Director of Enterprise and Public Value Role Profile
ROLE PROFILE
Director of Enterprise and Public Value

This is a dynamic and innovative new senior leadership position for BALTIC; one that situates our mission and values at the heart of our business model as we seek to utilise the arts to address key social and environmental challenges and support recovery from the pandemic.

This role is a ground breaking opportunity to support the leadership and transition of our sector and how we work as an art centre. We are focused on enabling positive social and economic change for our audiences and ensuring that BALTIC remains relevant and self-sustaining.

The post includes deputising operationally in the event of the Director’s absence.

Your work will align to ensure effective implementation of our ambitious Environmental Management Plan and draft target to reduce our carbon emissions by 50% by 2030.

We are focused on playing our full role as a civic organisation committed to enabling positive social and economic change through creative visual practices across diverse platforms and partnerships.

Closing Date: 23:59, Monday 31 May 2021
Purpose of the Post

As Director of Enterprise and Public Value you will:

Provide leadership to support BALTIC to generate commercial opportunities that help us self-sustain, leveraging our innate cultural assets, with civic responsibility at the heart of our objectives.

You will be responsible for developing and designing the detail of our Enterprise and Public Value Plan which will help inform and shape how BALTIC generates additional revenue.

Key responsibilities of the post are:

- Diversifying BALTIC’s income base in relation to its social and environmental mission and increasing the scope and diversity of generated income.
- Developing the potential and scope of our digital assets informed by our artistic and education programmes.
- Leading the BALTIC Trading Company including the management of our contract with Fresh Element our catering providers in collaboration with our Head of Facilities Management.
- Line management of Head of Finance, Head of Retail, Head of Facilities Management, and Business Development Consultant.
As a senior director you are managed by and will work closely with our Director (CEO) who is additionally responsible for line management of our Head of Curatorial and Public Practice, Head of Learning and Civic Engagement, Head of Communication and Digital Engagement, Head of HR and our Governance and Ethics Manager. The Director also line manages the Contemporary Visual Arts England Network (CVAN) National Director and CVAN North East Regional Director as part of BALTIC’s sectoral leadership responsibilities.

In partnership with the Director, you will ensure efficient and effective management of, and support for, the organisation’s business planning and income generation strategy.

With particular responsibility for maximising income from both the assets of the Trust (knowledge, skills, expertise, wisdom, archive, Continuing Professional Development, training, venue); and Trading (Retail – shop and online, Higher Education Partnership, Catering, Development and Public Value contracting etc) you will have experience of innovative approaches to creating public value impact through building dynamic and impactful partnerships across disciplines and sectors and developing new product innovations and solutions.

With the Director and Trustees, lead on developing and delivering an Enterprise and Public Value operational plan for BALTIC’s income in line with ethical and sustainable standards.
• Lead the organisation’s sustainability and Environmental Management Plan, working closely with the Head of Facilities Management and Director as appropriate.
• Ensure BALTIC’s income strategies, partnerships and processes transition to set the highest possible ethical standards in its supply line and procurement to specialise in local sourcing to contribute to community wealth building.
• Promote and develop BALTIC’s engagement with its members and sector to maximise engagement led practice. Ensuring we build productive collaborations and coproduction’s with our communities and private funding partnerships to address creative solutions to long term problems and emerging new urgencies.
• Promote and enhance the reputation of the visual arts in delivering public value including supporting our Business Development lead on creating an ambitious framework for evidencing social impact and public value through Corporate Social Responsibility and Third sector/Public/Private partnerships.
• Identify and develop income generating opportunities in line with BALTIC’s strategic objectives and organisational values.
• Develop effective and productive relationships with members, stakeholders, and partners
• Act as an advisor to the Board on all aspects of BALTIC’s Trading activity and provide all Trading and Financial reporting, including responsibility for Exhibition Tax Relief and VAT in collaboration with our Head of Finance.
Key areas of Responsibility

- Lead on Enterprise and Public Value delivery
- Develop and design a detailed Enterprise and Public Value Plan that aligns with BALTIC’s mission in close collaboration with the BALTIC’s Director.
- Ensure the effective implementation of agreed Enterprise and Public Value Plan.
- Establish and support strategic and thematic partnerships and projects to generate new sources of income aligned to our mission and articulated in an agreed Enterprise and Public Value Plan.
- Lead programme and project planning, development and delivery which address creative cross-discipline and sectoral working in support of the agreed Enterprise and Public Value Plan.
- Advocate for and on behalf of artists, makers, freelancers to ensure best practice in building profile and bringing unique practice and goods to market for utilisation through BALTIC’s platforms in collaboration with our Head of Retail.
- Establish good working relationships and collaborative arrangements with private sector companies aligned to BALTIC’s mission and identify opportunities for new public and third sector partnerships working closely with the Director.
Working with partners

- Lead and promote the development of constructive partnerships regionally and locally to meet our enterprise and public value aspirations and income generation needs engaging with the senior leadership team.
- Ensure BALTIC participates appropriately in all relevant aspects of partnership in a coordinated, effective and efficient manner, challenging other partners appropriately.
- Managing financial sustainability of all enterprise and public value activities
- 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 our Head of Finance.
- Research funding sources and complete proposals to increase funds aligned to the enterprise and public value operational plan.
- Approve expenditure within delegate authority to team members as appropriate and in line with agreed BALTIC protocols.
- Support Director in negotiation of strategic funding arrangements, contracts and service level agreements.
- To maintain and develop the BALTIC’s Risk Management Policy and Register.
Team Management

- Coach and mentor staff to develop a positive team environment which delivers against the strategic objectives.
- Ensure that the programmes and services developed to enhance our income contribute to the organisation's mission and reflect the priorities of the Board.
- Monitor the delivery of work streams and outputs to maintain or improve impact.
- Oversee the planning, implementation, execution, and evaluation of programmes as required.

In association with Senior Leadership Team:
- Share learning and experience that will contribute to achievement of organisational objectives.
- Deputise on operational matters in the Director’s absence.
Person Specification

Qualifications

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

Desirable

• Post graduate qualification in management.

Knowledge and Experience

A minimum of 5 years’ experience of
• Working in the social enterprise, cultural or voluntary sector in a leadership role.
• Managing individuals and teams.
• Managing organisational development and change.
• Income generation, managing contracts and budgets; financial management and reporting, bringing in new resources and innovative partnerships or business developments.
• Organisational governance and working with boards/trustees.
• Sound knowledge of current issues and developments in policy and practice within the cultural, independent, 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.
• Clear understanding of methods of influencing and communications in relation to public partners and politicians locally, regionally, and nationally.

Skills, Abilities 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 the wider voluntary and community sectors as well as other 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.
• To be able to problem solve by analysing issues clearly and to be able to respond to challenges with a strong focus on financial issues.
• To have strategic management skills that are forward-looking and flexible when considering new developments.
• To be able to work collaboratively with the Director to develop the vision, strategy and operational plan.
• To be able to manage change sensitively and effectively.
• To have an active interest in individual and organisational development that focusses on providing a high-quality programme and service.
• To be able to translate broad strategy into outcomes and to ensure evaluation is carried out.
Salary
£60-£65k

Place of Work
Your usual place of work will be BALTIC Centre for Contemporary Art, South Shore Road, Gateshead. You will be provided with your own small office pod.

Key Dates

Closing date for applications: 23:59, Monday 31 May 2021

Interviews:
First interviews will be held by zoom on Friday 4 June and Monday 7 June. We will contact all shortlisted candidates by close of play on Tuesday 1 June.

Second interviews will be held on Tuesday 15 June in person at BALTIC in Gateshead (subject to government guidelines permitting)

Start date: Within a maximum of 3 months of accepting offer.

Is this where you come in?
Do you want a role with clear social purpose and the ability to make a difference?
To work for an organisation with a values-led creative practice and a clear vision of the future?
To work with a highly focused and skilled senior leadership team committed to our communities locally and nationally?
For an organisation with international reach and relationships?
Within a culture of kinship and care?
Where, when we don’t get it right, we try to learn and do it better next time, whilst acknowledging taking risks and experimenting doesn’t always go according to plan!

How to apply
Please apply by following the guidelines on BALTIC’s Submittable by 23:59, Monday 31 May. Visit www.baltic.art/jobs and follow the link.

View BALTIC's Equal Opportunities Statement at www.baltic.art/jobs

Your personal details from the Submittable application and your responses to the Equality Monitoring Questionnaire will not be seen by the shortlisting panel.