity, and Inclusion). LADA actively seeks Trustees that are representative of identities and backgrounds that are under-represented in cultural leadership, and in our current leadership and governance structure. To support this process, the equality monitoring information submitted alongside applications is therefore not anonymised, and may be used as balancing criteria.

Support and Induction

We are committed to making the recruitment process and trustee role accessible and inclusive. LADA will provide:

- A full induction and mentorship process for all new trustees
- Ongoing learning opportunities and sector engagement
- Reasonable access support, including travel expenses
- Flexibility to support participation alongside work, caring or health needs.



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