

# Appointment of External Members Barbican Centre Board

May 2022

Reference: PABDIC

## Welcome from Chair, Tom Sleigh

Thank you for your interest in the role of member of the Barbican Centre Board.

The Barbican is one of the world's leading arts and education organisations, welcoming over a million visitors and hundreds of artists every year. We are both a civic space for our communities and a multiplatform venue showcasing the best artists, musicians, directors and actors to global audiences.

With the City of London Corporation as our founder, owner and principal funder – the Barbican is uniquely placed to build on its many successes over the past 40 years.

At the point of celebrating our 40th Birthday, we enter an exciting new stage of the Barbican's life. The organisation has a new CEO, Claire Spencer, and a new creative vision is being implemented. Significantly, we have embarked on a major new renewal of the Centre, which will allow us to create spaces that serve our ambitions by responding to new ways of interacting with art forms, embedding sustainability, and being more inclusive and accessible.

As member of the Board you will have a unique opportunity to guide and support Barbican Centre through this period of growth and change. You will be comfortable applying your strategic skills, knowledge of the cultural sector and your network, recognising the need to balance the artistic

vision with the need to generate new revenue streams and operate with sound governance. You will be a support to the executive, and an ambassador for the Centre, and will be dynamic, visionary and totally committed to diversifying, empowering and developing those who work with us.

If that is you, I look forward to hearing from you.

## **Introduction from Chief Executive Officer, Claire Spencer and Artistic Director, Will Gompertz.**

We are delighted you are interested in joining the Barbican Board at such an important time for the institution. In March this year we celebrated our 40th anniversary with an extraordinary programme ranging across the art forms and ages– from a truly joyous hip-hop theatre show to a marathon 6-hour piano recital in our spectacular Conservatory. It was at once a special occasion and a typical Barbican weekend of multi-arts, multi-platform, multi-sensory arts and culture. This is what we do, and what we have done for four decades. And this is what will continue to do - presenting and providing memorable artistic experiences that entertain, enable, enrich, and educate our many audiences. But we are also changing. We have an ambitious three-pillar transformation strategy through which we will become a more inclusive, diverse, and enterprising arts centre, rooted in our local communities while reaching out to the world.

Our famous Brutalist architecture will be revitalised, refurbished and rethought in a major building project. Our working culture will become more equitable with the support of a new People, Inclusion & Culture department. And our new Artistic Vision will unite our world class arts activity with a sector-leading creative education programme, and the facilities and resources needed to encourage and support cultural enterprise. We will be a home to bold, boundary-pushing ideas that resonate across our audiences and the globe. We believe that working and learning in partnership with our artistic associates, neighbours, community organisations and the wider industry is vital for developing brave, inclusive, sustainable projects and networks that grow communities and diversify audiences.

Millions of people with a range of different tastes, backgrounds and expectations, come together at the Barbican every year to enjoy the unique shared experience only the arts can offer, from a Ballet Black premier in our theatre to an LSO concert in our hall; from a Jean Michel Basquiat exhibition in our galleries, to a season of rarely seen Indian arthouse films in our cinemas. We have dedicated programmes for schools, families, communities, and young people – all of which are designed to broaden access and provide opportunities.

We identify new talent, nurture emerging artists and support innovative work that reflects and responds to today's world. We actively invite fresh perspectives that provoke conversations. We are currently developing new partnerships and products that will see the Barbican become not only an international centre for the arts, but also a recognised centre for creative education, and cultural enterprise.

We not only entertain audiences, but also provide opportunities and possibilities for young people and local communities to find and express their talent and ideas. The Barbican is an arts institution that seeks to make a positive and lasting social and civic impact. We achieve this through artist development, community collaborations, innovative education programmes, and systemic change within the organisation that opens it up to a diverse and dynamic workforce.

The transformed Barbican will be a vital and vibrant local, national and international institution. It will be a place for everyone, in which everyone has a place. We have set ourselves ambitious targets, which we very much hope you will help us achieve.



## Introduction

The Barbican is one of Europe's largest and most innovative arts centres, with an international reputation across all the art forms, creative learning, community engagement, and commercial events. We believe the arts have a critical role to play in the recovery from the Covid-19 pandemic, and we are now planning for the next era of the Barbican's growth.

The Barbican is committed to identifying new talent, nurturing emerging artists and supporting innovative work that reflects and responds to today's world; it is a place that invites fresh perspectives and provokes conversations, inspired by local and international talent. As a not-for-profit arts centre, we are committed to offering the widest possible access to culture, giving everyone the opportunity to encounter and enjoy creativity.

For further background information please visit the Barbican website [here](#). A copy the Barbican's latest annual report is also available [here](#).



## The City of London Corporation

The City of London Corporation is the founder and principal funder of the Barbican Centre; the Barbican operates as a department of the City Corporation. The principal governing body of the Corporation is the Court of Common Council, whose Members are elected by the residents and businesses of the City. The Barbican Centre Board is the governing body of the Barbican Centre, working within the framework of the Corporation's committee structure, responsible for setting the strategy and scrutinising the performance of the Centre and its activities.

## **Barbican Transformation**

We are investing in the future of our people and our communities, through a radical programme for change, called Barbican Transformation. This programme will bring together three parallel strands of activity, all of which have organisational transformation at their heart. Barbican Renewal will see a reimagining of our physical buildings, our dynamic EDI programme will deliver lasting cultural change, and the new Creative Vision will lead to a more inclusive, equitable and all-encompassing artistic programme for the centre going forward. More information can be found online [here](#).

## **Equity, Diversity & Inclusion**

We're committed to becoming an anti-racist organisation, which will not tolerate discrimination, bullying or prejudice. It's important that each and every person who works at the Barbican feels safe, valued, and respected. If we're alerted to any offensive, threatening, or intimidating behaviour – by either a colleague, audience member, or collaborator – we'll be quick and firm in addressing the issue. The Barbican is a place where everyone should feel they belong, a place where fairness and equity of opportunity exists; where creativity is encouraged, enterprise is supported, education is readily available, and artists can achieve their most ambitious projects. More information can be found online [here](#).



## The Barbican Centre Board

The Barbican Board currently consists of 10 elected Members of the Court of Common Council, and up to 10 external members, including the Chairman of the Barbican Centre Trust. Board meetings are held bi-monthly in person, in January, March, May, July, September and November. There is a Finance & Risk Committee and a Nominations Committee, for membership of which external members are encouraged to propose themselves. There are informal Board sub-groups around particular themes, and an annual Awayday of Board and Management. Its Chair is Tom Sleight, its Deputy Chairs are Tijs Broeke and Stephen Bediako (external).

## Terms of Reference

The formal terms of reference of the Board, delegated by the Court of Common Council, are to be responsible for:

- The strategic direction, management, operation and maintenance of the Barbican Centre, having determined the general principles and financial targets within which the Centre will operate;
- The appointment of the Chief Executive Officer of the Barbican Centre;
- The Centre's contribution to the City of London Corporation's key policy priority, 'Increasing the impact of the City's cultural and heritage offer on the life of London and the nation', viz: i) the provision of world-class arts and learning by the Centre for the education, enlightenment and entertainment of all who visit it, particularly through the delivery of its creative and cultural learning programmes; and ii) the provision of access to arts and learning beyond the Centre; and
- The creation of enterprise and income-generating support for the Centre.

## External Member: Purpose of Role

- To act as an external Member of the Barbican Centre Board, bringing independent judgement, creative thinking, strategic vision and a commitment to equal opportunity, diversity and inclusion, to bear on the decision-making of the Board in relation to the Centre.

Board members are appointed for a term of three years, with a maximum of three terms.



## Main Duties and Responsibilities

- To play a key part in creating the strategic direction of the Centre for the future;
- To bring appropriate specialist expertise and experience to the discussions of the Board;
- To drive increasing equality of opportunity for all in line with diversity and inclusion policy;
- To act as an ambassador for the work of the Barbican Centre, able to represent the Centre's aims and objectives externally;
- To attend regularly events, performances, and other functions that are part of the activities of the Centre;
- To support the Development and fund-raising activities of the Centre; and
- To ensure that the Centre operates the highest standards of best-practice governance.

The position of external Board member is voluntary and non-remunerated, though travel expenses for meetings will be reimbursed.

## Person Specification

Specific: current areas where expertise is sought are:

- International Arts Administration
- Artist practitioner

General: an individual serving on the Board should have:

- An active interest in the future development of the arts and technology;
- An awareness of current trends and issues in the performing and visual arts;
- An understanding of the Barbican's role as an international arts centre;
- A commitment to creative learning and outreach as part of arts and learning;
- A demonstrable commitment to equality, diversity and inclusion;
- Strong communication skills and an ability to contribute concisely to discussions;
- Critical listening, evaluation and problem-solving skills; and
- Ability to work with others and to contribute as the member of a team.

In line with best practice in the sector, all Members of Corporation Boards are required to sign up to a Corporation code of practice based on the Nolan principles of public life, and to complete a register of interests: details in this [link](#).



## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Barbican Centre Trust on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **PABDIC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Friday 10<sup>th</sup> June 2022**.

*\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## Photo Credits

P7 Walthamstow Garden Party in the Air, participants from Blackhorse Workshop, photo by Robin Sinha

P10 Noguchi, Installation view, Barbican Art Gallery, © Tim Whitby, Getty Images

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