**TAD2 FAQ Questions and answers**

1. **Question:** If you were now in our position (Ben Wilson, Current Trainee Artistic Director), what questions do you wish you had asked?

**Answer:** I’ve enjoyed the fact that there have been opportunities to learn about leadership and have conversations with people who run buildings and larger organisations outside of Extant. When I came in, I wasn’t sure of how I would develop. One question I would have asked is: “How would the TAD be involved in what’s happening next at Extant and its future?” The next TAD will be involved in Evolve and will be more hands on.

1. **Question:** What did you find challenging about balancing a 3-day role with other freelance work?

**Answer:** It’s about having honest and early conversations with the team. Other freelance work must fit around this, as well as talking about potential conflicts of interest. Extant are supportive in allowing flexibility and encourage activeness in the industry.

1. **Question:** How have you found being in the office and managing your time there within the three days?

**Answer:** The role is hybrid, which allows for a flexibility. It’s not just working from home, it involves travel, training opportunities, meeting people etc. In terms of the office, I wish I had spent more time there. Extant will support you with a budget to help with travel and accommodation.

1. **Question**: Is there a way to combine the types of theatre that we are interested in exploring? Will there be an opportunity to explore these interests?

**Answer:** Your aspirations are part of the application process, and we hope to learn about them through your application. We can incorporate this into the organisation and want to make it work for both parties.

1. **Question:** What skills or experiences are you looking for to bring into the organisation?

**Answer:** Skills in performance or theatre-based practice. Curiosity, ambition as well as energy and ideas for the future. Having a basic understanding of what an Artistic Director does as well as what Extant does is useful. Being able to collaborate, crack on and make things happen is important as well as being self-motivated and self-energised.

1. **Question:** Are there certain days that you need to be in the office or fixed days that the team come together?

**Answer:** We have a pivotal meeting, once a week, which is online on Tuesday morning. The rest of the time we negotiate.

1. **Question:** Are there any learnings that you have made from Ben’s time that you are changing for the next?

**Answer:** Ben has been part of evaluating his role and this has informed this version of the recruitment process. He also reflected that he wished he’d started his artistic project earlier.

1. **Question:** What can you see the role opening for you in the future (asked to Ben)?

**Answer:** It’s opened lots of potential opportunities. I want to be clear - this is not an Artistic Director role to replace Maria. It’s something else. There are many more doors open now than when I started, and I feel in a stronger position and have gained more skills compared to when I started.

1. **Question:** In terms of the artistic practice of the TAD applicant, are you looking for one that aligns well with the organisation?

**Answer:** No, any form of practice is fine. We are keen to know about people’s artistic ideas. As well as how that practice challenges, supports or can develop, it’s not just a practice on its own. Thinking and creativity about how it’s attached and connected to lived experience of visual impairment. However, it’s important to be aware of the practicalities of your career and the resources that Extant has. Your artistic project needs to be realistic, and you need to be able to demonstrate that you can achieve it.

1. **Question:** How many staff members and who is the team made up of?

**Answer:** 7 staff members, everyone is part time, apart from our administrator (Ellen). We have Maria as Artistic Director, Ben as TAD, Ian as Operations Director, Ellen as Administrator and Projects Coordinator, Caroline as Enhance programme manager, Louisa as Artist Development Manager and Kate, our bookkeeper.

1. **Question**: To Maria - What’s your role? What role do we play in assisting you?

**Answer:** There isn’t a formal role in terms of assisting. My current role is completing a PhD on the company, as well as meeting on strategy and management.

At Extant everyone is involved in everybody’s work. Ben reflected on how he has learnt from Maria on how she manages the organisation and makes strategic decisions whilst working with the board. Within this TAD role, the real joy is watching an experienced Artistic Director at work. As Maria has mentioned, the artistic director will be involved in different parts of the organisation. Transferrable skills that can be taken with them, which is included.

1. **Question**: In terms of the 3 working days and flexibility, is there the expectation that it’s the same days every week?

**Answer:** How you manage your time is up to you and is often on a week-to-week basis, Ellen sends out a weekly update informing everyone of who is working and when.