



Board membership pack

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Introduction

Thank you for your interest in becoming a board member with Civic Digits CIC. This is an exciting opportunity to be part of the growth and guidance of a rapidly growing Community Interest Company working across theatre, technology, and activism.

Who are Civic Digits?

Civic Digits was founded by award-winning playwright Clare Duffy, after a chance meeting with ethical hacker, Rupert Goodwins. The company's first production was [*The Big Data Show*](#): a ground-breaking, immersive theatre experience using performance, gaming, and digital magic, which tells the true story of the 1984 Prestel Hack (of which Goodwins was a part) and explores the importance of cybersecurity in today's digital world. Since then, Civic Digits has delivered a number of different projects that combine tech with theatre and purpose. Not least of these is [*Many Good Men*](#): A multi-dimensional arts and education -based approach to tackling online radical misogyny and 'incel' culture. An interactive forum-theatre piece, co-written by different young people for each iteration, is at the heart of the work, which is created in partnership with youth-focused organisations including charities, football clubs, and schools.

Key to all of our work is the incorporation of technology. This includes [*Swish*](#); developed from *The Big Data Show*, this platform provides a new way to facilitate interaction both online and in person with live performance. Our 2024 production of *Many Good Men*, which incorporated the use of Swish, was awarded the Creative Edinburgh Award for Innovation, and the software is currently available for theatre and events, while undergoing continuing refinement and developing increasing capabilities.

In 2025, Civic Digits was awarded Multi-Year Funding through Creative Scotland, providing three years of guaranteed funding, allowing us to further flourish as an organisation.

Next Summer will mark 10 years of Civic Digits; do you want to help us move forward into the next 10?



Our vision

Through creativity, Civic Digits empowers people with knowledge, skill, and agency to take control of their digital lives, to achieve equity and justice, and to flourish.

Our mission

Civic Digits demystifies technology and creates change through live performance and new software tools that empower people to resist the harm technology too often puts in our way. Our impact on society is achieved through focusing on young people, their families, communities, and the institutions that work with them.

We do this through iterative production processes encompassing:

Performance

1. Building communities through playful action, research, workshops, and performances with innovative technology.
2. Telling stories through new forms of 'data driven' theatre: live, online, and hybrid.

Research

1. Critical thinking: Identifying the complex phenomena 'data driven' technology challenges society with, such as online hate, radicalisation, polarisation, privacy, and security, and exploring the lived emotional causes and impacts.

Development

1. Product: Make, license, and distribute new technology to facilitate digital theatre making
2. Ecology: Developing the 'data driven' theatre sector through training, community building, commissioning and research

Our values

Creativity: We value inventive, participatory, fun, and playful working.

Curiosity: We are open, rigorous, and investigative, valuing both self- and group-led education and learning.

Emotional intelligence: We value empathy and emotional reasoning.

Inclusivity: We are intersectional, accessible, equitable, and feminist; we believe everyone deserves to be seen and that everyone has value.

Integrity: We value responsibility, transparency, and accountability.

Hope and optimism: We assume good faith; that everyone is doing their best.



Board responsibilities

- Guide the organisation strategically;
- share an element of risk and liability (in safeguarding, staff wellbeing, etc.);
- share an element of creative risk;
- act as a sounding board and critical friend who will both challenge and support;
- endorse and uphold the strategic plan, including the organisation's vision and values;
- give trust and respect towards staff and other board members;
- share fiscal responsibility including overseeing multiyear funding applications;
- be a participant in the development of the board and governance;
- keep the CEO accountable.

What we're looking for

We're looking for someone with some or all of the following qualities:

- a critical thinker,
- armed with political awareness,
- good at considering risk,
- adept at problem solving,
- able to think creatively,
- enthusiastic about our work,
- collaborative, friendly, and kind.

Ideally, you should have good connections and a network into which you can tap, and you should be both an advocate for and a creative friend to the organisation.

In particular, we'd like to meet someone with any of the following backgrounds:

- Human Resources



- Finance
- Public Relations
- Cyber security
- Sector experience and knowledge in either: Theatre and arts, tech and digital, education and youthwork, or Politics
- Law and legislation
- Strategy
- Business
- Technology
- Fundraising

About our board members

Aileen Appleyard - Head of Account Team (College of Arts Humanities and Social Sciences) at Edinburgh Innovations University of Edinburgh, Aileen is a Management Consultant experienced in driving strategy and delivering complex programs of change across private and public sectors. Aileen joined the board in June 2024

Liz Green - Currently Workforce & Practice Manager at YouthLink Scotland, Liz leads on workforce development for the youth work sector, digital youth work, international youth work and learning for sustainability. Our longest serving director (excluding Clare), Civic Digits welcomed Liz to the board in June 2022.

Ciara Mitchell - an experienced cybersecurity professional with over 20 years of experience in various roles within the industry. Currently Customer Advocacy Director at Quorum Cyber, Ciara was previously head of Scotland's Cyber Cluster and a board member for UK Cyber Cluster Collaboration. Ciara has been on the board since June 2024.

Daniel Sellers: Daniel Sellers' background is in adult literacy and numeracy. He worked at the Scottish Government's Cyber Resilience Unit before leaving in 2024 to write crime thriller novels full time. Daniel joined the board in June 2024 and served as Chair from October 2024 until December 2025.



Application and interview information

Application deadline: 23rd October 2026

Interviews will be held on a flexible basis throughout the recruitment period at Codebase in Edinburgh, or online, and will be held with Artistic Director and CEO, Clare Duffy, and a current board member.

We are not in a position to provide financial assistance for travel.

We are committed to an accessible recruitment process within the current capacity of the organisation, and we welcome alternative application formats as well as access documents.

Please email contact@cividdigits.com or leave a voice message at 07584 487 569 if you have any questions about this.

In order to apply, please submit the following:

- An up-to-date CV.
- A cover letter of no longer than two sides of A4 detailing your experience and suitability for the role with reference to the person specification.
- Alternatively a video / audio recording detailing the same.
- A completed Equal Opportunities Monitoring Form, found [here](#) (optional).

Please prepare two references. You will be notified before they are contacted.

Without prior agreement, incomplete submissions will not be considered. Please get in contact in advance about alternative submission contents.

Applications by email should be marked BOARD MEMBERSHIP APPLICATION, and sent to contact@cividdigits.com

If you would like to ask any questions about the post in advance of submitting your application, please email contact@cividdigits.com with the subject heading BOARD MEMBERSHIP QUERY.