



Watershed Wild & Generous Advisory Circle

About Watershed

Watershed is a Bristol-based values-led cultural organisation centred around cinema and creative technology. We bring artists and audiences together to fire up imagination and build hope about the future.

We are recognised internationally as a leading centre for film culture, art and technology practice, and talent development programmes. Our values sit at the heart of everything we do, both creative and operational. With an ethos of responsibility and kindness, we produce and deliver support which is more than the sum of its parts.

We are a welcoming, accessible destination for cultural, creative, social and business visitors. Our home is many things to many people, a meeting place of preference for the creative community and a place to come and socialise for the whole community.

About Wild and Generous

Watershed's current Grade II Listed home opened its doors in 1982. We inhabit two Victorian transit sheds on the gateway to the harbour, with a high footfall and a busy nightlife surrounding us.

In 2019, we declared a climate emergency, committing our carbon emissions to net zero by 2030. Our building currently presents substantial environmental, operational and maintenance challenges, with several elements reaching the end of their life. The most urgent priority is the repair and retrofit of our building. However, our vision is of a place-led redevelopment that balances the changing needs of our organisation with adapting to the impacts of the climate crisis. We call this Watershed Wild and Generous.

Watershed Wild and Generous is a holistic vision for Watershed and the Canon's Road area that centres notions of wildness and generosity. Our vision extends to the outside spaces around our building. We will work with partners to develop a nature recovery plan in our key city centre location. By extending generosity to nature, we will support local biodiversity and habitat recovery and create spaces in which nature and humans can survive, thrive and co-evolve. We would like to forge a stronger connection with our immediate neighbour, the water.

Watershed will take a regenerative design approach to the work, striving to be non-extractive, and creating a project where humans and nature can survive, thrive and co-evolve. By centring stewardship and equity in our approach we want to create a multi-phase project which will ensure our building is fit for purpose for the next 100 years.

Project Phasing

This will be a phased project over the next 10 years.

Phase 1: W-Shed and Link (2027-28)

- Roof insulation
- Rooflights
- Floor retrofit
- Window replacement / repairs
- Window boxes repaired and insulated
- New service infrastructure
- Pilot project for external space

Phase 2: E-Shed (2029-33)

- Roof
- Roof lights
- Floor insulation
- Windows
- Replacement wall

Phase 3: Windows at ground floor, Public space design and nature recovery work (2034-35)

About the Advisory Circle

We're building an advisory circle for [Watershed Wild and Generous](#). We're looking for people with expertise in one or more of the following; capital projects, finance, fundraising, regenerative design, planning, heritage, architecture, engineering, climate, nature and strategic business planning.

The Advisory Circle will be chaired by Watershed Trustee [Kate Arthurs](#).

The advisory circle will support Watershed's Regenerative Futures team to deliver this ambitious project, leveraging their expertise and networks. The advisory circle will meet three times a year for a 2-hour hybrid meeting as well as an annual full day in-person workshop. Advisory circle members may also choose to offer more time to advise on specific pieces of work.

Watershed's board and our Trustees have the overall legal responsibility for Watershed - which is a registered charity. The advisors will not hold any legal responsibility.

What do we look for in an advisory circle member?

We are looking for Advisors who are excited about Wild and Generous but also happy to challenge us to help us achieve the best possible process, learning journey and outcomes for the project. We would like Advisors who can contribute to our vision, strategy and project planning and align themselves to our values.

Advisors will be curious and generous in their thinking, committed to inclusion and social justice and as good at listening as they are at sharing their thoughts. They will understand the tensions and challenges of balancing creative ambition with operational reality and fixed resources.

We hope that Advisors will make an initial three-year commitment.

Remuneration

Watershed is a registered charity, we are facing challenging times in the world around us. We anticipate the majority of Advisors will be in well paid roles and able to offer their time (circa. 3-4 days per year) on a voluntary basis.

We need to balance this alongside building an equitable, inclusive and accessible Advisory Circle. We will remunerate advisors who are unable to volunteer their time with a fixed fee of £150 per 2-hour meeting and £350 per full-day workshop.

Additionally, we will cover all travel costs.

How to apply

If you are interested in joining our Advisory Circle, please send your CV or linked in profile and a short expression of interest (max. 500 words) outlining your relevant experience to rachael.b@watershed.co.uk by **Monday 13 October 2025**.