

OUTBURST ARTS

JOIN OUR BOARD





ABOUT OUTBURST ARTS

Since the first Outburst Queer Arts Festival in 2007, we have been passionately committed to making revolutionary creative space in Belfast (and beyond) for queer art and queer ideas that catalyse brilliant thinking and making around sexuality and gender. Almost two decades on from our grassroots origins, the annual festival has grown into one of the most anticipated arts events in the city, creating a dynamic platform for artists, writers and makers to share risk-taking work and creatively explore queer ideas, issues, histories and possibilities.

As Outburst Arts has grown as an organisation to meet the needs of queer artists and audiences beyond the festival alone, we have expanded into publishing, commissioning and co-producing new works, delivering a year-round programme of arts development events and contributing to the development of queer arts locally and internationally. Through the support of funders including Paul Hamlyn Foundation, Arts Council of Northern Ireland and Belfast City Council and cultural partners like the British Council, Goethe Institut and others, we have worked with artists and producers at home and in 33 countries worldwide to develop queer event, training programmes, publish vital new texts, collaborate on new works and expand on creative possibilities for our collective queer futures.

You can find more about our aims and how we work to make things happen in our Strategic Plan. Read or download the plan on our website <https://outburstarts.com/about-contact/plans-policies/>

At a time where divisive narratives, censorship and legislative roll-backs are adding to already precarious circumstances for marginalised people globally, Outburst Arts continues to hold vital and generous space for radical imagination and daring queer ideas, creating visionary spaces to connect, share possibilities and develop better visions for Now and Next.

Outburst Arts is core funded by



Belfast City Council

Outburst Queer Arts Festival Photos (L-R) : Bashar Murad (2022) / Stacey Gregg (2019) / United Trans Creatives (2020) / Conor Mitchell (2021)

ABOUT THE BOARD

As a Registered Charity and Limited Company, Outburst Arts Festival Ltd. (the official name of Outburst Arts) is governed by a voluntary Board of Directors, or Trustees. Made up of between five and seven Directors, the Board's main tasks are to ensure that the organisation is resilient and robust for the future, that it stays on mission and that it operates to the best ethical standards with transparency, accountability and best practice in all that we do. Board Directors usually join for a term of three years, with the option of a second term.

Adhering to the Nolan Principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) the Board meets a minimum of four times each year, mostly via Zoom but sometimes in person/ digital hybrid. With additional events and gatherings as needed, you will work closely with the Artistic Director/ CEO and Outburst team to ensure that the organisation is in a strong and sustainable position to support artists and audiences for years to come.

OPEN CALL FOR NEW DIRECTORS

As we approach our 20th birthday in 2026, we would like to recruit up to four new voluntary Directors/Trustees and a new Treasurer, to expand and enhance our Board. We are particularly looking for new members who have the commitment, experience and insight to support the organisation through challenging times for the arts and for queer communities and also a time of great potential growth for the organisation and our work.

We also want to ensure that Outburst is an organisation where those without previous experience can learn and grow, especially queer people who consistently face barriers when it comes to accessing positions of agency and decision making. So, along with the general Trustee recruitment, we also will recruit two Board Directors who will receive support and mentoring to grow into the role.

Outburst is based in Belfast and we particularly welcome candidates from this region who understand the context in which we deliver our work. We also welcome candidates from our international networks, especially where there are clear synergies and strategic connections with our work.

For all positions, we would especially love to hear from trans and non binary applicants, LGBTQIA+ migrants and people from the global majority, who are currently under-represented on the Board.

All are voluntary positions, so the roles are unpaid but reasonable expenses directly related to Board tasks will be covered in line with Outburst's expenses policy.

Please note that while Directors contribute to Outburst's overall strategic vision and creative direction, the Board Director role is centred on governance and organisational business management rather than the curatorial and creative work of the organisation. Artists are welcome and encouraged to apply but please be aware we have Conflict of Interest and Board Remuneration policies which may limit your potential for paid participation and opportunities in our programmes while you are a registered Board Director.

BOARD DIRECTOR, OUTBURST ARTS

WHO WE ARE LOOKING FOR

As an Outburst Arts Board Director, you will contribute to the strategic vision and direction of the organisation, maintaining an overview of its activities, policies, finances and development. The most important attributes of trustees include a willingness to ask questions, a shared passion for an internationally recognised and diverse queer arts programme, as well as time commitment to the role. You'll have good independent judgement based on insight, the ability to share and build on ideas with others, an ability to think strategically and creatively and a proactive approach to advocacy for the organisation and its work.

We would like to hear from people who have experience in one or more of the areas below, or in another area of professional experience that will benefit the organisation through bringing insights, skills and connections.

- Finance, Fundraising, Philanthropy
- Governance
- Personnel, Management
- Public Relations, Marketing, Communications
- Organisational Development
- Legal, Statutory
- Arts Development and Management
- Cultural Diplomacy & Advocacy

ROLE DESCRIPTION

Directors will be required to attend a minimum of four Board meetings per year, with additional agreed tasks between meetings.

Some of the main tasks of a Director are:

- To ensure that Outburst Arts complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- To ensure that Outburst Arts applies its resources in pursuance of its strategic mission and aims.
- To contribute actively in setting overall policy, defining goals and setting targets and evaluating performance.
- To safeguard the reputation of the organisation and advocate for its work externally.
- To support in identifying risks and effectively managing risks.
- To ensure the effective and efficient administration of Outburst Arts.
- To ensure the financial stability of Outburst Arts.
- To scrutinize Board papers.
- To provide guidance and suggestions to the Outburst Arts team.
- To bring specialist expertise and insight to the organisation.

TREASURER, OUTBURST ARTS

The Treasurer is a member of the Board of Directors who, along with their general Director role, oversees Outburst's finances from a governance perspective. They support the Chairperson and Outburst team by maintaining an overview of Outburst's financial affairs, ensuring that the organisation is financially viable and that best practice financial records, reporting and procedures are maintained.

The Treasurer leads the Finance Sub Group (FSG), made up of the core group of Treasurer, Chairperson, CEO and Admin & Operations Manager, with possible additional Board Directors and/or advisors. The FSG meets four times a year between Board Meetings, to review and steer all financial matters relating to the organisation.

WHO WE ARE LOOKING FOR

For this role, we're ideally looking for someone with finance, business or governance experience who is committed to Outburst's overall ethos and vision and willing to devote the necessary time and effort to the role.

Some of the ideal qualities for this role include strategic financial vision and insight, good independent judgement, the skills to analyse financial papers and understand the consequences of decisions, some experience or knowledge of charity finance and fundraising, an understanding of philanthropy, willingness to be open about financial matters and availability to staff for advice and enquiries around finances on an ad hoc basis.

ROLE DESCRIPTION

There is no set commitment other than attending meetings and following up on any Treasurer tasks but a minimum commitment of 4 hours per month is a realistic estimate.

In addition the duties of a Board Director already outlined, the Treasurer's role includes:

- Keeping across budgets, accounts and reports prepared by the Outburst Arts team.
- Keeping across our banking and acting as a signatory on our accounts.
- Ensuring that the financial resources of Outburst Arts meet its present and future needs and that financial Risk Management is in place.
- Ensuring that the charity has an appropriate reserves policy.
- Reviewing the state of finances before Board meetings and inviting questions from other Directors.
- Ensuring that appropriate accounting procedures and controls are in place.
- Liaising with the team about financial matters.
- Advising on the financial implications of our strategic plans.
- Ensuring the company's compliance with legislation.
- Ensuring that the annual accounts are prepared for audit by the Admin Manager; attending the annual audit meeting (in person or online) and ensuring that any recommendations by our accountant are implemented.
- Contributing to the fundraising strategy of Outburst Arts.
- Making a formal presentation of the accounts at the annual general meeting and drawing attention to important points in a coherent and easily understandable way.

MENTORED DIRECTOR

We have up to two places available for suitable candidates who would like to join the Board but who may not yet have much experience in this area. As a Mentored Director, you will receive some formal training in Board Membership from external professionals, with ongoing support from more experienced Outburst Board members as you get to know how it all works and explore how you will contribute to the work.

WHO WE ARE LOOKING FOR

For this role, we're looking for LGBTQIA+ candidates with a strong commitment to learning new skills, a passion for our work and a proven ability to work respectfully in collaboration with others.

HOW TO APPLY FOR ALL BOARD POSITIONS

For all positions, please send the following information:

1. Your name (including pronouns), home address and email address.
2. Up to **500 words** on why you would like to join the Board and what you feel you can bring to the organisation as a Board member.
3. Your CV or a link to your professional profile, including at least one reference from someone you have worked with in a work or voluntary capacity.

Put the name of the role you are applying for in the subject line of your email, i.e. one of the following.

- Application: Board Application Director
Board Application Treasurer
Board Application Mentored Director

Email the information to **hello@outburstarts.com** before 17:00 on Friday 8 August 2025.

Please only send email attachments. Links to download application materials from Google Drive, Dropbox etc. will not be accepted. Links to view online professional profiles may be included.

If you have any questions about the roles or the application process, you are very welcome to email our Chairperson, David Codling : **david.codling@outburstarts.com**

We anticipate responding to all applications by mid August, after which suitable candidates will be invited to an informal meeting with the Chair and others from the organisation at a mutually agreeable time in late August/ September 2025.

PRIVACY AND DATA PROTECTION

All applications will be treated in strictest confidence.

Your data will not be shared with any external parties and will not be retained by Outburst Arts beyond six months, unless your application details are required as a newly appointed Board Director.