



Join the Creative Access board.

Help shape the next chapter of the UK's leading
inclusivity organisation for the creative industries



Chair & non-executive director recruitment 2026

WHO WE ARE.

Changing who gets to access, progress and thrive in the creative economy

Founded in 2012, Creative Access is the UK's leading inclusivity organisation for the creative industries.

Our mission is simple: **to see the UK's creative economy reflect the society it serves.**

We create pathways for people from under-represented groups and help organisations build more inclusive cultures. Working across publishing, media, TV, film, theatre, music and the wider creative economy, we support people at every stage of their careers and help organisations attract, develop and retain diverse talent.

180,000+

registered
candidates on our
jobs board

31,800

early-career
individuals
supported

2,000

employer
partners

85%

of those we support
say Creative Access
has made a
significant impact
on their career

Creative Access gave me my start
and I have always felt very grateful
and like if I reached out or needed it
they would be there to **support me.**
I've met some **great people at**
mixers and **learnt a lot** from industry
chats.

Mid-level Creative Access alumni working in film & TV sector

WHAT WE DO.

Access & inclusive recruitment

Connecting under-represented talent with paid opportunities and helping employers recruit more inclusively.

Early-career development

Building skills, networks and confidence through employability programmes, industry insight, peer support and career development.

Mentoring

Connecting talent with industry professionals and networks that support progression. More than **1,800** people have participated in our mentoring programmes.

Mid-career progression

Supporting professionals and freelancers to develop the skills, confidence, networks and visibility needed to progress into more senior roles.

Training & inclusive workplaces

Working with organisations to build more equitable cultures through DEI training, consultancy and practical support.

Research & sector influence

Producing evidence and insight that champions equitable opportunity and helps drive action across the creative industries.

Publishing • Film & TV • Theatre • Music • Media • Museums & Galleries • Journalism • Marketing & PR • Wider creative economy



WHY NOW?

A pivotal moment for Creative Access

As we approach our **15th anniversary**, Creative Access is entering a new phase of growth, reach and responsibility.

We have built a strong reputation for opening up access to the creative industries, supporting career progression and helping employers create more inclusive workplaces.

Now our role is growing.

In 2026, Creative Access became a delivery partner in the new three-year Discover Creative Careers programme, working with government and consortium partners to help young people across the UK discover, understand and access careers across the creative economy.

This significantly increases both our national reach and the scale of publicly funded delivery within Creative Access.

At the same time, the creative economy itself is changing rapidly – through technology and AI, new business models, changing skills needs and growth in sectors such as gaming and creative technology.

Our next board will help us turn this moment of growth and change into long-term impact and organisational resilience.

The organisation is evolving too.

Our next phase requires us to combine the entrepreneurialism and earned income that have always characterised Creative Access with the governance, evidence, partnerships and financial stewardship required to deliver major publicly funded programmes.



OUR NEXT CHAPTER.

Our ambition for the future

We want to build on Creative Access' unique expertise, reputation and networks to increase both our impact and our reach.

The UK's leading authority on inclusive talent in the creative economy

Using our evidence, expertise and lived experience to influence how the sector attracts, develops and retains talent.

A national careers and progression partner

Supporting people not only to enter the creative industries, but to build sustainable careers and progress into leadership.

Growing into the creative economy of the future

Extending our reach into high-growth and less-served areas including gaming, creative technology, digital and AI-enabled creative work.

A trusted partner for industry, government and funders

Designing and delivering ambitious, evidence-led programmes at national scale.

A powerful evidence and sector voice

Using research, insight and our direct relationships with talent and employers to help drive systemic change.

A financially resilient social enterprise

Building a sustainable mix of earned, commissioned and grant-funded income that enables us to invest in our mission and innovate.

Our ambition is not simply to become bigger. It is to use our growing scale, evidence and influence to create lasting change across the creative economy.



IMPACT IN ACTION.

Creating pathways into leadership

Creative Access doesn't just advocate for more representative leadership. We create pathways towards it.

Our Steering Group programme gave under-represented professionals practical experience of governance while providing strategic input into Creative Access itself.

100%

said the programme developed their knowledge and skills to apply for trustee and non-executive roles

91%

said it increased their confidence to apply and their access to contacts and networks

Participants have since gone on to board roles at organisations including:



“

I've seen how **diverse opinions** and backgrounds really make the **difference to organisational change.**

”



THE BOARD WE ARE BUILDING.

Help us shape what comes next

Our board supports the strategic vision and leadership of Creative Access, safeguards our mission and helps ensure that the organisation is well governed, financially sustainable and equipped for the future. We are looking for a new chair and up to three non-executive directors who can bring complementary skills, experience, perspectives and networks to the next stage of Creative Access' development.

Priority expertise:

- Finance, audit & risk
- Legal & governance
- Creative technology, gaming, innovation & AI
- Commercial growth & organisational change
- Public funding & complex programme delivery
- Diversity, inclusion & social mobility

We don't expect every candidate to bring all of these things. We want to build a board whose skills, experiences and perspectives complement one another.

Our new chair

We are looking for a chair who can build a cohesive and effective board, develop a strong and trusted relationship with the chief executive, and combine support with constructive challenge. They will help ensure excellent governance while enabling an ambitious organisation to grow, adapt and deliver.



JOIN US.



Could you help shape Creative Access' next chapter?

We are looking for ambitious, thoughtful and collaborative people who share our commitment to a creative economy in which talent can thrive regardless of background.

We particularly welcome applications from people currently under-represented in the creative industries and in board leadership.

Roles: Chair and up to three non-executive directors

Remuneration: Voluntary/unpaid; reasonable travel expenses covered

Time commitment: Approximately half a day per month, with some additional commitment for the chair

Closing date: Sunday 1 November 2026

Interviews: November 2026

Appointments: December 2026 / January 2027

How to apply

Please submit your CV and a tailored covering letter of no more than two pages addressing:

- Why do you wish to join our Board?
- What skills and experience would you bring to the role?

Contact:

Mel Rodrigues, Chief Executive
mel@creativeaccess.org.uk

Help us build a
creative economy
that reflects the
society it serves.

