

Contents

Q: Looking at the current board, there seems to be more experience within the arts. Does your definition of the creative industries include marketing, creative and media agencies?	2
Q: How many Board members are you recruiting for? (Are you replacing everyone on the current board or adding to it)?	3
Q: Are you recruiting to the chair first and then other members afterwards? ..	3
Q: What is the relationship between the Board and London Assembly's Economy, Skills and Culture Committee?	3
Q: Is it worth applying as a mid-level management museum professional with an interest in various aspects of London's cultural life, or if you are looking for recognised leaders?	3
Q: Are these roles politically restricted in any way?	4
Q: Can I job share the board membership?	4
Q: I was born abroad/outside of London but have lived and worked here for x years. Can I apply?	4
Q: I live outside London, can I apply?	4
Q: I run a creative business and have previously received funding from the Greater London Authority or the Mayor of London. Can I apply to join the Board?	4
Q: If I join the Board does that mean I can no longer apply for any future funding from the GLA or Mayor of London?	4
Q: If we apply for the Chair and Ambassador role, can we be successful in one of the two?	5
Q: If a candidate does not have experience in culture, creative industries, or night time economy, but has strong interests in the creative industries and has experience in AI and future technologies, does this disqualify or meet the requirement?	5
Q: If our experience cuts across several of the areas of expertise that you seek, should we focus on one as a priority in our application? Or would it be beneficial to serve multiple areas (e.g. both museums & heritage and AI)?	5
Q: How do you run the official meetings?	5
Q: Would you have to attend all the MCLB meetings in person, or could we attend virtually?	6

Q: When do the meetings take place (i.e. during the working day, or evenings/ weekends?)6

Q: Could you please provide examples of external networks and stakeholders that the members will be engaging with?6

Q: Is there a limited time for filling in an application form online? Can the application be done in stages and saved each time before coming back to it and submitting later?7

Q: Is there any support for disabled applicants? Can you have the interview questions in advance?.....7

Q: Who will be reviewing applications and making the decisions about who is appointed?7

Q: Is it a single interview or multiple days? Note the three dates in September.7

Q: Are you going to contact the referees once the successful candidate is selected after interview?.....8

Q: Can I give a referee from the GLA?8

Q: Can you talk us through the induction for new members?8

Q: Will there be any training for new board members?8

Q: In the advertisement, you ask to stay anonymous in the application. What do you mean?.....8

Q: Could you please share an example of the kind of briefings you provide throughout the year?8

Q: What have you both enjoyed most about working with the current board? 9

Q: Looking at the current board, there seems to be more experience within the arts. Does your definition of the creative industries include marketing, creative and media agencies?

Our definition is wide and encompasses the DCMS definition of culture and the creative industries. The Board also supports the Mayor’s vision to make London a 24 Hour City. It includes:

- advertising and marketing
- architecture

- crafts
- design: product, graphic and fashion design
- film, TV, video, radio and photography
- IT, software and computer services
- publishing
- museums, galleries and libraries
- music, and performing and visual arts.

For more information, please also refer to the scope of [Culture Strategy for London](#) (page 28). This makes clear that our definition of culture is wide and encompasses pubs and skate parks, for example, alongside more ‘traditional’ forms of culture.

Q: How many Board members are you recruiting for? (Are you replacing everyone on the current board or adding to it)?

We are expecting to recruit up to ten new board members and a new chair for this recruitment. Some of our existing Board members are remaining, while others are moving on, so the new Board will comprise a mix of new and existing Board members.

Q: Are you recruiting to the chair first and then other members afterwards?

We will appoint all members and the Chair at the same time. The Chair will receive an extended interview. If you wish to apply for the Chair, please make sure you flag this clearly on your application via the supporting statement, and you will need to address the criteria in the application pack that specifically relate to the chair. We will only open the chair questions if you indicate that clearly.

Q: What is the relationship between the Board and London Assembly’s Economy, Skills and Culture Committee?

GLA officers or the Deputy Mayor for Culture, rather than Board members, will generally engage with the London Assembly members and committees. In previous mayoral terms, the London Assembly has commissioned investigations into issues relevant to the board, such as pub closures or levelling up. Officers may approach board members for advice and intelligence, which can feed into these investigations.

Q: Is it worth applying as a mid-level management museum professional with an interest in various aspects of London’s cultural life, or if you are looking for recognised leaders?

Please apply. We like to have a wide range of representatives from different levels of seniority as well as different sectors. We will be looking to have a balance of people at different stages of their careers. We value a range of experience and perspectives.

Q: Are these roles politically restricted in any way?

No. There is nothing in the protocol that would prevent a civil servant from being on the Board.

Any conflicts of interest would need to be set out at the start of the process and you might have to recuse yourself from particular agenda items if there was deemed to be a conflict.

Q: Can I job share the board membership?

As an employer, GLA is open to job shares. While we don't have the resources to broker a new job share, if you have looked at the requirements and identified a candidate to share with you, we will certainly consider it.

So, if you are still interested in the opportunity, please do apply as a job share and propose how you and your job-shared partner would work together in your supporting statement.

Q: I was born abroad/outside of London but have lived and worked here for x years. Can I apply?

Of course. London is a city of migrants, whether you're from South Tyneside or South Africa. It's what makes London so special. As long as you meet the selection criteria on page 8 of the application pack, your application will be considered.

Q: I live outside London, can I apply?

Yes. there are no restrictions regarding where the applicants come from or live.

We look for ambassadors who are actively engaged and committed to arts and culture in London. As suggested in the application pack, you will also need to be available to attend the four official in-person meetings and up to three events in London.

Q: I run a creative business and have previously received funding from the Greater London Authority or the Mayor of London. Can I apply to join the Board?

Yes, you can still apply. Just declare any recent funding you've received from the GLA or Mayor of London in your statement. If successful and any issues arose at a Board meeting that might be a conflict of interest you could declare them at the start of the meeting in accordance with the Standing Orders.

Q: If I join the Board does that mean I can no longer apply for any future funding from the GLA or Mayor of London?

Being a member of the Board will not necessarily preclude you from applying for GLA / Mayor of London funding but there may be other reasons why future funding is unavailable to you e.g. you've received funding before or recently.

Q: If we apply for the Chair and Ambassador role, can we be successful in one of the two?

Yes. Depending on the candidate pool, you might be offered a position as an Ambassador rather than a Chair position.

Q: If a candidate does not have experience in culture, creative industries, or night time economy, but has strong interests in the creative industries and has experience in AI and future technologies, does this disqualify or meet the requirement?

At the shortlisting stage, we will be assessing against each of the essential criteria.

Ambassadors have to be able to advise the Mayor on his culture strategy and programme. Please look at your interests, experience and expertise and decide whether you feel confident you will be able to do this. Given that AI and future technology are now so important in the cultural landscape, the answer to that question may be yes.

But ultimately it is up to you to make that judgement call. We do welcome a broad range of perspectives so we would love to encourage you to apply if you think your experience can help the board's work.

Q: If our experience cuts across several of the areas of expertise that you seek, should we focus on one as a priority in our application? Or would it be beneficial to serve multiple areas (e.g. both museums & heritage and AI)?

If your experience cuts across several areas of expertise, please indicate which ones. Because the culture sector is so broad, we expect some, if not many, candidates to have expertise across more than one area. This is always welcome, so please feel free to indicate this. Equally, specialism is very valuable so please indicate this too.

Q: How do you run the official meetings?

There are four official meetings per year. Official meetings cannot be hybrid meetings, however, we will provide accessibility information ahead of each meeting, and are always willing to discuss reasonable adjustments.

We have been running the meetings in workshop style, focusing on gathering feedback and insights from the board members on a specific theme, such as AI or net zero.

It is expected that new members will attend the first meeting in November, pending reference checks. Please hold timeslots for this potential schedule of meetings:

Board Meeting Dates 2024-2025

Date	Time
------	------

12 December 2024	2pm-5pm
23 January 2025	2pm-5pm
24 April 2025	2pm-5pm
24 July 2025	2pm-5pm
2 October 2025	2pm-5pm

Q: Would you have to attend all the MCLB meetings in person, or could we attend virtually?

The four board meetings will be in-person only. Most meetings take place at City Hall in the London Borough of Newham but may potentially be held elsewhere in the capital (e.g. at a cultural venue). The external industry meetings will all be London-based events.

The meeting schedule and locations will be shared in advance. We will provide accessibility information to support your attendance and are always willing to discuss reasonable adjustments.

Q: When do the meetings take place (i.e. during the working day, or evenings/ weekends?)

The official meetings will be held on weekdays, generally for 2 hours, with additional/potential socials. The potential dates have been shared in the application packs, and some of the events you might be invited are likely to take place in the evenings.

Q: Could you please provide examples of external networks and stakeholders that the members will be engaging with?

Your role will be to connect with our stakeholders and potentially help the Board and the GLA to build new relationships. To support this role, we may invite you to attend up to three events on our behalf over the course of a year. These events could include report launches, networking events and parliamentary receptions.

Q: What’s the term limit on this appointment?

We expect the appointment to run until May 2028. Appointments to these roles cannot extend beyond the term of office for which the Mayor has been elected. The appointments, therefore, terminate by operation of law at the end of the Mayoral term, (unless terminated earlier by the Mayor or by the Board based on the standing order and agreed terms and conditions).

For this round of recruitment, the term will end at the beginning of May 2028.

Q: Is there a limited time for filling in an application form online? Can the application be done in stages and saved each time before coming back to it and submitting later?

It is not necessary to complete the application form in one visit. As long as you complete and submit your application by the closing date stated in the job advert, there is no limit on how long you take to fill in your application. You can therefore take your time to complete the application form, save it and go back to finish it at your leisure.

Q: Is there any support for disabled applicants? Can you have the interview questions in advance?

Yes, the GLA operates the Disability Confident Scheme / Guarantee Interview Scheme (GIS). So we will interview all disabled individuals who meet the minimum (essential) criteria for the job.

During the application process, the eligibility criteria for the Disability Confident Interview Scheme will be set out and candidates will be asked if they would like to apply under the scheme.

The shortlisting panel will not be aware of which applicants have stated they have a disability (unless the applicant refers to it in the body of their application). Instead, the GLA's HR team will ensure that qualifying candidates under the scheme are put forward for an interview.

We can share the interview questions in advance. The HR colleague can support you when asked.

Q: Who will be reviewing applications and making the decisions about who is appointed?

The final decision will be made by the Mayor of London. The shortlisting panel will review all the applications and make recommendations to the Mayor's Office. The interview panel will make recommendations for appointments to the Mayor's Office.

The Assistant Director for Culture, Creative Industries and 24 Hour London, Shonagh Manson, will chair the panels. An independent panellist will review the shortlisting results and participate in the interviews to help ensure that the process is impartial and high quality.

Q: Is it a single interview or multiple days? Note the three dates in September.

All candidates will have to attend a single interview. We do not intend to hold second interviews. Interviews will be held on one of the listed dates so please hold the dates in your diary.

Q: Are you going to contact the referees once the successful candidate is selected after interview?

Yes, our HR colleagues will contact your referees if you are successful at the interview stage.

Q: Can I give a referee from the GLA?

Yes. However, to avoid a conflict of interest, your referee should not be representatives from the Culture, Creative Industries and 24-Hour London Unit, who facilitate the recruitment.

Q: Can you talk us through the induction for new members?

We will provide information about our policies, projects, and priorities alongside the governance materials such as the Register of Interests, Standing Orders, payment allowances, and reimbursement standards. We are planning other opportunities to help the board members get to know each other and communicate about their interests.

Q: Will there be any training for new board members?

We provide training for new members in Digital Defense Skills, and we will look into other specific needs on a case-by-case basis.

Q: In the advertisement, you ask to stay anonymous in the application. What do you mean?

Please withhold your name and other protected characteristics in the CV and supporting statement. However, you can share the name of your company or projects you have worked on. The intention is to protect your privacy and avoid potential bias during the application process.

Q: Could you please share an example of the kind of briefings you provide throughout the year?

There are various ways we brief members: (i) in slides and reading materials given out ahead of meetings (only the subsequent minutes are in the public domain, so we can't share these materials, unfortunately); (ii) through deep-dive presentations and workshop sessions as part of the board meetings themselves; (iii) where appropriate verbal briefings from officers to give detailed policy briefing if members need it; and (iv) monthly Round-Up messages that share the news and progress of our work.

Moreover, we expect members to attend up to three industry events. For these events, officers will supply members with a briefing summarising the Mayor's cultural programmes, and setting out key facts, figures and talking points. This will be provided to the board when it starts.

Q: What have you both enjoyed most about working with the current board?

Working with passionate and inspiring advocates for arts and culture. The opportunity to work with a group of inspiring and engaged people who really want to make a difference for London and Londoners. Officers get so much from talking to members: I learnt a lot from a previous member who campaigned for access needs.