

Paid Non-Executive Director

Comics Cultural Impact Collective (CCIC)

Fee: £1,800 for the 12-month term

Commitment: Approximately 8.5 days across the year, including regular Board meetings

Location: Primarily remote

Eligibility: You must be resident in the UK

Previous Board experience: Not required

Love comics? Care about the comics community?

We're looking for someone who loves comics and the people who make up our community and who is excited about helping the sector flourish.

You might already be an experienced Director, trustee, leader or cultural practitioner. You might bring substantial knowledge and experience but never previously have been invited into formal governance. Or this might be your first Board role.

There is no single route into this role. What matters to us is the perspective, judgement, curiosity and expertise you bring, your willingness to ask difficult questions constructively, and your interest in helping shape a stronger, fairer and more connected comics sector.

About CCIC

The Comics Cultural Impact Collective (CCIC) is a sector development organisation working to strengthen the cultural, social and economic position of comics in the UK.

Comics are culturally significant, but the infrastructure surrounding them has historically been fragmented and under-resourced. Creators, publishers, researchers, festivals, educators and organisations are often doing important work without the networks, evidence, advocacy or infrastructure available to other artforms. CCIC is trying to change that.

We bring the comics sector together to share knowledge, undertake research, advocate for comics, improve working conditions, develop fairer approaches to pay, build connections and create practical infrastructure for the sector.

We are developing work around Fair Pay and sustainable creative careers, alongside a new digital Hub designed to make knowledge, opportunities and connections more accessible.

We are also a convening organisation. We don't want CCIC to become the organisation that speaks *for* comics; we want to create spaces where the people who make up comics can influence the conversations, evidence and decisions affecting their sector.

That means looking critically at who has power within CCIC itself.

Why this role exists

CCIC's current governance is White-majority and women-majority. We know this affects whose experiences, networks and perspectives are present when decisions are made, and that Black, Asian, Brown, mixed-heritage and other racially minoritised people are currently underrepresented within our governance.

We don't see this simply as a question of representation. We want to broaden who participates in CCIC's governance, whose knowledge is recognised as expertise and who has meaningful influence over our direction.

We are also conscious of the risk of inviting somebody from an underrepresented background into an existing structure and then expecting them to carry responsibility for changing it. That isn't what this role is for. Responsibility for equity, anti-racism and inclusive governance belongs to the whole Board.

We have secured dedicated funding to support this work because meaningful change requires resource, accountability and learning. It should not depend on people from marginalised communities providing additional emotional, intellectual or professional labour for free.

This paid appointment is one part of our wider commitment to changing how CCIC works and who holds influence within it.

Who we particularly want to hear from

For this appointment, we particularly welcome applications from Black, Asian, Brown, mixed-heritage and other racially minoritised people, whose perspectives are currently underrepresented within CCIC's governance.

We recognise that racial inequity intersects with class, disability, neurodivergence, gender, sexuality, caring responsibilities, care experience, migration and other forms of structural inequality. We particularly welcome applicants whose perspectives have historically been excluded from cultural governance and leadership.

We don't expect anybody to represent an entire community, and nobody will be asked to disclose personal experiences of racism, discrimination or trauma as evidence of their suitability for the role.

We value lived, professional, creative, community and learned expertise. Experience gained outside formal institutions or traditional leadership routes will not be treated as less valuable than experience gained within them.

About the role

As a Non-Executive Director, you will be a member of CCIC's Board and contribute to the organisation's strategic direction, governance, accountability and oversight.

This is a full Non-Executive Director role, not an EDI advisory position.

You will contribute across CCIC's work, including strategy, finances, risk, partnerships, impact, sustainability and our responsibility to the wider comics sector.

At the same time, we particularly want this appointment to strengthen our thinking around equity, anti-racism, representation, access and inclusive organisational practice.

That might mean asking whose voices are missing from our research; challenging how we recruit or commission people; considering who benefits from our programmes; examining barriers within the comics workforce; helping us think about equitable pay and opportunity; or questioning assumptions the rest of us haven't noticed.

We don't expect you to arrive with all the answers. We expect the whole Board to be willing to listen, learn and develop.

What we won't ask of you

We think it's important to be explicit about this.

You will **not** be expected to:

- represent all racially minoritised people or comics creators;
- carry responsibility for making CCIC more representative or equitable;
- provide unpaid EDI consultancy outside the agreed role;
- educate white Board members about racism;
- share personal experiences of discrimination or trauma to make your contribution credible; or
- provide CCIC with access to particular communities, artists or networks because of your identity.

Responsibility for creating an equitable organisation belongs to CCIC as a whole.

Your perspective matters, but we want you around the table as a Director with a full range of knowledge, expertise, interests and opinions.

Commitment and payment

This is a **paid 12-month appointment**.

The total fee is £1,800, based on £250 per full day and £125 per half-day.

We anticipate approximately 8.5 equivalent days across the year, including:

- an initial full-day paid induction;
- around 10 half-day Board and governance meetings;
- one full-day strategy and reflection session; and
- a small allowance for reading and contribution between meetings.

Most meetings will take place online, with dates agreed in advance wherever possible.

Reasonable agreed travel and access costs associated with any in-person activity will be covered separately from your fee.

We have chosen to remunerate this position because unpaid governance creates barriers to participation. We don't believe widening access to decision-making should depend on people being able to donate their professional time.

Making the role accessible

We want accessibility and inclusion to shape how the role works, rather than appearing as a sentence at the bottom of an advert.

We can provide information and questions in advance, use accessible formats and plain English, make reasonable adjustments to meetings and recruitment, accommodate different communication and processing needs, and discuss individual access requirements confidentially.

Applications can be made in written, audio or video format.

If shortlisted, you will receive the conversation questions in advance.

You won't be asked to justify why you need an access adjustment. Tell us what would help you participate equitably and we'll work with you to make it possible wherever we reasonably can.

Your first Board role is welcome

Please don't self-select out because you haven't been a Director before, don't have a traditional cultural-sector career or don't meet every possible criterion.

If this would be your first Non-Executive Director role, we'll provide a paid induction covering CCIC, Board responsibilities, strategy, finances, risk and decision-making.

Previous access to governance shouldn't be a prerequisite for gaining governance experience.

We also want this role to be reciprocal. Alongside influencing CCIC, you'll have the opportunity to develop paid governance and strategic leadership experience, build relationships across comics and the wider cultural sector, and contribute to national conversations about the future of comics.

How to apply

You must be resident in the UK for the duration of the 12-month appointment.

We'd like you to tell us:

Why are you interested in CCIC? What perspective, knowledge or experience would you bring to the Board? And what would you like to get from the role?

You can respond in **writing, audio or video**.

Applications open: Friday 2 October 2026

Closing date: Friday 30 October 2026, 5pm

Conversations: 16–20 November 2026

Decision and governance checks: 23–27 November 2026

Appointment and paid induction: December 2026

First Board cycle: January 2027

Access questions or an informal conversation: helloccic@gmail.com, please cc in rhannon@comicsyouth.co.uk

We're investing in broadening whose knowledge, experience and perspectives have meaningful influence within our organisation and making CCIC stronger and more accountable as a result.

Most of all, we want someone who loves comics, cares about the comics community and wants to help it flourish.

This paid appointment has been made possible thanks to funding from Arts Council England.