



**What is shaping your ideas of the planet's future?**

# Treasurer Recruitment Pack March 2021

# Contents

---

Could you be Invisible Dust’s Treasurer? .....	3
Invisible Dust.....	5
Our Mission .....	5
Strategic Aims .....	5
What is shaping how you think about the planet’s future? .....	6
Programme Plans 2021/22.....	8
1. Locally in North Yorkshire: .....	8
2. Nationally in the UK.....	8
3. Internationally.....	9
Organisation .....	11
Current Board.....	12
Governance .....	14
Treasurer Role.....	16
How to Apply.....	17
Commitment to Diversity .....	18

## Could you be Invisible Dust's Treasurer?

---

Are you looking for a way to positively respond to the climate crisis?

To apply your skills and your energy to be a good ancestor?

Do you believe in the powerful role that creativity and art will play?



*China Mieville, Tehom, 2017, photo of the submersible that took author China Mieville on a descent into the deep ocean, courtesy of Nekton Mission and VRTUL*

Invisible Dust is looking to appoint a Treasurer to our board. We are looking for an individual whose values and drivers align with our own. Who has a demonstrable personal investment in environmental action, and a passion for creativity and the arts.

We need the support and the challenge of a high-level finance professional. A person who can work with the executive and their colleague Trustees to maintain the strong financial underpinning for Invisible Dust's ambitious work.

We will ask a lot of our Treasurer as we navigate this final window of opportunity for action on climate change. We are pushing ourselves to be as ambitious and optimistic as we possibly can. There is huge potential for growth of our organisation, and we need an expert finance professional to walk alongside us through the challenges to come.

The Treasurer role with Invisible Dust will likely be demanding of time and energy. But also, hugely rewarding. You will have the opportunity to shape the strategic direction of a unique art science organisation. To hold expansive conversation on the role of cross-disciplinary working in addressing the climate crisis. You will be the first to hear and respond to creative plans and opportunities. All this shared with your fellow Trustees from a wide range of backgrounds.

This could be your opportunity for meaningful action on the climate crisis. We hope you are as excited by that as we are. We'll look forward to receiving your application.

Best wishes,

Team ID.

# Invisible Dust

---

## OUR MISSION

**Invisible Dust brings together leading artists and scientists to create exciting works of art. Through art, we help people connect emotionally with climate change and the environment.**

**We make the invisible visible.**

We champion the idea that artists and scientists can be far more powerful agents of change when working together. We work locally, nationally, and internationally with some of the world's leading artists, scientists, and policymakers.

Our commissions have included artists such as Chinese Pavilion at Venice Biennale 2019 artist Fei Jun, Turner Prize winners Elizabeth Price and Jeremy Deller; author China Miéville, Kasia Molga and Gayle Chong Kwan. They give striking and thoughtful perspectives on environmental science and the climate crisis.

Our partners include Coventry UK City of Culture 21, Oulu European Capital of Culture 26 (Bid), the Tyndall Centre for Climate Change Research, Ugandan Arts Trust, the Sydney Environment Institute and the United Nations Development Programme among many others.

We remain the only organisation in the UK which focuses on staging major residencies and commissions exploring climate change.

## STRATEGIC AIMS

We are working towards the following strategic aims for 2021-22:

1. **Make Thought Provoking Art:** Work with artists and scientists to create thought provoking art.
2. **Grow Sustainable Policy:** encourage adoption of sustainability policies at local, national, and international levels.
3. **Diversify Climate Conversation:** engage communities whose voices are less heard in climate conversation. Amplify those voices.
4. **Develop our resilience:** ensure we have a strong and reflective organisation at every level and diversify our funding.

## What is shaping how you think about the planet's future?

This is our question to you as we weather the uncertainty that has emerged with Covid-19 and Climate Crises.

There are many parallels between the pandemic and the climate crisis. Both are driven by the same global systems. Both predictable – predicted even. They are human driven and felt disproportionately across lines of inequality. But these crises have more than one solution. There is no *one truth* by which everyone on this planet lives.



*Forecasting: Interesting Worlds, still, Fei Jun 2021*

Covid-19 has highlighted to the world the importance of science. However, scientists are in a difficult position - people want certainty, definitive prediction, and advice. But Science pursues several truths and models with plural outcomes. Uncertainty is part of scientific understanding.

It is artists who best explore the known and unknown. They build scenarios and worlds for us, constantly looking at many truths. They are vital for exploring an uncertain future. At a time of Covid-19 and the climate emergency how important it is to step back and imagine.

So, what *is* shaping how you think about the planet's future? We have begun exploring this question through 'Forecast' our international programme launched online in March 21.

We are working to ensure that our world, our future and our imaginations are generous enough to give life to many truths and the paths to them. Covid-19 is an opportunity for a change of

course. It is our responsibility to take that opportunity. The world will be one that we create with our ideas, and the best ideas come from sharing and collaboration.

It is time for Invisible Dust to be as ambitious and optimistic as we possibly can.

**Our plans for 2021/22 include:**

1. **Forecast** – an international, digital-first programme of talks and commissions this year focusing on the IUCN conference on biodiversity and COP26.
2. **Wild Eye** – an eco-culture tourism three-year programme in Scarborough and Whitby, North Yorkshire with community engagement and sculptures.
3. **Unnatural History** - an exhibition at the Herbert Art Gallery and Museum as part of Coventry City of Culture 2021 exploring nature and ecology.

We are operating on a responsive basis, working closely with partners, and planning work that explores the uncertain world we live in. We are excited to introduce our plans to you and look forward to seeing you engaging with them. Let us make the invisible visible.

## Programme Plans 2021/22

---

Our response to this new landscape has been through the three lenses of local, national, and international. We are planning deeply rooted community interventions; nationally significant exhibitions; and international digital conversations.

### 1. LOCALLY IN NORTH YORKSHIRE:

#### 'Wild Eye' 2021

Did you know that the North Yorkshire coast is a prime location for coming eye to eye with animals including porpoises, humpback whales and basking sharks?

Wild Eye is a programme of collaborations to grow connections between people and nature in Scarborough Borough. It is delivered in partnership by Invisible Dust and Yorkshire Wildlife Trust.

Imagine the coming together of world-leading conservation scientists and artists, collaborating with local communities and businesses, to create unique nature observation structures within the landscape. Wild Eye's long-term vision is of deep connections between nature and local people and infrastructure.

We will develop community engagement with Yorkshire Wildlife Trust over the Spring and Summer of 2021. We will commission artist Gregory Herbert to work with local family disabilities charity Whish on a digital nature project, a community podcast series by artist Lucia Scazzocchio together with professional development opportunities for locally based artists of AHH Studio collective.

For the Phase 2 in 2022 we will commission several world-class artists to create Wild Eye artworks.

'Wild Eye' will foster understanding of local nature and the effects of climate change on these amazing animals and their habitats. It will create a new kind of culture/nature tourism in North Yorkshire during a time when community engagement and domestic tourism will be essential to post-Covid-19 recovery. It will provide a model that can be replicated across the world.

### 2. NATIONALLY IN THE UK

#### 'UnNatural History' with the Herbert Art Gallery and Museum for Coventry City of Culture 2021, May-August 2021.

UnNatural History - curated by Invisible Dust - is an ambitious new exhibition that explores how art enables us to learn about nature and ecology. Long before photography, artists have been instrumental to natural history's scientific research, through observation and drawings, and now with innovation such as Virtual Reality and Artificial Intelligence.

As a result of the pandemic and enforced lockdown, alongside the climate crisis, both our health and protective, interconnected relationships to nature is being re-evaluated. This large-scale group exhibition features historic and contemporary works by internationally renowned artists such as Mat Collishaw, Lisa Reihana, Yinka Shonibare, Alex Hartley, Frances Upritchard and Alexandra Daisy Ginsberg. It examines natural history's role in understanding wild animals and plants - including how extinct species demonstrate the threats to biodiversity.

Taking inspiration from the Herbert's extensive natural sciences collection, contemporary artists Frances Disley, Dubmorphology, Mel Chin, Gözde İlkin and Tania Kovats will also produce new works which explore how natural history connects to both our personal and world views.

The exhibition will echo the thrill of opening a cabinet of curiosities, not knowing what astonishing objects lie inside.

### 3. INTERNATIONALLY

#### 'Forecast'

What is shaping how you think about the planet's future?

'Forecast' is an international programme exploring this question. It is a new multi-year programme of talks, workshops, and commissions. It will bring together artists, scientists, thinkers, and influencers from around the world to better understand what shapes our ideas of the future of the planet.

*Forecast* launched 3-7th March 2021 exploring this question through online panel discussions, artist commissions and performances, Q&A's, film screenings with 8 international partners. Our focused panels were on the Forecast question, uncertainty, how the past shapes the future, nature and AI.

The artists included Joan Jonas, Jeremy Deller, Cornelia Parker, Usman Haque, Ahilapalapa Rands, Hito Steryl, Kasia Molga and Fei Jun. They produced new works and took part on panels with scientists and other thinkers. *'Forecasting: Interesting Worlds'* was our first major digital commission created by acclaimed Chinese artist [Fei Jun](#) in collaboration with 13 co-creators from across the world.

Forecast was produced with 9 international partners:

Sydney Environment Institute, Micropolis Finland, 32° Ugandan Arts Trust, British Council Germany, Leverhulme Centre for Anthropocene and Biodiversity, University of York, Flourishing Diversity UK, Nelson Institute for Environmental Studies University of Wisconsin-Madison, USA

Forecast is the starting point for Invisible Dust setting its future ideas and identity in the current moment. 'Forecast' is a powerful platform for global conversation enabling the unheard voices and our event in March included films and talks with representatives from indigenous peoples.

For 2020/21 we will develop our Forecast partnerships in particular work with Flourishing Diversity to develop an artist commission and events for the IUCN Biodiversity Conference in September and COP 26 in November 2021 alongside our annual online event.

***Climate Clock, Oulu, Finland European Union Capital of Culture 2026***

The result of Oulu's bid to be EU Capital of Culture will be in June 2021 and if successful we will be working with them to curate *Climate Clock*, a community engagement and permanent sculpture programme to involve local people in exploring climate change in Oulu region in Northern Finland. The programme which will examine aspects such as the changes of the weather for example the snow season which is decreasing and local people's connections to nature and sustainability. Scientist advisors include Oulu University and the Finland MET Office. Proposed artists for the permanent sculptures are Siruos Namazi, Mariele Neudecker, Rana Begum, Tea Mäkipää and Tellervo Kalleinen and Oliver Kochta-Kalleinen will be working on a socially engaged artwork with local communities.

**'Festival UK\* 2022'**

Invisible Dust convened a cross-disciplinary team which took part in 2022's Research and Development (R&D) process. In November 2020 we were selected as one of 30 teams from across the UK and our team included artists, scientists, and technologists.

Although unsuccessful in being selected for the final 10 teams in 2021 our plan is to further develop our festival concept into artist residencies with The Tyndall Centre for Climate Change Research and the Scottish Association for Marine Sciences and build a new programme from the results.

## Organisation

---

### Associate Model

We have a small core team which includes the Artistic Director, Executive Director, Finance Manager, Marketing Manager and Development Manager, and Administrator. They support an experienced team of Associates who deliver the artistic programme –including curators, scientific advisors, producers and project managers who are engaged on a project-by-project basis.

### Leadership

Invisible Dust was founded in 2009 by Alice Sharp who is the Artistic Director. At the start of 2020, the company established a dual leadership structure. Adam Cooper joined Invisible Dust in January 2020 as Executive Director, to lead the company alongside the Artistic Director.

These posts are equal and both report directly to the Trustees. The Artistic Director takes responsibility for defining and delivering an ambitious artistic programme and the management of an expert team of freelance arts and science associates. The Executive Director has responsibility for the financial and operational management of the company, including business planning, HR, Marketing, and fundraising.

## Current Board

---

### **Catherine Thornborrow (Chair), General Manager at Royal Court Theatre**

Catherine has been an Invisible Dust Advisor since 2010 providing support on financial management, human relations and operations. She has extensive experience of directing and managing the operations and financial activity of large organisations with annual budgets in excess of £7.8 million.

### **Fiona Fieber, Head of Learning and Participation at SPACE Studios**

Fiona has 20 years of experience in managing public realm projects and coordinating outstanding young people's projects. She provides support on the development of our education strategy and best practice.

### **Lacey Glave, Senior Digital Manager at London College of Communication (UAL)**

Lacey is a creative content producer and digital account manager with over nine years of experience in digital communications across content marketing, social media and website management, leading teams and building digital advocacy within organisations.

### **Ana Stanic, International Lawyer who specializes in the environment**

Ana founded E&A Law in 2007 following 12 years of working in government and major legal firms. She specialises in providing tailored advice and legal representation services to states, international institutions and energy companies in the fields of Energy, Dispute Resolution and EU and International Law.

### **Kane Cunningham, Artist**

Kane was a fine art lecturer for over 35 years and retired in 2017 to become a full-time painter. He is best known for buying a house on the edge of a cliff in Scarborough to create an installation, performance space, painting studio and sculpture. The House Project addressed issues related to the environment, mortgages, bedroom tax, health and education. He is presently a co-director of a new arts festival called *Big Ideas by The Sea* based in Scarborough which aims to address the big ideas related to climate change and the wider political landscape.

### **Magnus Johnson, Senior Lecturer in Environmental Marine Science**

Magnus is an environmental marine biologist with interests in fisheries, krill and coral reefs. He leads the MSc in Environmental Change Management and Monitoring for the University of Hull and is a Fellow of the Marine Biological Association.

### **Feimatta Conteh, Environmental Sustainability Manager at Manchester International Festival**

Feimatta is the Environmental Sustainability Manager for the Manchester International Festival. She has worked across sustainability, technology development, digital culture and the arts for over 15 years, for organisations including the LSE, Arcola Theatre and FutureEverything. Outside of work, Feimatta is deeply involved with an educational children's camping charity – she enjoys building communities and helping young people interact with nature.

## Funders

---

Invisible Dust is an Arts Council England National Portfolio Organisation.

We are also part of Wellcome Trust's 'Sustaining Excellence' funding programme.

Our other current funders include:

- Esmée Fairbairn Foundation
- Garfield Weston Foundation
- Oulu European City of Culture (Bid)
- Scarborough Borough Council

Invisible Dust also receives donations from individuals looking to support our work.

## Partners

---

- 32° East | Ugandan Arts Trust
- Chinese Central Academy of Fine Arts
- English Heritage
- Flourishing Diversity
- Scarborough Borough Council
- Scottish Association for Marine Science
- The British Council Germany
- The Herbert Art Gallery and Museum
- The Leverhulme Centre for Anthropocene Biodiversity, University of York
- The Nelson Institute for Environmental Studies
- The Sydney Environment Institute
- The Tyndall Centre For Climate Change Research
- Yorkshire Wildlife Trust

## Governance

---

Invisible Dust and was constituted as a charity in 2016. Our Charity number is 1171156.

### Charitable Objectives

*The promotion of art and the advancement of education through production and public exhibition of high-quality works of visual and digital art, informed by scientific study on subjects including sustainable development and the protection, enhancement and rehabilitation of the environment.*

### Key Principles for Trustees:

Trustees are accountable for ensuring that the charity carries out the charitable purpose for which it was set up. They must also ensure compliance with all statutory accounting and reporting (e.g., Companies House, Charity Commission, HMRC) and any additional reporting required by funders (e.g., ACE, Wellcome Trust). The Trustees delegate day to day operational and financial management of the company to the staff, in particular the Artistic Director and Executive Director.

### The key responsibilities of the trustees are:

- Do what you and your fellow trustees decide will best enable the charity to carry out its purpose.
- Make balanced and informed decisions thinking about the long term as well as the short term.
- Ensure you are adequately informed at all times of the charity's activities.
- Avoid putting yourself in a position where your duty to your charity conflicts with your personal interests or loyalty to any other person or body.
- Do not receive any benefit from the charity unless it's properly authorised and is clearly in the charity's interests. This also includes anyone who is financially connected to you.
- Ensure the charity's assets are only used to support or carry out its purpose.
- Avoid exposing the charity, its assets and reputations to unnecessary risks.

### 8 principles for Invisible Dust governance, leadership and management

1. Responsibility and transparency – being clear, timely and transparent in decision making and definition of roles.
2. Courage – taking initiative, learning from mistakes, celebrating successes and not fearing failure.

3. Accountable collaboration - ensuring collective goals are clearly defined and mutually owned. Holding ourselves and others accountable for achieving them and thinking creatively about how we can do things differently. Celebrating collective and individual contributions.
4. Self-awareness – accepting our vulnerabilities, recognising and valuing our own strengths and those of others. Encourage self-reflection and learning.
5. Care – taking care of our emotional, physical and psychological wellbeing and supporting others to do the same.
6. Dismantling bias – checking our personal and institutional privilege and power and taking responsibility for calling out discriminatory practices.
7. Inclusion - building diverse teams and dismantling barriers to participation.
8. Respectful feedback – seeing, giving and receiving constructive feedback as a 2-way learning process and fostering a culture of meaningful evaluation.

### Board Ethos

- We want an engaged Board where Trustees contribute in appropriate ways to the work of the organisation, outside and beyond Board meetings. We acknowledge that different trustees will engage / support in different ways, depending on their skills, experience and available time / capacity.
- It is not the Trustees role to make programming or operational decisions or to become overly involved in the day-to-day management of the company. However, we want Trustees to be aware of programmes and key organisational developments.
- Regular attendance at meetings and key events is expected.
- We will recruit trustees to reflect our strategy of local, national and international.
- Learning – we will identify any areas in which individual trustees would like to develop skills and endeavour to foster opportunities for them to do so.

### Chair and Treasurer

These two posts do not have any additional legal status or duties, but they do have specific responsibilities. All trustees remain jointly accountable for the charity and its purpose.

**Chair:** Works with the Artistic Director and Executive Director to plan and run trustee meetings and ensure they are properly recorded, and that decision making is transparent and accountable. The Chair also acts as a spokesperson for the charity, a link between trustees and staff and is line manager for the Artistic Director and Executive Director.

**Treasurer:** Ensures the charity keeps proper accounting records and prepares accounts for each financial year in accordance with external requirements; reviewing financial performance, making sure there are robust and effective financial controls in place, drawing up or reviewing financial policies and liaising with finance staff and with the

auditor / independent examiner. The Treasurer works closely with the Executive Director and the Finance Manager and Chairs the Finance and Risk Committee.

## Treasurer Role

---

### Responsibilities

- Act as a Trustee and Treasurer for Invisible Dust, supporting the Executive Director on financial strategy and the staff with specific responsibilities for financial management.
- Chair the Finance and Risk subcommittee of the Board, looking in detail at the budgets, cashflow and management accounts and presenting this clearly to the leadership team and the trustees.
- Make fellow board members aware of their financial obligations and take a lead in interpreting financial data to them.
- Scrutiny of the financial position, forecast(s) and fund-raising plans.
- Oversee the production and adoption of an annual budget prior to the commencement of the relevant financial year.
- Ensure the organisation has an appropriate reserves policy.
- Ensure proper records are kept and that effective financial procedures and controls are in place.
- Appraise the financial viability of business plans and proposals.
- Lead on the review and appointment of auditors / independent examiner.

### Essential Qualities

- A commitment to making positive change in the public's understanding of our environment and climate change.
- Passion for contemporary art. An ability to critically discuss contemporary artwork.
- An active interest in science. An ability to engage in discussion around science relating to climate crisis.
- Willingness, and capacity to learn new things.
- A qualification and/or current practice in accountancy
- Strategic financial management skills
- Good financial analysis skills
- Ability to communicate clearly.

### Desirable Qualities

- An understanding of charity sector accounting
- An understanding of the principles of governance in the charitable sector

### Time Commitment

We estimate the required time commitment for the Treasurer to be approximately 50 hours a year.

This is a voluntary position. The Treasurer is not expected to undertake day to day financial duties.

As a Trustee the Treasurer will share governance responsibilities with up to 8 other Trustees.

The Board meets four times per year with meetings lasting up to two hours, at 6pm. Meetings are held remotely on Zoom.

You will also be required to attend four Finance Committee meetings per year in addition to this. There may be occasional meetings with staff to ensure systems and processes are being effectively implemented and managed, usually within office hours.

Trustees are invited to all openings, press nights and fundraising events as needed.

The Board meets for an annual away-day with Invisible Dust staff.

## How to Apply

---

**Deadline: Saturday 15<sup>th</sup> May 2021**

Please complete our online application form [here](#).

Please complete our anonymous equal opportunities form [here](#).

Feel free to email Adam Cooper, Executive Director, Invisible Dust [Adam@invisibledust.com](mailto:Adam@invisibledust.com) for an informal chat in advance of applying.

## Commitment to Diversity

---

The climate crisis requires a completely human response. We need diversity of thought, conversation, and action. But much of the climate conversation remains dominated by global elites.

The climate crisis is driven by our global systems. The same systems that reinforce inequality and injustice. As shown by Covid, the effects of the climate crisis will be felt first and hardest by the same communities who bear the daily brunt of that inequality and injustice. And yet their voices are little heard in climate action conversations.

We are working hard to play our part, to live the unique role of culture. To foster communication, evoke new narratives, and platform the less-heard voices.

Diversity is mission critical. We are working for diversity to run through everything we do. Our board and staff, artists, scientists, and audiences.

We are committing to the following:

1. 60% of artists commissioned or engaging with our programmes in 2021/22 will be female.
2. 30% of artists commissioned or engaging with our programmes in 2021/22 will have protected characteristics.
3. A minimum of 50% of our board members will be female.
4. A minimum of 25% of board members will have protected characteristics.