

BALTIC



Vacancy

Director of Development & Enterprise

Vacancy

Director of Development & Enterprise (DDE)

Job Title	Director of Development & Enterprise (DDE)
Salary	£70,000 - £75,000
Contract	37 hours per week
Location	Baltic Centre for Contemporary Art, Gateshead, NE8 3BA
Deadline	7 July 2025 12:00pm BST

Baltic is a large must-visit art gallery and an iconic destination on the Gateshead quayside. We offer a warm welcome to 400,000 visitors each year and have just received our 10 millionth visitor.

The DDE is responsible for leading Baltic's income generation strategy across trading activities, brand partnerships, sponsorship, trust fund applications, customer retention and engagement all aligned with the vision and values of the charity.

You will develop commercially viable opportunities that generate public value and contribute to Baltic's long-term sustainability. This includes designing and delivering the next phase of our Enterprise and Development Plan, shaping how Baltic evolves its business model for increased impact. Alongside the CEO and Chair, you will support Baltic's Endowment (Launching October 2025, already with committed funds) and £10m Capital refurbishment programme (currently RIBA stage 3).

Reports to:	Director/Chief Executive Officer (CEO)
Working hours:	37 hours per week
Place of Work:	Your usual place of work will be Baltic, South Shore Road, Gateshead. The successful candidate must be based in the North East within three months of accepting the role.
Annual leave:	25 days plus bank holidays pro-rata
Benefits:	30% discount at Baltic Shop, discounted menu at Baltic Kitchen, 10% off standard rooms & food at Malmaison Hotel Newcastle, Discount at local retailers, Employee Pension Scheme, Employee Assistance Programme

About the role

Baltic Centre for Contemporary Art is entering an exciting new chapter, and we're looking for a passionate and strategic Director of Development and Enterprise to continue to shape our future income generation. Over the past five years, Baltic has undertaken a bold transformation of its business model, rooted in creativity, sustainability and a commitment to shared values. This journey has brought impressive results—our turnover has increased, return on investment in development has grown significantly, and we've brought trading in house to connect with our development partnerships.

Baltic stands in a strong financial position, having reduced public funding from 60% to 48% while staying true to our mission, vision and values. We trade with a shared wealth philosophy, ensuring our commercial success directly supports our artistic programme and community reach. As our new Director of Development and Enterprise, you'll join a supportive and innovative team, ready to explore new possibilities, deepen partnerships, and drive lasting, positive change.

Candidates must have eligibility to work in the UK. Baltic is committed to the goal of building a diverse workforce. We are inviting people with different skills, experiences, backgrounds, gender, orientation, and neurodiversity to apply for all job opportunities.

Job Profile

Director of Development & Enterprise (DDE)

Key Outputs and Accountabilities

- To lead the growth of Baltic's income generation enterprises, including identifying fundraising, individual giving, sponsorship and commercial opportunities and maximizing profitability through an innovative approach and a socially responsible entrepreneurial attitude.
- This post will also form a key third role in our Directorate Senior Executive team alongside the CEO and COO and represents a new structure for Baltic reflecting our shifting business model as we forge a strong recovery from the pandemic; one that still maintains challenge and opportunity as we enter a new 5 year planning period on a strong foundation following significant change over the last four years.

Income Generation & Enterprise Development

- Lead teams and implement Baltic's business plan, budgets and action plans across fundraising, trading, partnerships, and commercial activity to ensure long term viability.
- Set and meet income targets across all revenue streams, ensuring alignment with Baltic's cultural, social, and environmental mission ensuring ROI.
- To ensure the highest reputation and ethical standards of Baltic's enterprise activities including fundraising individual giving, sponsorship, corporate social responsibility, brand partnerships, retail, hospitality and digital.
- Maximise the assets of the Trust (knowledge, skills, expertise; location, venue, archive, Continuing Professional Development, training); and Enterprise & Trading (Retail – shop and online, Higher Education Partnership, Hospitality, Weddings, Corporate support, F&B, Development and Social Value contracting).
- Secure partnerships and initiatives to extend reach and impact as well as continuously enhance levels of customer satisfaction and engagement.
- Oversee the forecasting, monitoring, and reporting of key income generation and social value performance indicators, and take responsibility for budgeting, cost monitoring, and financial control using Sage Intacct and Power BI.
- Strategically utilise CRM (salesforce) across departments and inform data management policies that identify present and potential prospects and markets to grow and maximise business and commercial performance.
- Maintain awareness of sector trends and gather intelligence to improve performance.

- Lead on commercial partnerships and ensuring that contractual agreements are negotiated to best commercial advantage (including SIX restaurant partnership).
- Ensure robust financial systems in partnership with the Finance Team and provide reporting for Board meetings and committees.
- Research funding sources and complete proposals to increase funds aligned to the Enterprise and Development strategy.

Strategic Leadership

- Design and implement a detailed Trading Business Plan and Income generations plans in close collaboration with the Head of Trading.
- Build strategic and thematic partnerships aligned with Baltic's mission to generate new income.

Digital & Asset Development

- Developing the potential and scope of our digital assets informed by our artistic and education programmes for e-commerce in collaboration with the Head of Learning.

Trading Operations Management

- Leading the Baltic Trading Company and manage contracts with catering providers, in collaboration with our Head of Facilities.
- Report to the Trading Board (4pa) e on trading activity, providing regular financial reports and work strategically with the Chair.
- Report to Baltics Finance and Audit Committee (3 pa) and work strategically with its Chair.

Sustainability & Ethical Standards

- Ensure income generation strategies uphold high ethical standards and promote environmental sustainability.
- Support ethical procurement and local sourcing, ensuring all enterprise strategies align with sustainability values.
- Embed carbon considerations and social value across all enterprise activity.

Partnership Development

- Develop productive synergies relationships with corporate members and private sector partners aligned with Baltic's mission (providing appropriate support and challenge).

- Establish good working relationships and collaborative arrangements with private sector companies aligned to Baltics mission and identify opportunities for new public and third sector partnerships working closely with the Director and COO.

Team Leadership & Management

- Line management of Head of Finance, Head of Trading and Development Manager, Head of Communications.
- Empower team with clear objectives, performance metrics and delegated financial authority.
- Approve expenditure within delegate authority to team members as appropriate and in line with agreed Baltic protocols.

Financial Oversight

- Managing financial sustainability of the organisation working closely with the Director and Head of Finance.
- Collaborate with the Director and Head of Finance in setting annual budget, staffing costs and income targets.
- Ensure a comprehensive budgeting and financial management system is in place, with responsibility for regular reports to Finance and Audit Committee and Board Trust working closely with the Head of Finance.
- Overseeing annual finance audit with charity SORP compliance with Head of Finance.
- Responsibility for maximising Exhibition Tax Relief and VAT in collaboration with Head of Finance.

Person Specification

Director of Development & Enterprise (DDE)

Qualifications

- Educated to a degree level or equivalent within associated disciplines of Arts, Community Development, Social Care, Politics or Management.

Knowledge and Experience

- A minimum of 4 years' experience of working in the social enterprise, cultural or voluntary sector in a leadership role.
- A successful track record in leading development role in comparable and relevant activities, demonstrating outstanding commercial acumen, and ability to achieve business growth and secure major gifts/sponsorship.
- Excellent financial management skills, including extensive experience of managing substantial and diverse resources.
- A passion for developing talent, developing yourself and others. Excellent and extensive people management experience.
- Organisational governance and working with boards/trustees.
- Sound knowledge of current issues and developments in policy and practice within the cultural and voluntary sector.
- Detailed understanding of partnership working within culture, health, social care and community contexts with third sector, public sector and private sector partners.
- Experience in setting commercial pricing, retention, loyalty and revenue management.

Skills and Aptitudes

- To be able to work under own initiative, and alongside the Director, provide clear decisive leadership that enthuses and motivates others in your teams.
- To have a high level of motivation and be able to positively promote Baltic through networking and building collaborative relationships with stakeholders to secure income and deepen engagement.
- To have effective written, oral, and social media communication skills that will reach a wide variety of audiences.
- To have experience of Data Protection and Customer Relationship Management systems.
- Demonstrated ability to identify, assess, and manage organisational risks, including experience preparing and presenting risk reports and mitigation strategies at Board level.
- Strategic and entrepreneurial thinker developing and driving new opportunities which are creative and realistic.
- To be able to translate broad strategy into outcomes and to ensure evaluation is carried out.

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 in the region of 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 Judy Chicago, Anthony Gormley, Hew Locke and Yoko Ono.

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, with 16% of our family visitors coming from Gateshead.

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.