



JOB DESCRIPTION	
Job Title	Head of Visual Arts
Department	Gallery
Grade	H
Location	Barbican Centre
Responsible to	Artistic Director
Responsible for	Direct reports: Senior Manager, Visual Arts Barbican Visual Arts Curators (4) Barbican Immersive senior team (2)

Context

As a uniquely important arts and learning centre, the Barbican presents artistic experiences across music, theatre, dance, visual arts and cinema that variously entertain, enable, enrich and educate our many audiences and participants. Our intention is to be a 21st century international Art Centre that champions equity and opportunity and explores new approaches to arts, education and enterprise.

The Head of Visual Arts will lead a new team which will bring together Barbican Visual Arts and Barbican Immersive (formerly Barbican International Enterprises). Barbican Visual Arts produces exhibitions, solo artist commissions and a public events programme encompassing contemporary and modern art, design, architecture, performance, film and photography, and collaborates with international partners on an exhibition partnership programme. Barbican Immersive produces experiential, interactive and multi-sensorial environments. These are primarily digital and technological experiences that include new commissions pushing the boundaries of interdisciplinary collaboration and which are co-produced with partners before touring internationally. Both programming streams are defined by rigorous research, telling new stories and the quality and uniqueness of their curation and installations.

Purpose of Post

This post is responsible for the artistic strategy and the overall programme of Barbican Visual Arts and Barbican Immersive, working with the Artistic Director and international stakeholders to present artistically ground-breaking exhibitions and events. The post-holder will be an advocate for the Barbican's programme and ensure a flourishing international partnership and touring programme. A leading member of Barbican's senior management team, their role will be informed by Barbican's commitment to equity, diversity and inclusion, as well as sustainability. They will build new audiences, generate income, and contribute to the development of Barbican's learning and social engagement work.

Main Duties & Responsibilities

Artistic

1. With the Artistic Director to shape the strategic direction of the Visual Arts programme at the Barbican, ensuring that all parts of the programme align with and complement each other.
2. To lead on the development of content and curation of a world class exhibition and visual arts programme in line with the Barbican's vision, as well as ensuring a distinctive vision for the Barbican within the London, national and international visual arts scene.
3. To lead on the programming strategy for Barbican Art Gallery and the Curve, and other spaces at Barbican and, on occasions, beyond, in consultation with the Artistic Director, ensuring that the curation of the artistic programme and the way in which we work are informed by our Equity, Diversity and Inclusion (EDI) strategy. To steer and nurture the development of individual exhibitions and projects with the relevant project teams, ensuring they are delivered to an agreed schedule, budget and standard of excellence.
4. To lead on the development of Barbican Immersive, working with the Artistic Director and the Barbican Immersive team to grow the business model and to support the transition to the new team structure with Barbican Visual Arts.
5. To work closely with the Senior Manager to ensure that projects are feasible and appropriately resourced and managed.
6. To develop international exchange - researching and assessing potential exhibitions internationally for their suitability and availability for Barbican exhibitions or collaborations, travelling as required, and through cost sharing with other venues to achieve more ambitious partnership exhibitions.
7. To maintain and build upon the Barbican's reputation and standing in the exhibition world, to foster good relationships with artists, artists' estates, gallerists, scholars, other museum professionals, designers, and architects.

8. To oversee the development of public programming to accompany exhibitions, working closely with the Head of Creative Collaboration and Learning and other Barbican colleagues.
9. To review and oversee the production of Barbican publications; negotiating and liaising with publishers, authors and Barbican retail.
10. To support the negotiation and contracting of all exhibitions, including securing key loans with national and international galleries and museums as well as private collectors.
11. To ensure that sustainability is integral to the work of the department and is reflected in the approach to programming.

Management and Finance

12. To work closely with the Senior Manager who is responsible for the effective and efficient running of the department, ensuring that all staff are appropriately supported and challenged, that they are skilled to undertake their duties and that they are working within agreed guidelines and legal requirements.
13. To manage the Senior Manager and the Curatorial and Barbican Immersive teams.
14. To work closely with the Senior Manager who manages the Operational team, ensuring that both teams are working effectively together on planning and project delivery.
15. To work with the Senior Manager to prepare and manage budgets for the department, keeping the Artistic Director and Finance informed of current and future forecasts, to comply with City of London financial regulations and to monitor and report budget positions on a regular basis, flagging any significant budget variance in a timely manner and taking appropriate corrective action.
16. To encourage a pro-active approach to fundraising, ensuring financial prudence within the department and leading on and contributing to maximising income and all related income streams (sponsorship, ticket sales, catalogue sales etc.) as well as supporting the raising of income and cost saving through partnerships and touring.
17. To build Barbican Immersive as a business, determining the strategy and developing new partnerships.

Cross Barbican working

18. To contribute to the artistic planning process in support of the Barbican's commitment to integrated arts programming, working collegiately with other art form Heads and programmers and the Collaboration and Learning team.
19. To contribute positively as a member of the Senior Management Team and present reports to the Board as required.

20. To ensure that the Gallery team communicates effectively with the rest of the Barbican Centre and the City of London on all aspects of its work.
21. Together with the Marketing and Media Relations teams, to ensure that marketing and media strategy reflects the programme appropriately.
22. With the Senior Manager to ensure effective liaison with the Development team on fundraising opportunities, and with the Finance team to support and develop income generation.
23. To work closely with colleagues in Collaboration and Learning, co-producing programmes, and developing and managing the Barbican's Safeguarding work and policies.
24. To contribute to the Barbican Renewal Project.

General

25. To contribute to, uphold and further the discourse around the values and ethos of the Barbican, especially in the ongoing EDI programme of work.
26. To actively contribute to and support the Barbican's anti-racist work, encourage inclusion and equity and be a champion for all our constituencies
27. To actively seek to implement the City of London's Equal Opportunity Policy and the objective to promote equality of opportunity in relation to the duties of the post.
28. To actively seek to implement the City of London's Occupational Health and Safety Policy in relation to the duties of the post and at all times give due regard to the health and safety of both themselves and others when carrying out their duties.
29. To undertake any other duties that may reasonably be requested appropriate to the grade



PERSON SPECIFICATION	
Job Title	Head of Visual Arts
Department	Visual Arts
Grade & Level	H Level: 4

Please find below the key skills and core behaviours required to undertake this post.

Professional Qualifications/ Relevant Education & Training/ Experience required (including budget holding experience (if appropriate).

- Excellent, proven management and leadership skills at a senior level (A), (I)
- Ability to work strategically and to work collaboratively with colleagues across the organisation (A),(I)
- An impressive track record of developing an innovative programme of exhibitions as well as of making exhibitions (A), (I)
- Knowledge and experience of the international visual arts scene having worked for at least one major arts organisation, with a strong art world network in the UK and abroad (A), (I)
- Educated to degree level or to have acquired equivalent experience in the art world with a good knowledge of and interest in modern and contemporary practices in all media (A)
- Substantial experience of dealing with artists, artists' estates, museums and galleries, collectors, gallerists and other arts professionals (A) (I)
- Awareness of, and commitment to the issues of equality and cultural diversity, with a track record of working with diverse artists and audiences (A), (I)
- Significant experience of managing complex budgets and balancing artistic requirements with commercial/income needs (A)

- Excellent negotiation skills with proven experience of negotiating loans from artists, collectors, galleries and museums (I)
- Experience of working in collaboration with other galleries or museums to develop and present exhibitions (A), (I)
- Excellent written and verbal communication skills with proven experience of presenting to board members, sponsors, donors and other stakeholders (A)
- Excellent IT skills with an understanding of current developments in digital art forms and the immersive arts (A)
- Willingness to encourage and support development initiatives in relation to fundraising (I)
- Proven financial/commercial acumen and experience of delivering financial returns on investment and developing sustainable business model (A)
- Experience of working with all forms of press and public relations media and ability to articulate and advocate for the programme (A)
- Experience of retail in an art gallery setting and other initiatives to generate and maximise commercial income (A), (I)
- Experience of writing or commissioning publications (A)
- The ability and willingness to undertake extensive travel and to attend out of hours functions as required (A)
- Ability to bring the following qualities to work: energy and creative vision, rigour, diplomacy, communication skills, interpersonal skills/bringing people together, managerial skills and a collaborative spirit (A), (I)

Other Relevant Information eg. working hours (if applicable)

- 35 hours per week,
- In line with Known Consigner regulations there is a requirement for a five-year background check for all Art Gallery Staff Members.