



Metal

Metal



Chief Executive &
Artistic Director

Welcome

Thank you for your interest in joining Metal.

Metal is one of the foremost catalyst art organisations in the UK with a reputation for ambitious change-making through their creative work with artists and communities.

2022 is Metal's 20th anniversary. This is an incredibly exciting time to be joining Metal and an important moment for us to take stock of our achievements and look to the future. We are taking this moment as an opportunity to reinvigorate and consolidate our practice, re-doubling our commitment to creative justice and to artistic relevance. Our long standing Chief Executive/Artistic Director, Colette Bailey, who has been an instrumental force in our growth and development since our creation, has recently taken on a new role and we are now seeking someone to join us to lead Metal into our next stage of development.

You will join an impactful arts organisation at a pivotal moment in the history of the cultural sector. Alongside an experienced team of creative and imaginative people committed to the power of art to transform communities you will build on the incredible talent we have at Metal. Working with our partners, practitioners and funders you will lead our future growth, develop our practice and secure our long term future. You will continue to build our national reputation for exceptional creative collaboration, inspiring our regional teams and bringing a national coherence to our work.

You will be an ambitious and innovative leader with a deep belief in the power of the arts to transform communities. This will be underpinned by strong leadership skills and a successful track record of raising resources and effectively managing diverse income streams. You will bring exceptional people skills able to engage with a diverse range of stakeholders and above all else a generosity of spirit which enables creativity to flourish. If this sounds like you we'd love to hear from you.

Jude Kelly CBE
Chair



Background

Metal was founded in London in 2002 by Jude Kelly CBE, working with our former Artistic Director, Colette Bailey. We have been active in Liverpool since 2004, in Southend-on-Sea since 2007 and in Peterborough since 2012. In each place, we work from buildings of historic significance that we have transformed from empty or derelict spaces into vibrant cultural community hubs. From these bases, we work to provide the catalyst that can transform the potential of people and places through great art and inspiring ideas. We aim to shift perceptions, working in bold, unexpected and innovative ways, engaging with audiences who might not otherwise encounter new artistic work.

We support artists from the UK and overseas, working in all disciplines, at all career levels. We provide opportunities for emerging artists, host local, national, international and remote artists-in-residence programmes. We deliver intensive, week-long Culture LABs for peer-to-peer learning and exchange. Alongside this we build large-scale, ambitious projects that respond to the places where we work, taking inspiration from community, history and heritage, local stories and landscape.

"Metal is everything you hope an arts organisation could be. It's welcoming, engaging and nourishing for both the community it sits within and the artists it works with." – Artist Feedback

Our vision

We believe that artists can affect change in our society. Our central aim is to provide the environment and support to encourage artists to make confident new works that stretch their practice. We emphasise freedom to experiment and explore without pre-prescribed outcomes whilst encouraging conversation, collaboration and a sharing of knowledge across disciplines, communities and sectors. We work to ensure that this investment in artists and their ideas makes a real and lasting contribution to the wider social, political, educational, environmental and economic issues of the towns and cities where we work.

We believe the Metal Model and methodology is unique in the cultural landscape of the UK, offering a nimble, responsive, relatively low resource model that can provide the catalyst for artist led, cultural development in places that are currently underserved by the arts. In these places our methodology can build engaging ideas from the starting point of the people and place itself. We have been practising and refining this model for nearly 20 years. Our model relies on strong and strategic partnerships including direct support and collaboration with our local authorities.

Key characteristics & aims

- We put the development of artists and their ideas at the heart of our buildings and at the top of our agenda.
- Our buildings are deliberately domestic in feel, flexible in their use and can be public or private as programme and activity demand.
- Our public programme is far ranging and can happen in any place/space. We take work to audiences, rather than expecting audiences to always come to us.
- Our relationship with our stakeholders is multi-faceted. Creativity, ideas and expertise are found across all walks of life and at all ages. The most impactful and relevant work comes from building strong connections and exchange across all the different parts of our communities and place.
- The Metal model has a relatively low resource level and overhead – yet it creates high impact, mass participation and visibility in the neighbourhoods, towns and cities where we work.
- After nearly 20 years of operating and developing this model, we have tried and tested transportable methodologies – and a growing set of case studies and evidence base.
- We work towards our vision by:
 - Supporting artists, strengthening their practice and amplifying their voice.
 - Bringing creative thinkers from all sectors together.
 - Offering local and global perspectives through creative projects to stimulate curiosity and opportunities to learn.
 - Showcasing, developing, delivering and disseminating successful projects and events.

"It won't be an exaggeration to say that the residency was a life-changing experience for me. Kindly put in a place where all I had to care about was my craft. I've found the courage to explore new techniques that took me somewhere I've never been before artistically." – Artist Feedback

Our spaces in three UK locations

In each place, we work from buildings of historic significance that we have transformed from empty or derelict spaces into vibrant cultural hubs. From these bases, we work to provide the catalyst that can transform the potential of people and places through great art and inspiring ideas.

Metal produces an exciting programme of international/UK artists in residence, artist development labs, eclectic dinners, plus a wide range of social events, education programmes and creative projects, all designed to encourage the participation of local people and communities.

Southend-on-Sea

Metal renovated the previously unused Chalkwell Hall in 2007, to become our base in Southend-on-Sea. The four storey, Grade II listed Georgian building sits within the grounds of the much loved Chalkwell Park in Southend on Sea. Metal commissioned award winning architect Bill Dunster of ZEDfactory and visual artists Ackroyd & Harvey to work together in turning the building into a low carbon space for artists-in-residence, events and creative conversation.

Peterborough

Metal's Peterborough home is Chauffeurs Cottage, the original gatehouse property at the entrance to the impressive Peterborough Cathedral and what were, once, its grounds. The house, which until 2011 had been largely unused, has been renovated by Metal in partnership with Peterborough City Council and now provides a welcoming, stimulating, and comfortable space for artists to create, show and make work in partnership with the wider communities of Peterborough.

Liverpool

In Liverpool, Metal work from the iconic buildings of Edge Hill Station, the oldest active passenger railway station in the world. The original 1830s buildings now serve as a cultural and creative hub for artists and the surrounding neighbourhoods, carrying on the building's proud history of innovation and creativity.

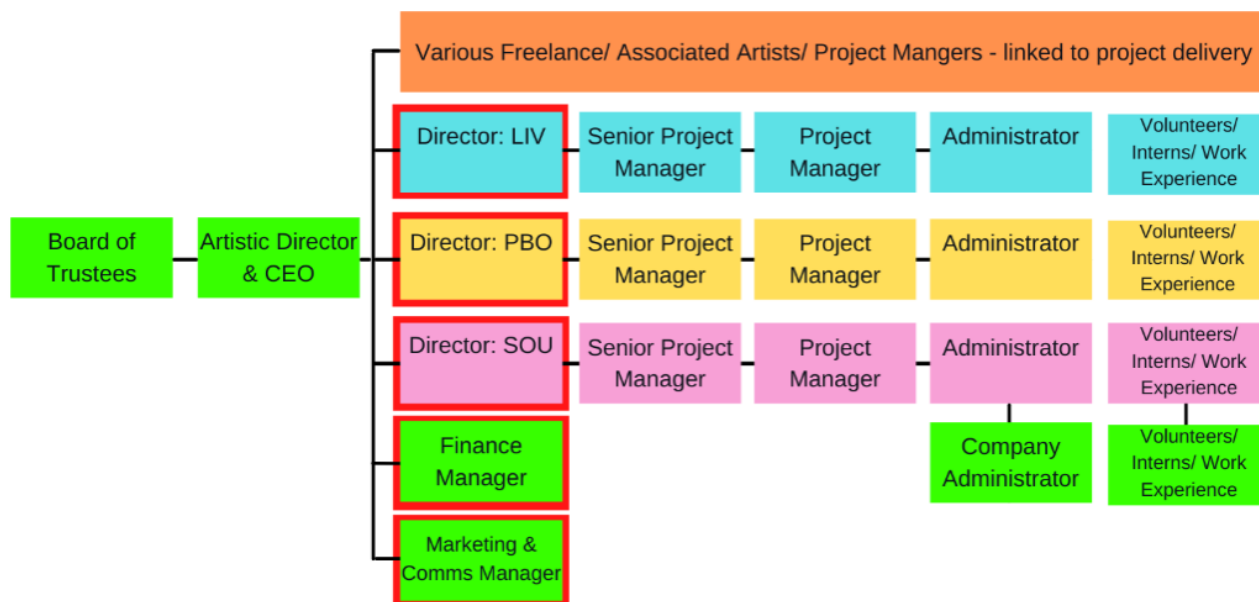
Metal believes that artists can affect change in our society, and to this end Metal Liverpool acts as a catalyst for art and artists to create innovative societal change. It is our goal to bring creative imagination and ideas to the neighbourhoods of Edge Hill, Kensington, Wavertree and Toxteth, creating a positive impact for the people living there.

"What you have done for this city is incredible. You've put culture firmly at the heart of this place. What a transformation the city has undertaken. It's different now. It's amazing now. We all live in a new city, and none of this is an overstatement. It's all felt and seen by every one of us. It's appreciated so very much by all of us." – Audience Feedback

Organisational Structure

Key:

Liverpool	P'boro	Southend
Umbrella	Freelance	SMT



Board of Trustees

To learn more about our Board of Trustees, [click here](#).



"This journey with Metal has been profound. Being given space to develop my voice and experiment with my practice in a supportive and nurturing environment has impacted on my sense of how I want to work and exist in the arts in the future." – Artist Feedback

Job description

Job title: Chief Executive & Artistic Director

Accountability: Chair and Board of Trustees

Role purpose

The Chief Executive & Artistic Director will lead the organisation, and set the strategic direction, working alongside the programme teams in Southend-on-Sea, Peterborough and Liverpool. This role will oversee the creation of business and development plans to deliver the artistic and creative strategy for the organisation and turn that vision into resources. The CEO /AD is responsible for ensuring that the organisational structure, skill-sets, processes and responsibilities all work together to deliver our overall vision.

The CEO/AD reports to the Board and is the lead relationship manager for Metal engagement with funders and stakeholders, including Local Government and Arts Council England. They will set the strategic vision and direction for Metal, in partnership with the regional programme directors. The postholder also oversees the day-to-day management of human, financial, administrative and capital resources, and holds overall responsibility for ensuring the long-term sustainability of the organisation. In collaboration with the regional directors, the CEO/AD implements the organisation's artistic vision and programme and together they ensure that Metal maintains and develops its position as a centre of excellence committed to the development of artists, audiences and places.

The role is also responsible for ensuring effective communication, internally and externally, providing a focus for the articulation of Metal's mission in the context of a changing cultural landscape. The role will lead the organisational business planning for the next period of NPO funding responding to the new Arts Council's 'Let's Create' strategy; and make the case for sustained investment from our local authority partners.

The successful candidate will be a dynamic, entrepreneurial and creative individual, with the drive, experience and excitement to lead a multi-site organisation of this scale and calibre, maintaining and building its reputation and key role in the arts sector.

Metal is committed to the dismantling and eradication of institutional and societal racism, as well as the wider inequalities experienced by marginalised groups. We are looking for candidates who reflect the diversity of the country today to help us shape our work to make it more relevant. We therefore strongly welcome applications from those currently under-represented in the sector including those from Black, Asian and minority ethnic backgrounds, D/deaf, disabled, neurodivergent, working class and LGBTQI+ people.

Strategy and Governance

- Inspire the whole Metal team – Board, staff, volunteers, partners and funders – to achieve our artistic, social and organisational mission.
- Lead an exceptional team, ensuring all team members have the skills, resources and motivation required to deliver their individual briefs to the best of their abilities. Oversee the recruitment, line management, appraisal and professional development of staff.
- Be the main point of contact with, and responsible to, the Board, managing all reporting procedures.
- With the Chair and Company Administrator, manage and support the agendas for Board meetings.
- Ensure the organisation fulfils its mission and legal obligations, including with the Charity Commission, Companies House, for Data Protection (GDPR), Health & Safety, Safeguarding Responsibility, Employment Law and staff well-being.

Financial and operational

- Lead and be responsible to the Board for the financial and operational health and sustainability of the organisation.
- With the Finance Officer, prepare financial projections and reports for the Board, ensuring that income and expenditure is managed in line with these.
- Ensure a detailed and viable Business Plan and budget are in place, working at least 12-18 months in advance to allow clear planning for each programme and project.
- Ensure sufficient inclusive and relevant resources (human, material and financial) to operate effectively and responsibly.
- Ensure excellent management of all legal aspects of the running of the organisation, including charitable, company, HR and operational requirements.
- Lead on maintaining existing and developing new funding and income relationships from public and private sources.
- Manage our accountability to, and relationships with public and private sector partners including Arts Council England; our partner Local Authorities in Southend, Peterborough and Liverpool; Trusts and Foundations; venues, companies and key partners and supporters.

Artistic

- With the regional directors and wider teams, set the creative direction for the organisation. Building on the achievements of the past 20 years, you will propel Metal to the next phase of its life.
- Maximise the opportunities for cross-site working through shared programme and national projects.
- Ensure that artists development, creative learning, community engagement and place shaping strategies are at the heart of the organisation's work.
- Celebrate and champion diversity and the voices of marginalised artists and communities, ensuring physical, financial and attitudinal access across all activities.
- Ensure that we make progress as an organisation and in our contribution to the sector in building inclusion and representation across all our work.
- Oversee the delivery of the year-round programme.
- Work with key stakeholders (Board, funders, partners, communities and the staff team) to gain buy-in to, and participation in, the vision.
- Secure funding and gain advocacy for this vision and its accompanying delivery plan.
- Build collaborative partnerships with other arts and creative organisations that will enable Metal to expand its artistic ambitions and share its resources locally, nationally and internationally.
- Act as the chief spokesperson for all aspects of Metal.

Advocacy and communications

- Be the public face of Metal.
- Position the organisation as a leader in its field.
- Seek opportunities to promote and build partnerships for the organisation nationally and internationally.
- Provide contribution to policy, practice and influence, especially in relation to social, economic and cultural values.
- Ensure the organisation is presented in an appropriate and professional manner in all contexts.
- Oversee the development and implementation of a marketing and communications plan for the organisation and its activities.
- Maintain and develop effective networks and relationships with new and existing funders, supporters and stakeholders.

Knowledge and experience

- Demonstrable leadership experience at a senior level preferably in the Arts.
- A successful track record of raising resources and effectively managing diverse income streams.
- Experience of good organisational governance and working with a Board of Trustees.
- An understanding of why artistic research and risk-taking are essential for innovation.
- Understanding of managing and maintaining ongoing relationships with statutory funding partners, ideally a National Portfolio Organisation relationship with Arts Council England.
- Understanding of managing a Registered Charity and Company Limited by Guarantee.
- Understanding of Metal's activities and the role of socially engaged arts practice in developing a sense of place and personal/collective meaning.
- An understanding and experience of working regionally across multiple sites.

Skills and abilities

- Excellent team builder with good interpersonal skills.
- Demonstrable ability to translate strategic objectives and ideas into effective delivery and operational management.
- Ability to be a persuasive communicator and spokesperson for the organisation, artists and wider sector through written reports, public presentation, interviews and in social media.
- Demonstrable ability to foster co-learning and knowledge sharing across both internal and external relationships.
- Excellent people and interpersonal skills, especially the ability to establish effective and positive relationships with a wide variety of people, stakeholders and diverse organisations.
- Ability to multi-task and manage a complex mix of sites, teams and programmes.
- Highly organised approach to work.
- Excellent written, verbal and communication skills.

Personal style and attributes

- A visionary and inspiring leader.
- Creative flair with a supportive and empowering leadership style.
- A pioneering spirit and entrepreneurial zeal.
- Commitment to the principles and actions of equality, diversity and anti-racism across all aspects of work.
- A commitment to the development of diverse artists and audiences in areas of low cultural engagement.
- Flexibility and responsiveness to the constantly changing cultural environment.
- An artist-centred approach to nurturing talent and supporting the development of projects.
- Strong commitment to hospitality, generosity, access and care for artists, audiences and the wider public.
- A positive attitude and a can-do approach.

Terms of appointment

Salary:

Circa £65K per annum, dependent on experience.

Status of post:

Permanent employee (probation period of 3 months).
Job sharing will be considered.

Holidays:

25 days paid holiday per annum plus bank holidays (currently eight per year).

Pension:

Workplace Pension Plan with 3% company contribution.

Hours:

This is a full-time post assuming a minimum of 37.5 hours per week, including regular evening and weekend work and travel within and outside the UK. Standard office hours are from 9am - 5.30pm Monday to Friday, although this role has a large degree of flexibility and evening and weekend hours, at times, are essential.

Start date:

At earliest availability and no later than September 2022.

Base:

The successful candidate has the option of being based at any of our three sites (Edge Hill Station (Liverpool); Chauffeurs Cottage (Peterborough); Chalkwell Hall (Southend on Sea). Remote working is possible, but regular site visits would be required.

Relocation:

A relocation package is negotiable to support a permanent move to the area.

Notice Period:

Three months.



How to apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Juliet Brown on juliet.brown@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/metal-ce/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date:

Friday 1st April 2022

Preliminary interviews with Starfish:

w/c 11th and 18th April 2022

Interviews with Metal Culture:

w/c 2nd May 2022

