



The Culture, Health and Wellbeing Alliance

DIRECTOR of the Culture, Health and Wellbeing Alliance

Part Time, 3 Days a Week

SALARY: £40,000 per annum pro rata

DEADLINE FOR APPLICATIONS: 25th March

INTERVIEWS: 25th April at The Thackray Museum, Leeds

The Culture, Health and Wellbeing Alliance and its alliance partners are committed to being an inclusive employer that welcomes staff members from a wide variety of backgrounds. Black, Asian and minority ethnic (BAME) people, as well as disabled people are currently underrepresented in leadership roles in the field of arts and health. We welcome and encourage BAME and disabled candidates to apply for this post. In compliance with the Equality Act, we offer a guaranteed interview scheme for disabled applicants who meet all the essential criteria.

Please submit a CV and letter of application explaining how you meet the person specification (maximum 1000 words) to alex@ahsw.org.uk by 25th March.

We welcome any general queries about the application process and would be pleased to provide the application pack in a different format, please contact Alex Coulter, Director of Arts & Health South West alex@ahsw.org.uk 07973345967

Job Description

The Director of the Culture, Health and Wellbeing Alliance will be an inspirational leader responsible for developing the organisation over the next four years, from its launch as a new Arts Council National Portfolio Sector Support Organisation to its establishment as an independent charity. The Director will have a strong track record of work in the cultural sector and experience of working successfully with health and social care. They will have passion, drive, commitment and integrity with a creative approach to problem solving and high level communication and negotiation skills. They will be enthusiastic about engaging with the many challenges that cross-sector working presents and be a passionate advocate for the benefits of the arts and culture for health and wellbeing.

Introduction

The Culture, Health and Wellbeing Alliance represents the merger of the National Alliance for Arts, Health and Wellbeing www.artshealthandwellbeing.org.uk and the National Alliance for Museums, Health and Wellbeing www.museumsandwellbeingalliance.wordpress.com to create a dynamic new sector support organisation that will build on our combined strengths. The Culture, Health and Wellbeing Alliance will support artists, creative practitioners, arts organisations, galleries, museums, other cultural institutions and those engaged in delivering cultural participation for health and wellbeing to learn from each other and raise awareness of good practice. Please contact alex@ahsw.org.uk to obtain a copy of the latest version of the Business Plan for a full description of the organisation's aims and objectives. The Business Plan is currently with Arts Council England prior to the issuing of the final funding agreement.

Our aim is that health and wellbeing is included in the core strategies of arts and cultural organisations, including museums. We want to spread the expertise of this area of work outwards from creative and cultural practitioners that specialise in and have expertise in culture and health work. We will support the practice and professional development of artists and cultural practitioners wishing to engage with health and wellbeing and raise the profile of the work within the wider arts and cultural community. We will ensure that CHWA becomes the go-to organisation for those who wish to engage with this area of socially-engaged practice but may be unfamiliar with it.

The culture, health and wellbeing field works with some of the most vulnerable and marginalised people either through ill health, poverty or personal and social circumstance; people who face emotional, social and physical barriers. The potential to reach diverse people in this field of practice is enormous. We will pro-actively support the diversification of the arts and health workforce to better reflect the diversity of beneficiaries and participants.

We believe that cultural engagement can make a major contribution to a healthy and health-creating society. Our goal is a shared ambition across the health, social care and culture sectors for achieving access to culture for all.

The merger of the alliances and the governance of the Culture, Health and Wellbeing Alliance is the responsibility of Arts & Health South West (AHSW), an Arts Council Portfolio Organisation: www.ahsw.org.uk. A member of the AHSW board will attend all Culture, Health and Wellbeing Alliance steering group meetings. The steering group will be made up of representatives from the nine regions of England and will guide the organisation through the first development year with the view to establishing a steering group that will take the organisation through to independent charitable status during 2019-2020.

The field of culture, health and wellbeing is vibrant and rapidly expanding in reach and profile. The recent publication of [*Creative Health: the Arts for Health and Wellbeing*](#) by the All-Party Parliamentary Group on Arts, Health and Wellbeing is generating a range of opportunities for progress at a national level. The Culture, Health and Wellbeing Alliance will play a crucial role in this, through advocacy and engagement with national issues and initiatives, but most importantly in mobilising and empowering the many practitioners and organisations working in the field. The Culture, Health and Wellbeing Alliance has a primary

focus on strengthening the regional infrastructure of support. The focus as a Sector Support Organisation is to encourage and support better networking, collaboration and partnership working and the dissemination of resources and delivery of training and learning events.

Director Role and Responsibilities

The Director will be responsible for delivering the Culture, Health and Wellbeing Alliance business plan as agreed with Arts Council England. In summary this covers:

1. Developing a strong alliance of partners.
2. Developing national and international opportunities for networking, conversation and debate, and showcasing excellent practice.
3. Developing and delivering regional events, training, activity and networks to strengthen the infrastructure across England.
4. Advocating for the work at a national level and support advocacy at a regional and local level.
5. Pro-actively communicating with a strong PR strategy.
6. Developing online resources to support the drive for excellence in the field and for knowledge exchange.

The Director will be a three-day post supported by a part-time Administrator and Events Coordinator (also 3 days a week). A Communications Officer will be shared with AHSW. The Director and Administrator and Events Coordinator will be employed by AHSW and supported by the wider AHSW team particularly in relation to financial management and accountability. The Director will report to the Director of AHSW, Alex Coulter, who will chair the Culture, Health and Wellbeing Alliance steering group through the transition to independent status.

The Director will be responsible for line managing the Administrator and Events Coordinator and appointing to this post will be a first task for the new Director. The Director and the AHSW Director will work closely together to ensure a smooth transition from the current Alliances into the Culture, Health and Wellbeing Alliance and to establish a secure basis for it to become independent during 2019-20 in order for it to apply for ongoing Arts Council NPO funding in 2021-22.

It is anticipated that the Director and Administrator and Events Coordinator will be based in the North of England. Although this will inevitably pose some challenges in working with the AHSW Director and Board, we feel that it will help to establish a national reach and profile for the organisation if a hub of activity can be established in the North. The posts are likely to be based in Leeds at the Thackray Museum with flexibility depending on who is appointed.

Person Specification

Essential Experience

- Experience of working in a leadership role in the cultural field
- Record of developing and implementing effective strategic plans and working in accordance with the objectives, timescales and budget of an organisation.

- Good track record of planning and delivering programmes in the field of arts and culture within a successful arts/cultural organisation or establishment. (e.g. within arts or arts and health organisations, museums, galleries etc.).
- Experience of working with the health and social care sector
- Proven experience of effectively supporting and managing staff, appropriate to the level of the role
- Experience of successfully working under pressure, with multiple demands and in a changing environment.
- Track record of successful management of budgets.
- Experience of building, developing and maintaining effective relationships with partner organisations and individual providers
- Experience of raising funds from diverse income sources such as public sector grants and contracts; trusts and foundations; sponsorship; individual giving

Desirable Experience

- Managing a membership organisation
- Managing events and training programmes

Knowledge

- A high level of cultural literacy.
- Knowledge of the field of culture and health and a wide range of areas of practice and research
- Knowledge of examples of best practice in the field of arts and culture for health and wellbeing.

Skills

- Effective team-working and collaboration skills - ability to work with team of staff in a collaborative way
- Organisation - high level planning and organising skills in order to produce strategic and operational plans, and manage multiple projects simultaneously
- IT - good level of IT competency, including demonstrable effective use of Word, Excel, Outlook.
- Understanding of the benefits and ability to use social media
- Empathic and social skills - in order to understand the perspective of others, respond to needs and expectations and build effective working relationships, e.g. with partner organisations, members, colleagues across the cultural sector and the health and social care sector.
- Influence - effective negotiating, influencing and persuasion skills in different contexts for example the ability to negotiate with commissioners in the health system and influence decision-makers in the arts and cultural sector.
- Communication – excellent verbal and written communications skills. Able to build networks, articulate the vision and mission of CHWA, and excel in communicating with the public, colleagues and stakeholders.
- Self-direction - ability to work on own initiative and without direction. Ability to structure own time, use initiative, prioritise effectively to deliver on the key goals set by the Chair and Steering Group

- Creativity and innovation - ability to think analytically and seek creative solutions to problems.

Personal Qualities

- Is articulate, dynamic and conscientious.
- Able to be flexible and adaptable
- Demonstrates positive leadership qualities.
- Has a personal commitment to engaging with the world of arts and culture for health and wellbeing.
- Has an excellent ability to network effectively and form positive relationships.
- Has passion, drive, commitment and integrity.

Qualifications

- Educated to degree level or the equivalent experience.