

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



**Authors'
Licensing and
Collecting
Society**

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.

01

We support our membership by always being proactive and outward-looking.

02

We strive to be the best we can be in all of our activities and celebrate our successes on behalf of writers.

03

We champion the protection and promotion of authors' rights across the globe.

Our Values are Important to Us

We're bold

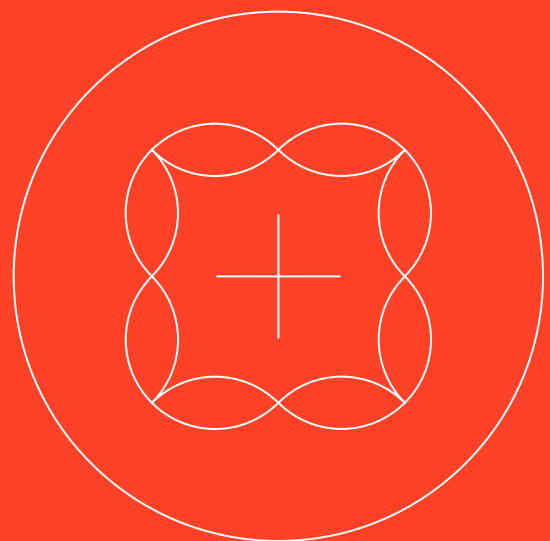
We support our membership by always being proactive and outward-looking. We seek to develop opportunities to support new streams of income, as well as to protect existing ones for the benefit of our 125,000+ Members worldwide in what is an ever-changing digital landscape. We explain to legislators at all levels the ways that they can better support writers. We diligently research the writers for whom we are holding money so that they can benefit from ALCS.

We take pride

We strive to be the best we can be in all of our activities and celebrate our successes on behalf of writers. We recognise the central role that writers hold in society, creating works for education and entertainment that benefit us all. We are proud to be ambitious for writers and to celebrate our successes on their behalf.

We make an impact

We champion the protection and promotion of authors' rights across the globe. We educate and support through partnerships and initiatives to enable our Members to work in an environment that fairly recognises and rewards them for the work they do. We strive to create positive change for authors and to aim for excellence in all we do.



The image displays a 10x10 grid of colored squares on a light beige background. The pattern is symmetrical both horizontally and vertically. The central vertical column (column 5) is composed of red squares. Flanking this column are pink squares, with the pattern repeating outwards. The overall shape formed by the colored squares is a large 'X' or cross-like structure, with the arms of the 'X' extending towards the edges of the grid. The colors used are red, pink, and light beige.

Vacancies

The ALCS Board consists of an appointed Chair, the Chief Executive and a combination of appointed and elected Directors.

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

x1 three-year term post representing all writers, with **digital expertise**

x1 three-year term post representing **audiovisual** writers

Purpose

ALCS's 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's 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.

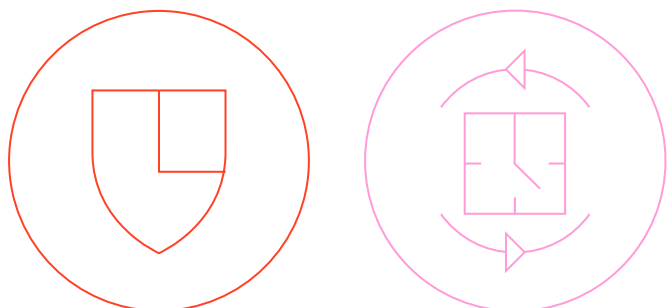
Key Responsibilities

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's 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 four times a year within normal working hours). You may also be asked to join several Committees or attend other events in ALCS's calendar such as the Annual General Meeting. Board meetings will be held in person with Committee meetings more often held online. 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 £11,346 per annum for this role paid via the PAYE system.

Skills and 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's 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.

Strong ethical standards and integrity are essential, so you will need to demonstrate a track record of transparency and accountability in previous roles.

You will be expected to leverage your networks effectively to help establish partnerships and reach out to stakeholders. It is therefore desirable for candidates to possess established connections within the spheres of writing, publishing, audiovisual or politics, government or other relevant sectors that can benefit ALCS.

Directors must be committed to representing diverse voices in literature and supporting underrepresented writers. We are particularly interested in those with prior experience promoting diversity and inclusion within organisations or communities.

Skills and Experience Needed

This year, we have two Board vacancies. We need applicants with current experience or knowledge of one or more of the following areas:

Role: Writer with digital experience

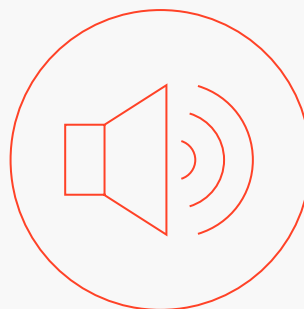
- Rights and content management in digital environments
- Experience of working with frontier technologies, such as AI
- Strategic oversight of information systems infrastructure projects.

Role: Writer with audiovisual experience

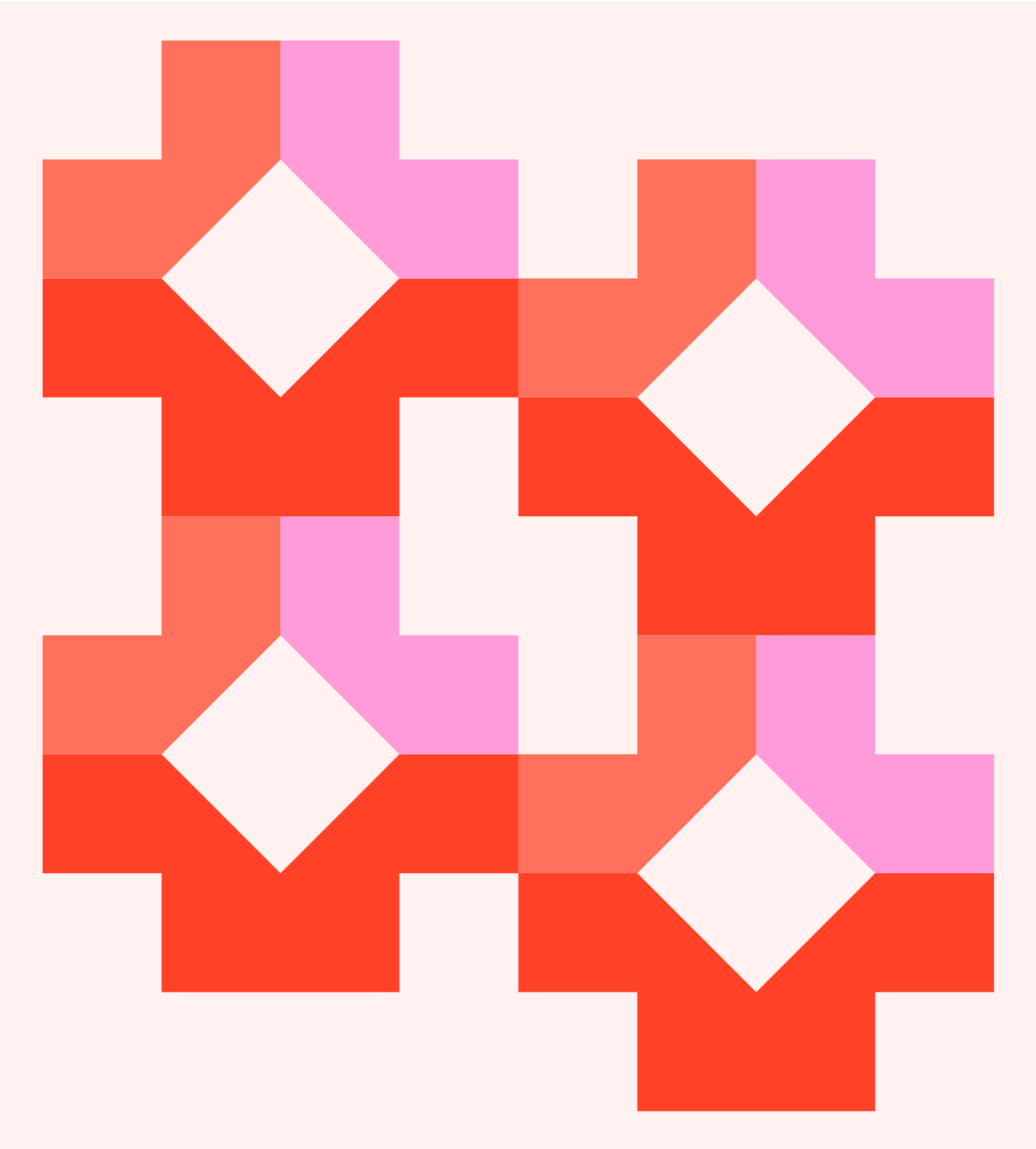
- Creating and writing scripts for audiovisual productions

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

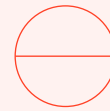
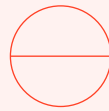
We welcome new talent to ALCS and there will be a helpful and thorough induction procedure for the successful candidates.



DETAILS



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's Directors' Code of Conduct and complete a Declaration of Interests form on an annual basis.
- Please note that meeting the eligibility requirements alone does not guarantee your candidacy in the election. To ensure the ALCS Board possesses the necessary skills and experience, applicants will be evaluated according to the criteria listed above, with only those meeting the criteria put forward as a candidate.

How to Apply

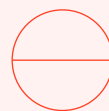
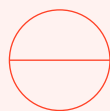
If you have the requisite identified skills and experience and are interested in standing for election to the ALCS Board of Directors, then please complete the Nomination Form, details of which will be available online after **8 August 2025**.

You will need to submit a personal statement of no more than 800 words. Please ensure you adequately cover the skills and experience section of the statement, giving relevant examples. You will also need to upload an up-to-date CV outlining your experience.

Closing Date

The closing date for receipt of nominations is 5 September 2025.

Privacy Statement



ALCS's Board of Directors elections are administered by Civica Election Services (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's 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

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