

# BALTIC



**Vacancy**  
**Head of Learning & Civic Engagement**

# Vacancy

## Head of Learning & Civic Engagement

---

<b>Job Title</b>	Head of Learning and Civic Engagement
<b>Salary</b>	£45,000 per annum
<b>Contract</b>	Permanent
<b>Deadline</b>	Sunday 17 May 2026

Baltic is recruiting an ambitious and values-driven Head of Learning and Civic Engagement to lead the next chapter of this work – shaping a multi-layered offer that combines formal education, youth voice, community collaboration, research, digital engagement and civic responsibility, and ensuring Baltic continues to be a place where creativity and learning belong to everyone.

<b>Reports to</b>	Director
<b>Direct reports</b>	Producer (Schools), Senior Producer, (Communities), Producer (CYP), Producer (Documentation, Library and Archive)
<b>Working hours</b>	37 hours per week
<b>Place of work</b>	Baltic Centre for Contemporary Art, South Shore Road, Gateshead, NE8 3BA
<b>Annual leave</b>	25 days plus Bank Holidays
<b>Benefits</b>	30% discount at Baltic's shop and discounted menu at Baltic's Café/Bar, Discount at Local Retailers, Pension Scheme, Employee Assistance Programme

### Job Purpose

As a member of Baltic's Senior Leadership Team / Strategic Management Group, the Head of Learning and Civic Engagement provides strategic, creative and civic leadership for learning, engagement and participation. The role drives ambitious, inclusive and high-quality artist-led learning and civic engagement practice that advances Baltic's mission, strengthens its public value and secures its position at the forefront of national and international engagement practice.

## About the role

As strategic lead, this role will include the overview of the whole programme; formal education initiatives, family programming and co-produced work with young people, projects delivered in collaboration with community partners, supervision of spaces in the building designed to support creativity and art-inspiration and the wider digital presence of Baltic's engagement, documentation and Archive.

You will be responsible for any research-led initiatives involving the team, its remit or participants and you will ensure data gathering and evaluation is effective; preparing reports and impact information relating to learning and civic engagement for the Board and external partners/funders as required by the CEO.

As a member of Baltic's Senior Leadership Team, you will advocate for learning and civic engagement within the wider organisation. You will need to understand and balance the needs of the department with that of the business and be able to spot opportunities and challenges.

The ideal candidate will be deeply committed to engaging people through creativity and culture. They will have well-developed interpersonal skills, strong organisational abilities and the capacity to lead. They will be a strong and supportive manager, able to motivate and empathise.

Learning and Engagement at Baltic Centre for Contemporary Art is thriving. Baltic's learning and engagement programme is connected, values-led, rooted in contemporary art and driven by a committed team of producers, artists, educators and partners. Placing creativity, access and belonging at its core, Learning and Engagement at Baltic supports people to explore, question and create – within the gallery, across Gateshead and the wider North East, and far beyond our walls.

Baltic is an iconic destination on the Gateshead Quayside, welcoming around 400,000 visitors each year and recently celebrating its 10 millionth visitor. Learning and Civic Engagement is central to this success. In 2025 over 105,000 people engaged with Baltic's learning programme, with 81,058 participants actively taking part in programmes in the gallery and offsite. From early years to adulthood, families, schools, young people and communities encounter art at Baltic as something active, relevant and alive. Our learning spaces hosted more than 128,000 visits, while free family programmes reached over 35,000 children and carers, and long-term work with schools, young people and communities continues to deepen impact across the region.

# Job Profile

## Head of Learning & Civic Engagement

---

### **Strategic Leadership and Organisational Role**

- Contribute fully to organisational leadership, business planning and advocacy alongside the Director and senior colleagues.
- Shape and deliver a clear, practice-led vision for learning and civic engagement aligned with Baltic's artistic, social and civic ambitions working closely with the Director.
- Champion equity, inclusion and access, with particular attention to communities historically underserved by cultural institutions.
- Act as a senior spokesperson for Baltic's learning and civic engagement practice locally, nationally and internationally.

### **Learning, Civic Engagement and Programme Leadership**

- Lead the development and delivery of ambitious, artist-led learning, engagement and participation programmes for diverse audiences, including communities, young people, schools, families and adults.
- Ensure programmes are of the highest quality, responsive to participant voices, and contribute meaningfully to Baltic's artistic programme and civic mission.
- Establish clear annual and multi-year plans that remove barriers to participation and diversify audiences and participants.
- Embed co-creation, consultation and partnership working as core methodologies.
- Maintain a research-led, reflective and innovative approach, contributing new models of engagement practice to the sector.
- Manage wider learning projects and programmes including for example Baltic Bridges (TBC) as required by the Director.

### **People, Team and Culture**

- Lead, manage and develop the Learning and Civic Engagement team, providing strategic direction, mentorship and support.
- Support our Freelance Artists team and link with Baltics Artists Development Programme
- Foster a positive, collaborative and values-led team culture that supports professional development and high performance.
- Ensure robust safeguarding practice for children, young people and vulnerable adults, working closely with colleagues across the organisation with Visitor Experience.
- Work collaboratively with Visitor Experience and wider teams to embed engagement thinking across the visitor journey with a specific focus on Front Room.

### **Partnerships, Advocacy and Civic Role**

- Develop and sustain meaningful partnerships with artists, educators, community organisations, funders and civic stakeholders.
- Champion community voices within Baltic and advocate for Baltic externally as a civic-minded cultural organisation.
- Represent Baltic in professional networks, conferences and sector initiatives.
- Contribute to local, regional and national conversations about the social role of contemporary art and culture.

### **Evaluation, Impact and Learning**

- Provide strategic leadership on evaluation, impact and learning across all engagement activity.
- Ensure robust qualitative and quantitative evaluation frameworks are in place.
- Analyse, summarise and report on impact for internal learning, governance and external stakeholders.
- Use insight and data to inform strategic development and continuous improvement.

### **Financial and Resource Management**

- Set and manage budgets for learning and civic engagement activity, ensuring effective use of resources.
- Contribute to income generation, fundraising and development opportunities in partnership with the Development Manager.
- Ensure financial planning supports sustainability while maintaining artistic and civic ambition

# Person Specification

## Head of Learning & Civic Engagement

---

### Essential Experience and Skills

- Significant experience leading learning and engagement programmes within the cultural or contemporary arts sector.
- Proven success in designing and delivering artist-led, inclusive engagement programmes with diverse communities.
- Strong people management skills, with the ability to lead empathetically and decisively.
- Experience of evaluation, reporting and demonstrating social and artistic impact.
- Experience of budget management and contributing to fundraising or income generation.
- Excellent communication, advocacy and relationship-building skills.
- Strategic thinker able to balance multiple priorities while maintaining clarity of vision.

### Knowledge and Attributes

- Deep understanding of current issues, opportunities and best practice in learning, engagement and participation.
- Strong commitment to equity, diversity, inclusion and civic responsibility.
- Interest in and enthusiasm for contemporary art and artistic practice.
- Creative, resilient and collaborative leadership style.

### Desirable

- Degree-level education or equivalent professional experience.
- Experience working within contemporary visual arts organisations at a senior level.

# About Baltic

Since 2002, Baltic Centre for Contemporary Art has stood as an iconic landmark and much-loved gallery, on the Newcastle Gateshead quayside. We are the largest art gallery in the UK without a permanent collection, free to access and receive over 400,000 visits each year. Baltic boasts four galleries, community spaces, library, sensory room, cafe, shop and rooftop restaurant, and breathtaking views of the Quayside.

We capture the public's imagination with our dynamic mix of awe-inspiring exhibitions, community gatherings, and opportunities to learn. Baltic's daring exhibition programme focusses on new work, platforming local, national and international artists through twelve annual commissions. We have exhibited over 850 artists from 78 nationalities, including world renowned names Martin Boyce, Antony Gormley, Yoko Ono, and Jenny Holzer.

Baltic inspires the next generation of artists by empowering children and young people to experience art, create art and enhance their confidence, skills and wellbeing. We build lifelong engagement, creating clear stepping stones from early engagement with young people via local schools, to supported opportunities and pathways into creative careers. 29% of our visitors are aged below 24, and 41% are Family groups.

Baltic is supported by Arts Council England, Gateshead Council and Northumbria University. We generate earned income through our commercial activities including Baltic Shop, venue hire, donations and catering outlets.

## Our Values

**We value listening:** A listening organisation is a relevant organisation. We create positive impact by understanding and responding to the needs and motivations of our audiences and communities.

**We value accountability:** An accountable organisation is transparent and rigorous. We build trust by behaving with honesty and integrity.

**We value courage:** A courageous organisation is bold and takes risks. We platform progressive and thought-provoking ideas and practices.

**We value equity:** An equitable organisation values equality, inclusion and diversity. We champion equity and challenge racism and prejudice.

**We value sustainability:** A sustainable organisation is resourceful and environmentally conscious.