

# **SMALL TALK**

**SMALL TALK CREATIVE CIC  
DIRECTOR RECRUITMENT PACK**

# Hello!

Thank you for your interest in being a Director of Small Talk Creative CIC.

Small Talk is something I've been slowly building towards over the past few years as a practical way of making the kind of work I care about - and making it well!

I set up Small Talk as a vehicle for my own writing and as a way to collaborate with brilliant artists and communities on ambitious new work. Alongside my creative practice, I've spent over ten years working across theatre as a marketer, programmer and producer, supporting other people's work for organisations including The Lowry, Oldham Coliseum Theatre, Theatre By The Lake, The Dukes Lancaster and Silent Uproar. I also work as General Manager for Everyone Here, the UK's first long-term, citizens-led arts organisation, where building structures that genuinely connect artists, audiences and place sits at the heart of the job.

In 2024 and 2025, I produced *Steel* by Lee Mattinson for Theatre By The Lake, which went on to win the UK Theatre Award for Excellence in Touring.

Over time, it became clear that I wanted to apply those skills, instincts and experience to my own writing. Small Talk is a way of making work that is joyful, relevant and rooted in small conversations that spark big ambition. Those conversations happen by opening up the creative process. Collaborating, experimenting, testing ideas and sharing work while it's still forming. Artists and communities aren't just audiences at the end; they're future collaborators and champions along the way.

This approach was developed through *The Uncrackable Case*, a musical I made with my co-creator Olivia Race and an incredible team. By opening up rehearsals, sharing ideas before they were fixed and listening carefully to artists and audiences, the work became stronger, more connected and more alive. Just as importantly, working like that made the whole process genuinely fun - and it's a way of working I want to keep building on.

Small Talk Creative CIC exists to protect and support that way of working, ensuring access, co-creation and community engagement are meaningfully embedded and responsibly governed as the work grows.

If this sounds like something you'd enjoy being part of, I'd love to talk!



**Jamie Walsh**  
Director/Founder  
Small Talk

The Uncrackable Case at Lawrence Batley Theatre  
Credit: Robling Photography



Queen Bayard at DEMO, Lincoln Arts Centre  
Credit: Phil Crow



Steel at Theatre By The Lake  
Credit: Chris Payne

## About Small Talk

Small Talk is a Lincoln-based creative organisation working nationally. We make ambitious new work and we bring people into the process early and meaningfully.

Small Talk Creative CIC supports and governs the community-facing work that underpins the creative output of Small Talk Productions Ltd. The CIC focuses on access, co-creation and community engagement that is integrated into creative development.

Small Talk is at an early stage. This is an opportunity to help shape an organisation from the ground up, supporting values-led work as it develops.

## Our Values

Small Talk Creative CIC is guided by a small set of clear values:

**Creative Integrity.** We develop work through open collaboration, using community insight to strengthen relevance and resonance while holding a clear and intentional creative vision.

**Access and Community.** Participation and access are embedded from the start, not added on. People are welcomed into creative processes early and meaningfully.

**Intentional Growth.** We believe in building work slowly and carefully, allowing time for listening, learning and iteration.

**Transparency.** We make decisions openly and responsibly, with clear boundaries and good governance.

**Creative Confidence.** We want people to feel they belong in creative spaces and have agency within them.

CIC Directors help safeguard these values as the organisation grows.

## About The Role

This is a **governance role**, not a delivery or artistic role.

CIC Directors help guide and support the organisation, ensuring it operates ethically, transparently and in line with its community purpose. You are not expected to run projects, manage staff or make creative decisions about the work.

Directors do have legal responsibilities as part of the board and these are shared collectively and supported by clear governance, good advice and sensible systems.

Think of the role as being a critical friend: offering perspective, asking questions and helping ensure the organisation stays true to its values. You do not need previous board experience.

Queen Bayard at DEMO, Lincoln Arts Centre  
Credit: Phil Crow



The Uncrackable Case at Lawrence Batley Theatre  
Credit: Robling Photography



Steel at Theatre By The Lake  
Credit: Chris Payne



## What The Role Involves

### Helping review and approve:

- the CIC's strategic direction
- funding plans and reports (in principle)
- budgets and financial monitoring
- policies and the governance framework

### Supporting good governance by:

- acting as an escalation point for significant risks or issues
- helping to identify and manage organisational risk at board level
- supporting good practice around:
  - community engagement and access
  - transparency and accountability
  - conflicts of interest and ethical decision-making

### Time commitment:

- Attending around four board meetings per year (usually 60–90 minutes, mostly online, occasionally in Lincoln)
- Reading papers in advance of meetings (approximately 30–45 minutes)

Directors are not involved in day-to-day operations or artistic content.

## Who We're Looking For

We're keen to hear from people who are:

- curious and thoughtful
- comfortable asking questions
- interested in arts, community or creative work
- supportive of values-led organisations

Useful experience might include (but is not limited to):

- producing or programming
- finance or operations
- fundraising or trusts and foundations
- community engagement or participation
- lived experience connected to place, access or culture

## Practicalities

- Time commitment: light-touch
- Meetings: 4 per year
- Term: usually around 3 years (renewable by agreement)
- This is an unpaid role
- Reasonable expenses (such as travel) can be covered



Steel at Theatre By The Lake  
Credit: Chris Payne

Queen Bayard at DEMO, Lincoln Arts Centre  
Credit: Phil Crow



The Uncrackable Case at Lawrence Batley Theatre  
Credit: Robling Photography

## The Process

If you're interested, please get in touch and email by **Monday 9 March (10am)** with a short note about why the role interests you and what you'd bring to it. This doesn't need to be formal - a few paragraphs is fine. You're welcome to include a link to your website, social media or LinkedIn, or to send a short voice note or video if you prefer.

We'll review expressions of interest and invite a small number of people to have an informal conversation with Jamie (Director/Founder). Ahead of that conversation, we'll share some further information so you can ask questions and get a feel for whether the role is right for you.

We aim to appoint at least three CIC Directors by **Friday 3 April**.

## Get In Touch

If you'd like to apply or find out more, please contact:

**[info@smalltalkproductions.co.uk](mailto:info@smalltalkproductions.co.uk)** with the Email Subject: CIC Director Role.

We're happy to talk things through before you decide and there is no pressure to commit until an offer is made. We want this to feel like a good fit on both sides.

Thank you for taking the time to read about Small Talk Creative CIC.