BRITISH AMERICAN DRAMA ACADEMY

Join our Board

Chair and Trustees

Are you passionate about the performing arts and committed to shaping the future of theatre training? The British American Drama Academy (**BADA**) is seeking to recruit a **new Chair** and up to **three new Trustees** to join our Board and help guide the strategic direction, financial sustainability and artistic vision of our internationally acclaimed drama academy.

We welcome applications from people of all backgrounds and particularly encourage those whose perspectives and lived experience are under-represented on our Board and across the theatre and education sectors.

The roles at a glance

	Chair	Trustee
Vacancies	One	Up to three (3)
Remuneration	Voluntary and unpaid; reasonable expenses reimbursed	Voluntary and unpaid; reasonable expenses reimbursed
Time commitment	Four Board meetings a year, plus regular contact with the executive team, committee work and representing BADA at key events. Approximately 2 days per month on average. This role is supported by a Deputy Chair role appointed from current Trustees.	Four Board meetings a year (weekday late afternoons or early evenings), plus preparation, possible committee membership and occasional away days. Approximately 1 day per month on average.
Term	Three years, renewable once	Three years, renewable once
Location	London, with annual events in Oxford	London, with annual events in Oxford
Start date	From Spring 2027 with a suitable handover period	Spring 2027
Closing date	12 noon (UK time), Friday, 4 December 2026	12 noon (UK time), Friday, 4 December 2026

A welcome from our Board

Thank you for your interest in joining the Board of the British American Drama Academy.

For more than forty years, BADA has brought a very diverse and international group of students, primarily from universities in the United States, to train in extraordinary places with some of the

finest theatre artists working today. In addition to running our core programmes, in recent years we have extended our summer programmes to include Black British Theatre and Performance, and Spanish Theatre to complement our existing Greek Theatre programme, and launched the BADA Studio, which gives every graduate lifelong access to our community and its learning opportunities.

As our current Chair, Richard Johnson, and two other valued Trustees prepare to step down in Spring 2027 after serving two full terms as BADA Trustees, we are looking for a new Chair to lead the Board into BADA's next chapter, together with new Trustees who will bring fresh perspectives, skills and networks. This is a rare opportunity to help shape the future of an organisation that sits at the meeting point of British and American theatre, education and culture.

We hope this pack gives you a strong sense of who we are and the skills and experience we are looking for. If it sparks your interest, we would love to hear from you.

Sincerely,

The Board of Trustees

About BADA

Founded in 1984, BADA is an international learning community dedicated to contemporary theatre training rooted in classical performance traditions. From our home in London, one of the world's great theatre cities, and in Oxford, Greece and Spain, we offer US and international students rare opportunities to immerse themselves in classical theatre under the guidance of leading British, European and American actors, directors and teaching artists.

Our programmes are:

- **London Theatre Programme**: a semester of conservatory training in London for undergraduates, in partnership with Sarah Lawrence College https://www.bada.org.uk/ltp
- **Midsummer in Oxford Programme**: a four-week intensive for actors aged 18+ at all stages of their careers https://www.bada.org.uk/mio
- **Black British Theatre & Performance Programme**: four weeks in London https://www.bada.org.uk/bbtap
- **Greek Theatre Programme**: four weeks in London, Athens, Nafplio and Oxford https://www.bada.org.uk/gtp
- **Spanish Theatre Programme**: four weeks in London, Seville, Granada and Almagro https://www.bada.org.uk/stp
- **Midsummer Conservatory Programme**: three weeks in Oxford for actors Aged 16–18 https://www.bada.org.uk/mcp

Our collaborations with institutions including Sarah Lawrence College, the David Geffen School of Drama at Yale, the Juilliard School, NYU, Howard University, and Oxford University reflect the quality and global recognition of our training. Our alumni include award-winning actors, directors, writers and theatre-makers across stage and screen, and through the BADA Studio they remain part of our community for life. BADA's current Patron is Joe Mydell and Honorary Fellows include Brian Cox and Fiona Shaw.

Our ethos is built on community and collaboration. We celebrate intercultural exchanges and diversity of perspective, and we place the wellbeing and experience of our students at the heart of everything we do.

With a commitment to widening participation and access to our programmes, in recent years we have focused more fundraising efforts on Scholarships and have created the Branch Scholarships, covering full tuition on our London Theatre Programme for UK-based students.

BADA is a registered charity in England and Wales (No. 291796) and a company limited by guarantee (No. 1828640).

About our Board

Our Board of Trustees is responsible for the governance of the Academy. Trustees are also directors of the company. The Board meets four times a year, and Trustees may also serve on committees, including Finance and Operations, Academic and Artistic, and Fundraising. The Chair is supported by a Deputy Chair, appointed by the Board from among the current Trustees. Day-to-day management is delegated to a small executive team, who report to the Board regularly.

While governance is at the heart of the Board's role, BADA is a small and ambitious organisation with a lean executive and administrative team. This means that, when needed, Trustees have the opportunity to contribute their skills in a hands-on way, working collaboratively with staff to help the Academy thrive. You will be joining an engaged and dynamic Board where your expertise can make a real impact.

Being a BADA Trustee

The responsibilities below apply to every member of the Board, including the Chair.

Joining BADA's Board presents a unique opportunity to influence the future of theatre education. As a Trustee, you will play a pivotal role in guiding the strategic direction, financial sustainability and artistic vision of an academy renowned for its commitment to excellence, and in nurturing the next generation of theatre practitioners.

Key responsibilities

- Provide strategic oversight, ensuring the Academy has a clear vision, mission and objectives, and remains true to its charitable purpose.
- Support and constructively challenge the executive leadership team, helping to shape policy, set goals and monitor performance.
- Ensure financial stability and sustainability, reviewing budgets and business plans while delegating day-to-day management to staff.
- Uphold the highest standards of safeguarding and student wellbeing, recognising that some of our students are under 18.
- Protect the Academy's reputation and values, championing equity, anti-racism, diversity and inclusion in all aspects of its work.
- Engage in fundraising, which may include attending events, making introductions to potential supporters, or contributing personally within your means.
- Use your professional networks to benefit the Academy and advocate for its work.

- Attend student productions and key events to support staff and students.
- Devote the necessary time and effort to the role, preparing for and actively participating in Board meetings and strategic discussions.

Who we're looking for

We welcome applicants from all backgrounds who are committed to supporting the Academy's mission. You should have:

- A passion for theatre, education and the arts.
- Strategic vision and sound, independent judgement.
- An understanding of the responsibilities and legal duties of trusteeship, or a willingness to learn.
- A strong commitment to promoting equity, anti-racism, diversity and inclusion.
- The ability to work well as part of a team.
- An appreciation of the distinct roles of the Board and executive leadership.

Following a review of the Board's skills, we would particularly welcome Trustees with experience in one or more of the following areas:

- Chair-ready governance leader: Charity chairing or extensive board experience, including governance and risk management. (Experience in education or the arts desirable.)
- Legal: charity, education or employment law. (Cross-border UK/US contracting and data-protection knowledge useful.)
- International Higher education leader. Experience in conservatory training and/or international study-abroad programmes
- Equity, anti-racism, diversity and inclusion: Demonstrable experience of, and commitment to, advancing EDI.
- Safeguarding and student welfare: Experience with school safeguarding and/or a broader experience in student experience, health and wellbeing desirable.
- We particularly welcome applications from professional actors and performers, including BADA alumni.

Note: Previous board experience is helpful but not essential.

The role of Chair

We are looking for a Chair who shares our passion for theatre, theatre education and intercultural learning, and who will lead the Board with clarity, warmth and ambition. You will bring a strong understanding of strategic governance and an inclusive leadership style, welcoming challenge and debate while fostering a collaborative Board culture.

You will work in close partnership with BADA's executive leadership, offering support, sound advice and constructive challenge, and may be expected to advocate for and represent the Academy with partners, alumni and supporters in the UK, the US and beyond.

We are looking for a Chair with a clear understanding of the role and responsibilities of a charity board, who can provide thought leadership on governance and organisational strategy. Previous

experience of chairing a board is strongly desirable. A strong personal commitment to equity, anti-racism, diversity and inclusion is essential.

Key responsibilities

As well as carrying out the responsibilities of a Trustee, as Chair you will:

- Provide strategic leadership to the Board, ensuring that BADA achieves its mission and works in accordance with its values.
- Build a strong, trusting partnership with the executive leadership, providing support and oversight, and leading their annual appraisal on behalf of the Board.
- Lead and support the Academy executive leadership through the planning and implementation of strategic change.
- Plan and chair Board meetings with the executive team, ensuring that discussions are well informed and that sound decisions are reached, wherever possible by consensus, in the best interests of the Academy.
- Lead the Board in fulfilling its governance responsibilities, including financial sustainability, risk management, safeguarding and compliance with charity and company law.
- Foster an inclusive Board culture in which every Trustee can contribute fully and ensure that Trustees' skills and experience are well used.
- Lead on Board development, including Trustee recruitment, induction, succession planning and regular reviews of Board and individual Trustee effectiveness.
- Ensure effective working relationships between the Board and BADA's staff and faculty.
- Champion BADA's commitment to equity, anti-racism, diversity and inclusion.
- Act as a spokesperson and figurehead for BADA and lead the Board's contribution to fundraising and development.

Person specification

Essential

- A passion for theatre, theatre education and intercultural learning, and a belief in BADA's mission.
- A good understanding of strategic governance and of the role of a charity board, or an equivalent governing body.
- An inclusive leadership style, able to inspire and support everyone to participate on an equal footing.
- The ability to listen and engage effectively; comfortable with challenge and debate, and able to encourage it in others while fostering collaboration.
- Good independent judgement, integrity, and the ability to build trusted relationships with a wide range of people.
- A strong personal commitment to equity, anti-racism, diversity and inclusion.
- A willingness to advocate for BADA and to draw on personal and professional networks in its support.
- The time and availability to fulfil the role, and to be responsive to Trustees and staff when needed.

- Experience as a trustee, non-executive director or chair in the charity, education, arts or wider sector.

Desirable

- Knowledge of higher education, conservatory training or international education.
- Experience of leading an organisation through strategic change or growth.
- Experience of Chairing a board or committee
- Networks in UK and/or US theatre, education or philanthropy.

The Chair will be appointed as a Trustee and elected as Chair by the Board. The incoming Chair will be supported by a structured handover with the outgoing Chair.

Our commitment to inclusion

BADA's work celebrates intercultural exchanges and diverse perspectives, and we want our Board to reflect the international community we serve. We are committed to becoming an ever more diverse, inclusive and equitable organisation. We have made progress, we know there is more to do, and we are committed to continuing to learn and to being open to challenge.

We welcome candidates of all backgrounds, identities and experiences. We would particularly welcome applications from people who are disabled, who are from Black, Asian or other global majority backgrounds, who identify as LGBTQIA+, or who come from working-class or lower-income backgrounds.

We will also consider applications from candidates based in the United States who are able to join meetings online and attend in person when possible, preferably at least once per year.

Why join us?

Joining BADA's Board is a rewarding way to make a meaningful impact on a prestigious drama academy and the students it serves, helping to shape its future while gaining valuable governance and leadership experience. We offer:

- A thorough induction, including time with the executive team and an introduction to our programmes.
- A voluntary "buddy" pairing with an experienced Trustee to help you settle in.
- Opportunities for governance training and development.
- Invitations to student productions, masterclasses and BADA events in London and Oxford.
- Reimbursement of reasonable expenses.
- The chance to be part of an international community of artists, educators and alumni with a long and distinguished history.

How to apply

You can apply in writing or by sending a short video. Please tell us **which role you are applying for: Chair, Trustee, or both**. If you apply for the Chair role, you are welcome to ask to be considered for a Trustee role as well.

Your application should include:

- **A written statement** (no more than two sides of A4) **or a short video** (no more than five minutes), telling us why you are interested in joining the BADA Board and how your experience relates to the role, drawing on the relevant role description in this pack.
- **An up-to-date CV.**
- **A completed equal opportunities monitoring form.** This is used for statistical purposes only and is separated from your application on receipt, so it plays no part in the selection process https://www.bada.org.uk/monitoringform

Recruitment timeline

Stage	Date
Closing date for applications	12 noon (UK time), Friday, 4 December 2026
Shortlist notifications	We will aim to notify shortlist by mid-late December
First-round interviews (via Zoom)*	Friday, 15 January 2027
Final interviews (in person, London)*	Monday, 1 February 2027
Appointments confirmed	February 2027
First Board Meeting (in person, London)	Monday, 5 April 2027
*** If you are unable to make either of the dates, please let us know in your application.**	

If there is anything we can do to support your application, or to make the interview process as accessible as possible for you, please let us know.

Please email your application to BADA's Executive Assistant, Dawn Brown, at **recruitment@bada.org.uk** to arrive no later than **12 noon (UK time) on Friday, 4 December 2026.**

Informal conversations

We would be very happy to talk to you informally before you apply. Please reach out to Dawn Brown, Executive Assistant at BADA, recruitment@bada.org.uk who will put you in touch with one of our Board members.

All appointments are subject to confirmation that candidates are eligible to act as a charity trustee and company director. We will use the information you provide only to manage this recruitment process.