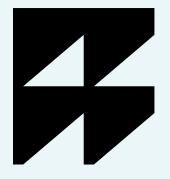
Vacancies for the Authors'
Licensing & Collecting Society
Board of Directors
(Non-Executive)



Authors'
Licensing and
Collecting
Society

ALCS

Our Purpose

ALCS exists to support, champion and fight for authors.

Our Vision

We support our members' ability to write by increasing their income. By educating as many people as possible we promote the respect of copyright. We celebrate the value writers bring to our world, fighting for their rights and giving them a powerful collective voice. We want all writers to thrive in our society. We make the complex easy.

Our Values

Be Bold

We always constructively challenge the status quo, seeking new opportunities to support and champion authors and embracing and acting on change for the benefit of our Members.

Take Pride

We strive to be the best we can be in all our activities, celebrating success and owning our actions.

Have an Impact

We want to make a positive difference for authors, improving their lives as we strive for excellence in all we do.

Elected Positions

Vacancies

The ALCS Board consists of an appointed Chair, the Chief Executive and up to three appointed and six elected writer members.

This year there are **three** vacancies on the Board:

- 1 x three-year term post representing writers across the spectrum
- 2 x three-year term posts representing specifically writers of Film, TV and Radio works

Purpose

ALCS' Board of Directors is responsible for the Company's financial health, its activities and for setting the strategic direction of ALCS.

The Board is responsible for:

- Giving direction on all aspects of ALCS' strategy and policy and for developing long-term strategic plans and policy objectives for the Chief Executive and staff to implement.
- Ensuring ALCS operates within a framework of prudent and effective controls which enable risk to be assessed and managed as well as ensuring that ALCS operates within the limit of its Articles of Association and in accordance with any other condition relating to the use of Members' funds.
- Setting the Company's values and standards and ensuring that its obligations to its stakeholders and others are understood and met.
- Ensuring that the necessary financial and personnel resources are at an appropriate level for the Company to meet its objectives.

Key Responsibilities

Being a Company Director of ALCS carries with it a full load of legal, financial and ethical responsibilities, alongside which you will also help establish the overall strategic direction of the Company. You will, of course, ensure that the highest standards of corporate governance are understood and observed at all times.

The ALCS Board is answerable to its Members for its functioning, its activities and the extent to which the Company meets its goals.

If you're elected, you must act in ALCS' best interests and manage its affairs prudently.

Time commitment

You will be expected to devote sufficient preparation time ahead of each meeting you are requested to attend. Directors are expected to prepare for and attend Board meetings (currently held five times a year within normal working hours). You may also be asked to join several Committees or attend other events in ALCS' calendar such as the Annual General Meeting. As many meetings as possible will be held in person. In addition, you will be expected to attend any Board development programmes and other meetings as mutually agreed between the Chair/Chief Executive and yourself.

You are also required to attend an induction prior to your first Board meeting.

Our ethos is that writers should be paid for their time and so we offer a fee of £10,088 per annum for this role paid via the PAYE system.

Skills or Experience Needed

The Board is looking for Non-Executive Directors who can see the big picture and think strategically. An ability to read through and quickly assimilate complex information in order to make decisions is a pre-requisite on our Board, along with a strong commitment to the Company and its goals.

Good interpersonal and communication skills are vital. Ultimately, we'd like every Director on the Board to be a positive, dynamic influence on ALCS and its future direction. The Board is responsible for significant financial decisions for which, as a Non-Executive Director, you will need to display appropriate stewardship. You will also be an ambassador for the Company in all its activities.

As a Non-Executive Director, you will help shape the strategic tone and direction of ALCS and ensure the highest levels of governance and probity are in place to help innovate, support future growth and deliver for ALCS' membership. You will share the responsibility for scrutinising operational and financial performance, bringing a fresh perspective and the ability to constructively challenge, working in collaboration with Board members to ensure ALCS is a progressive force for collecting and distributing monies for its members.

Being a Director carries responsibilities including, importantly, a duty to exercise independent judgment. Previous Board/Committee experience is therefore desirable. For further information, see 'A Guide to being a Director of ALCS' which includes the Directors' Code of Practice.

As a collecting society, finance is at the heart of what we do, so we are interested in applicants with experience or knowledge in this area. We also encourage applicants with current experience or knowledge of one or more of the following areas:

- Copyright and publishing
- IT/Digital technology
- Advocacy, campaigning and influencing
- Law, particularly how it affects writers

This year we have **two** vacancies specifically allocated to members who write for Film, TV or Radio. We have **one** vacancy representing writers across the spectrum.

We are keen to enrich the diversity of our Board, and candidates are particularly encouraged from communities that are currently underrepresented at Non-Executive level. ALCS supports equal opportunities in the workplace.

Role Benefits

- An opportunity for you to further develop your professional knowledge and broaden your experience.
- An opportunity to play an active part at Board level in a writers' organisation operating globally.

Eligibility

You must be a Member of ALCS and be able and willing to devote the necessary time to the role.

Four current Ordinary or Successor Members of ALCS must support your nomination.

Board Members are expected to agree to ALCS' Directors Code of Conduct and complete a Declaration of Interests form on an annual basis.

How to Apply

If you are interested in standing for election to the ALCS Board of Directors, then please complete the Nomination Form, details of which will be sent to you by Civica Election Services (CES) and available online after 6 September 2021.

You will need to submit a personal statement of no more than 600 words. Please ensure you adequately cover the skills and experience section of the statement, giving relevant examples.

Closing Date

The closing date for receipt of nominations is 11 October 2021.

Privacy Statement

ALCS' Board of Directors elections are administered by CES on behalf of ALCS.

Any information you provide will be used for the election process only. Your biographical details and picture will be made available to ALCS' voting Members.

If you have any questions or concerns about the processing of your data by CES, you can contact them by email at: support@cesvotes.com.



www.alcs.co.uk +44 (0)20 7264 5700 alcs@alcs.co.uk