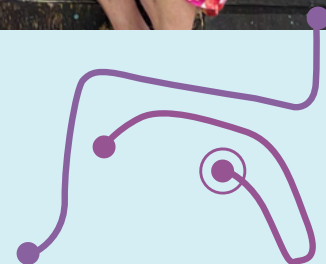




JOB PACK

Trustee



Rolling deadline. We recommend applying as soon as possible.

If you require this job pack in a different format or have any questions about the role, call 0117 903 0444 or email enquiries@kwmc.org.uk

Welcome and thanks for your interest

Knowle West Media Centre (KWMC) is seeking new Trustees to help shape our next chapter. We're looking for people who can bring their skills, knowledge and lived experience to support our strategic direction, strengthen our sustainability, and act as thoughtful champions for our work.

This is an opportunity to contribute to an organisation rooted in community, creativity and social change at a time when our work feels more needed than ever.

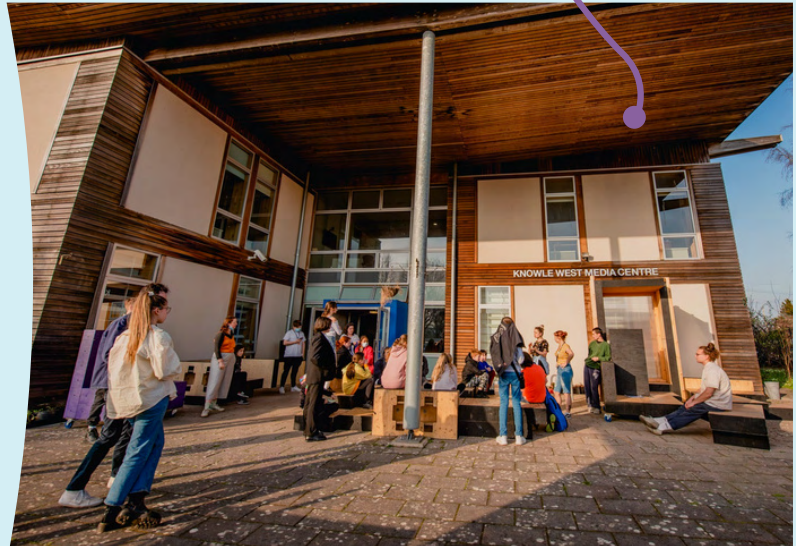


Image Credit: Ania Shrimpton, Our Space Celebration 2022

About KWMC

Our mission is: Shaping fairer futures together, through arts, tech and care.

We have been working in and with our local community for 30 years. We work across the neighbourhood in green spaces, high streets and homes, bringing our digital arts, tech and co-creation practices into a local ecology of change making.

Knowle West is a diverse, working-class community of around 14,000 people. It faces significant structural inequalities, including challenges around health, income, education and employment. At the same time, it is a place of strong identity, creativity and collective energy.

Our vision for social change is a society where all people and communities are at the heart of creatively making fairer places, have the power and know how to address the things that matter to them, can realise their potential

and have the freedom and resources to express their creativity. At the heart of all our work is working with people to make change feel possible and happen in their own lives and communities. Through arts, technology, and care we co-design new ways of doing things and explore new futures.

We ensure our programmes are rooted in community priorities by working closely with, and as founding members of, the Knowle West Alliance (KWA). Current local priorities, identified by the community, are food justice and community cohesion.

We operate from an award-winning eco-building with a digital making space, music studio and flexible creative spaces, and run programmes for all ages, from after-school sessions for young people to international research collaborations.



Welcoming Everyone



Image Credit: Ibi Feher, A-Z of Care Card Launch 2022

We believe our work will be stronger with greater diversity. We want KWMC to reflect the communities we work with and warmly welcome applications from people who are underrepresented in the arts, charity and community sectors.

This includes people who identify as: working-class, disabled, D/deaf or neurodivergent, LGBTQIA+, visually impaired, and/or from global majority background (e.g. Black, Asian, mixed heritage).

We are committed to creating an inclusive and supportive workplace.

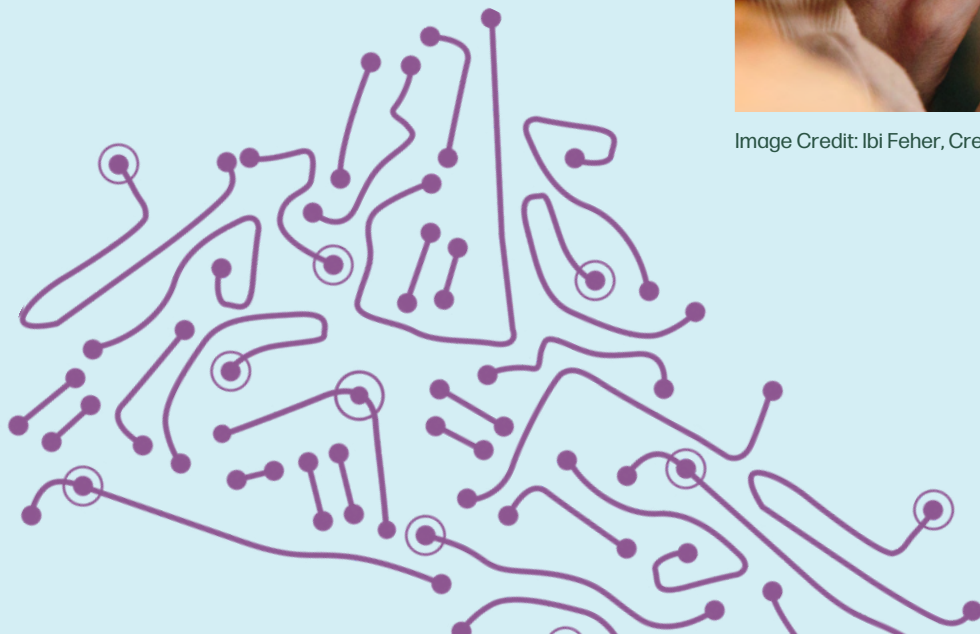
Accessible Recruitment

We want to ensure our recruitment process is accessible for you. If you would like this information in a different format, require further information, need support with access requirements or an informal chat about the post please contact us by email at enquiries@kwmc.org.uk or call 0117 903 0444.

You can find out more information about the recruitment process, ways to apply and support available in the 'How To Apply' section.



Image Credit: Ibi Feher, Creative Cuppa with PRRRRRT! 2024



Our Current Focus

Following the introduction of our co-leadership model in 2024, we are focused on:

- Strengthening our financial sustainability and income model
- Deepening our culture of care, transparency and shared decision-making
- Building partnerships and ecosystems for long-term change

We are committed to remaining a welcoming, inclusive space, particularly for those most marginalised, and to supporting people to grow their creativity, confidence and capacity to shape the futures they want to see.



Image Credit: Ibi Feher, Knowle West Fest 2024

How Our Board Works

We see governance as part of our wider culture of collaboration and shared leadership. Our Trustees play a vital role in:

- Providing strategic oversight and guidance
- Ensuring we are financially sustainable, legally compliant and well governed
- Offering constructive challenge and fresh perspectives
- Acting as ambassadors and advocates for KWMC

We welcome Trustees who are curious, thoughtful and willing to both support and challenge. We value people who can think creatively, ask good questions, and engage with our work beyond formal meetings where possible.

There may be opportunities to contribute to focused areas (e.g. finance, fundraising, people), but this is flexible and shaped by Trustees' interests and availability.

Our Trustees work with us on a voluntary basis.





Image Credit: Ibi Feher, Maker City Showcase 2026

Who we're looking for

We welcome Trustees from all backgrounds and are committed to building a Board that reflects the diversity of the communities we work with.

We are particularly interested in hearing from:

- People with lived experience of living in or growing up in Knowle West
- People from working-class backgrounds
- Disabled people
- People from the Global Majority
- LGBTQIA+ people

You might already have board experience, or this could be your first Trustee role, we will provide support to help you succeed.

We are especially interested in people with experience in one or more of the following areas:

- Finance
- HR and/or legal
- Championing EDI / anti-racist practices
- Community engagement and participation (including youth work)
- Strategic development and shared leadership models
- Marketing strategy and communications (including digital)
- Fundraising and income generation
- Safeguarding
- Community-led decision making or social justice organising
- Digital arts, creative technology or innovation
- Knowledge of Arts Council England and NPO funding is helpful but not essential.



Person Specification

All Trustees are expected to:

- Listen well and engage openly with different perspectives
- Contribute ideas and offer constructive challenge
- Work collaboratively as part of a team
- Exercise good judgement and take collective responsibility for decisions
- Act as ambassadors for KWMC
- Be committed to equity, diversity and inclusion
- Uphold high standards of ethics, transparency and governance
- Support KWMC's mission and values

Time Commitment

Trustees are asked to commit to:

- Four Board meetings per year (a mix of online and in-person)
- One annual team day (in person)
- Occasional attendance at events
- Supporting fundraising and partnership development where possible

We expect this to average around 2-4 hours per month, with flexibility depending on availability and involvement.

Being a Trustee is a meaningful commitment, and we deeply value the time, care and insight each person brings. In return, we hope this role offers a chance to contribute to work that is creative, collaborative and rooted in real change. This role is voluntary.



Image Credit: Diego Maeso, Discotech, 2026

How to Apply

Application deadline:

Rolling deadline. We recommend applying as soon as possible.

Contact Dotty for an informal chat to talk more:

dotty.baker-hassan@kwmc.org.uk

To apply, please complete this short form

You'll be asked to tell us:

- Why you're interested in the role (up to 250 words)
- How your experience and skills relate to the role (up to 750 words)

You can apply in writing, or there is an option in the form to send an audio recording or a video (up to 10 minutes).

Alternative formats are welcome and submitting in a different format will not affect your chances of being selected.



Image Credit: Diega Maeso, Filwood in Motion 2025