



<b>JOB DESCRIPTION</b>	
<b>Job Title</b>	Director for Arts and Participation
<b>Department</b>	Barbican Centre – Arts and Participation
<b>Grade</b>	J
<b>Location</b>	Barbican Centre
<b>Responsible to</b>	CEO, Barbican
<b>Responsible for</b>	<ul style="list-style-type: none"> <li>• Head of Music</li> <li>• Head of Theatre</li> <li>• Head of Visual Arts</li> <li>• Head of Cinema</li> <li>• Head of Creative Collaboration</li> <li>• Senior Curatorial Producers - Barbican Immersive</li> <li>• PA</li> </ul>

## **Background**

In 2022 the Barbican Centre launched a new purpose statement and values, following a period of organisational reckoning, reflection and disruption through and following the Pandemic. This was co-designed with the Barbican Team, Board and Charitable Trust and launched to support delivery against our priorities and goals over the next 5 years.

This is supported by a strategic roadmap, covering strategic themes of Audiences, Creative Ambition, our Building, our People, our Business and working in line with our values. We are now at a key point in the Barbican transformation journey and alongside the role of Director for Arts and Participation we are seeking to appoint a Director for Audiences and Director for Buildings and Renewal.

## **Our Purpose:**

Our purpose has been articulated as follows:

*“We are London’s Creative Catalyst for arts, curiosity, and enterprise. We spark creative possibilities and transformation for artists, audiences, and communities – to inspire, connect and provoke debate.*

*We are the place to be in this Destination City, where everyone is welcome. Our impact is felt far outside our walls and ripples beyond the experiences we offer – locally, nationally, and internationally”.*

## **Our Values**

Inclusive, Connected, Sustainable, Daring, Joyful.

## **Our Strategic Framework Goals:**

Excite and Engage audiences and communities.

Fuel creative ambition.

Invest in our people and culture.

Revitalise our place.

Build an enterprising business.

Working in line with our values.

## **Organisational Leadership**

This role is part of the Directors' Group and reports directly to the CEO. The successful individual will be a magnet for artists and supporters.

The Directors' Group at the Barbican is working together, across the organisation to deliver transformational change – across how we work with our artists and audiences, how we grow and diversify our audiences, how we change the culture of the Barbican, how we pursue creative ambition, looking after and developing our place, how we rebuild and leverage our business, and how we do all of this in line with our values. Each Director has a specific role and team, but all sign up to shared KPIs to deliver on our bold ambition.

## **Culture Fit**

The Director is to be a role model for working in line with our values and professional standards – to be a good leader of people as well as offering technical expertise in their field. They motivate, mentor, and align their team – taking time to nurture a healthy culture that is inclusive and sustainable. They share and celebrate success with their team. This is not a secondary purpose for the role – it is central to role and organisational success.

## **Specialist Leadership**

The Director for Arts and Participation will work collaboratively with fellow Directors and will provide visible leadership across the organisation. The postholder will bring passion and energy for the purpose and goals of the Barbican, and work to nurture voices that support the arts. They will be an enabler and an advocate for the industry, building connections at all levels to support the goals of the organisation.

This role will manage a group of highly talented individuals in their fields and will very much need to be able to draw on the best of this talent both individually and collectively. We are home to our Resident Company – the London Symphony Orchestra - and a number of Associate Companies. We are the London home of the Royal Shakespeare Company. This collective of people and companies makes for a wonderful foundation for any artistic leader to make their mark.

## **Purpose of Post**

### **Champion the Arts and the Barbican's Role within it**

- To be a magnet for Artists and supporters to work with the Barbican on delivering on our purpose.
- To act as enabler for the arts, championing the industry, and connecting within and outside the organisation.
- To stimulate energy and excitement about the Barbican's Artistic vision with programmes that capture the essence of our purpose and values.
- To bring and attract new supporters and potential donors to the Barbican.

- To take the Barbican's leading reputation to the next stage and bring our purpose of being "London's creative catalyst" to life.
- With peers in the Directors' group, jointly deliver the Barbican's Strategy, purpose, and values across the organisation.
- To nurture and encourage greater integration and co-ordination between the activities of the Barbican and the wider arts activity of the Corporation of London, providing the highest level of best practice, advice and expertise to support the aspirations of Destination City, the City's strategy to make the City the best place to work, rest, play and visit.

### **Artistic Leadership and Collaboration**

- To lead and work collaboratively with the Heads of Art Forms (Music, Theatre and Dance, Cinema, Visual Arts, Barbican Immersive and Creative Collaboration) to formulate, develop and communicate an inspiring, distinctive, and forward-looking vision for arts and participation for a new generation of audiences as well as for existing audiences.
- To champion and lead strategic programmes around purposeful programming, developing intellectual property, developing creative talent, collaborations and excellence in production.
- To bring innovation in creating a coherent, integrated plan for change and development across the art-forms and creative collaborations, developing local and international networks and relationships.
- To work closely with the Director for Audiences to diversify and grow our audiences at artistic programmes and activities.
- To provide visible leadership both internally amongst staff and externally in the industry in delivering a diverse world-class, relevant artistic programme within available resources, working in close collaboration with the Guildhall School of Music and Drama, resident and associate companies, and all relevant partners.

### **Equity, Diversity and Inclusion**

- To be active in work to support our EDI and anti-racism strategy and remove inequalities in the organisation and programme.
- To think and act creatively, facilitating diversity in artistic programming, including artists and audiences.

### **Organisational Leadership and Governance**

- To be an active member of the Barbican's Directorate and Management Team, contributing fully to its strategic development and decision-making across all areas of the organisation. Attend and contribute to Board and subcommittee meetings contributing papers as required.
- To attend and participate in City of London Committees and working groups as required.
- To enable distributed leadership, bringing out the best in the creative talent within the Barbican team, providing support, coaching and challenge, encouraging close collaboration, exchange of ideas and work with external partners, including international organisations and artists.
- To support, mentor, coach, lead and facilitate the creative talents across the Barbican Team, starting with the Head of Art Forms.

### **Main Duties & Responsibilities**

#### **1. Leading the Arts & Participation Programme**

- To lead the creation with colleagues of an outstanding vision to bring together the Barbican's art-forms and creative learning programmes into a coherent and integrated whole, in line with the international reputation of the Centre and its agreed strategic plan.
- To ensure the effective delivery of that programme in collaboration with the CEO, all Directors and the heads of the arts teams, ensuring buy-in from staff, Board, stakeholders and the wider community.
- To devise and deliver an arts programme within defined financial parameters
- To be the primary artistic voice for Barbican Renewal, deeply listening to all stakeholders but being prepared to make clear recommendations. This will include both new spaces and renewal of existing spaces.
- To champion and lead the growth of the Barbican Immersive business both in London, nationally and internationally
- To ensure the arts and participation teams work collaboratively to articulate the vision of the Barbican, leading on cross-arts initiatives to reach the widest possible audience.
- To ensure that equity and inclusion is at the heart of programming and that the arts and participation programme aligns with our strategic intent including through attracting new audiences and a diverse range of artists.
- To build strong collaborative relationships, partnerships, programmes, events and support talent development.
- Represent the Barbican widely as a local, national and international arts leader, using opportunities to advance its reputation in all arenas and to learn from best practice in the sector.

## **2. Fundraising**

- To create a close working relationship with the Director of Development to maximise the opportunities for fund-raising around arts and participation activities and build those into future planning. It is envisaged that this role will attract new prospects, donors and subsequently finance to help support the commercial and artistic ambitions of the Barbican.
- Together with the Director Group build close working relationships with key national and local partners including DCMS, Arts Council England, GLA, British Council, research bodies, academic institutions, local authorities and other local, national and international stakeholders and funders.
- To play an active role in meeting key stakeholders and speaking at events, inspiring them with the Barbican's vision for Arts & Participation and stimulate new sources of donation and fundraising.

## **3. Team Leadership and Management**

- To lead and inspire the staff in the teams for which the post is responsible, ensuring appropriate support, development and training for staff to enable them to achieve their full potential.
- To develop and maintain close relationships with the Barbican's Directorate and Management Team, and all associated companies and partners, to advance strategic input and collaboration, agreeing policies, staff location and collaborations.

- To support the Arts Heads of Department to prepare reports for the Barbican Board and often sub committees on a range of areas including the programme and artistic direction.
- To ensure that effective Health & Safety processes are in place for the Division, with particular focus on the technical teams in terms of physical health and safety but the entire team in terms of mental wellness.
- To ensure that the technical teams, managed by art-form Heads of Department, operate safely and efficiently serving the needs of both arts and commercial clients.
- To lead and work with colleagues on Arts Council funding and other kinds of funder applications, reporting and management where required
- To work with the Director for Buildings and Renewal to ensure a close relationship with other activities within the Centre and supporting delivery of the Strategic Goals.
- To support the internship, apprenticeship, and work experience programmes.
- To role-model the Barbican values, in a joint commitment to the organisation with the CEO and fellow Directors.
- To be a visible, passionate leader enabler and advocate for the arts across different groups demonstrating charisma, gravitas and collaboration.

#### **4. Financial and Risk Management**

- To proactively manage the finances of the Artistic Programme and Departmental Budgets leading on budget setting, income growth, risk management, resource prioritisation and agile business planning, and ensure strict compliance with budgets and targets, liaising with the CEO and Head of Finance on all financial matters.
- Ensure there is a managed process for all realised risks/issues controlling costs and outcomes.
- To support the Arts Heads of Department to monitor and manage risk for the Division in line with our Code of Ethics and to report to Board and Finance and Risk Committee as required.
- To comply with the City of London Financial Regulations and properly monitor and report budget outturn positions on a regular basis as required, including alerting the CEO and Chamberlains representative of any significant budget variance in a timely manner and taking appropriate corrective action.

#### **5. Activity and collaboration**

- To ensure the Barbican's programme promotes and improves equity and diversity for audiences, artists and the workforce.
- To ensure the widest possible dissemination for our programme including broadcasting, touring and supporting activities.
- To ensure the presence of new media and digital activities in the arts enabling the programme to reach the widest possible audience.
- To draw in interest internationally and build collaborative networks.

#### **6. Stakeholder Relationships and Communications**

- To work closely with a range of partners and stakeholders to deliver a world-class programme and to seek ways of maximising its impact for audiences – in the Barbican's venues, public spaces and beyond.
- To lead on the Centre's relationship with Arts Council England.
- To build relationships with key stakeholders in the City, City fringes, targeted boroughs and all partners relevant to the strategic direction of the Barbican

- To develop close relationships with the activities of other international arts bodies and organisations locally, nationally and internationally.
- To represent the Barbican and its arts programme on relevant internal and external bodies and to be a spokesperson and advocate for the arts.
- To bring greater awareness of the Barbican's impact, ambitions and achievements by use of all communication media and methods.
- To work closely with the City Corporation to achieve alignment of messages while respecting a different tone and outcomes.
- To lead an internal communications programme which promotes community, exchange, inclusivity and enthusiasm within the staff.

## **7. Other Duties**

- 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.
- To carry out any other appropriate duties, as directed by the CEO.
- Actively seek to implement the City of London's Occupational Health and Safety Policy 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.



<b>PERSON SPECIFICATION</b>	
<b>Job Title</b>	Director for Arts and Participation
<b>Department</b>	Barbican
<b>Grade</b>	J

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

### **Technical Skills / Professional Qualifications / Relevant Education & Training / Experience Required**

#### **Essential skills and experience:**

- A deep knowledge of, enthusiasm for, and understanding of the context and content of the Barbican programme and brand and its place in UK culture.
- A passion for, and wide experience and knowledge of international practice in the arts.
- Substantial experience of strategic leadership in the arts and participation arena with significant operational experience of an art form or multiple art forms.
- In-depth understanding of the balance between commercial, audience and artistic needs.
- In-depth understanding of and commitment to equality and inclusion in programming, audiences and workforce.
- Demonstrated experience in leading transformation or change and in confidently presenting to and engaging staff at all levels about change.
- Substantial experience of leading and motivating multi-disciplinary teams.
- Experience, credibility and commitment to developing access, knowledge and understanding within the performing/visual arts and creative learning.
- A high level of financial acumen with substantial experience of managing large complex budgets.
- Experience of working with funding bodies, corporate partners, trusts and foundations, and individual donors.
- Exceptional oral communication skills with experience of presenting across a range of stakeholders including to staff, Directors, Boards, artists and sponsors.
- Strong influencing and negotiating skills with the ability to act diplomatically whilst securing outcomes in the interest of the Barbican.
- Excellent interpersonal skills and the emotional intelligence to negotiate, evaluate and manage a range of priorities and stakeholders.
- In-depth experience of planning and managing projects involving collaboration with internal and external stakeholders.
- Experience of producing and commissioning arts projects.
- Substantial experience of managing and motivating multi-disciplinary teams

- Strong influencing and negotiating skills, and political acumen.
- A good working knowledge of social media and digital technology as a means of communication.

**Personal:**

- Values based leader with strong work ethic and ability to deliver in an often-high-pressured environment.
- A demonstrated team player, with a positive, inclusive and collegial leadership style with the ability to inspire, coach and motivate others to deliver excellent and efficient services.
- Integrity and strong ethical compass.
- Ability to build trust-based relationships.
- A clear understanding of ethics in relation to what we do and how we do it.
- A demonstrable commitment to equity and inclusion.
- Highly motivated, independent thinker able to exercise sound judgement and get things done.
- Able to take a big picture view and contribute to an executive team outside of own specialism, embracing change and leading by example.
- Ability to convey an infectious passion for the Barbican and its purpose.
- Ability to work at senior level without supervision and produce work of a high quality, establishing and achieving targets with minimum guidance to agreed deadlines.
- Having the humility, openness and transparency to show true leadership at all times, including times of crisis.
- Willingness to travel nationally and internationally from time to time as necessary.
- Commitment to an informed debate on the future of arts and culture in society.