



Lisette Auton, Writing the Missing.
Image by Kev Howard



JOB PACK

CULTIVATING SPACES FOR EXTRAORDINARY ARTISTS

Appointment of Artistic Director / Chief Executive Officer
Deadline for applications: **10am, Monday 16 January 2023**



Alistair Gentry, 25% (Rectification).
Image by Brian Roberts

"I wanted to write to say how much your advice, guidance and gentle (but effective) persuasion has transformed my world. It really has. I literally wouldn't be on the path I am now without you ..."

DASH artist mentee

Welcome from our Chair



Thank you for your interest in the role of Artistic Director and Chief Executive Officer at DASH. As we prepare to begin a new chapter, this is an incredibly exciting time to join our remarkable Disabled-led organisation and take the lead on defining our creative and strategic direction.

To date, DASH has chalked up two decades of important work with representation and collaboration at our heart. From programmes for Young Disabled Artists through to shaping strategic roles for Disabled curators, our work has helped to support Disabled people at all stages of a creative practice.

We've built inspirational and long-lasting partnerships with some of the UK's leading galleries and museums, fostering leadership and confidence in working with Disabled, d/Deaf and Neurodivergent artists and arts professionals.

As we look ahead to our third decade, the need for DASH's work remains urgent. Disabled people remain significantly underrepresented as audiences, participants, creatives, and decision-makers across the arts and creative industries. With increased investment from Arts Council England over the next three years, DASH is in a prime position to step up our efforts to tackle the causes and symptoms of this systemic inequality. The opportunity for creative growth under the leadership of a new Artistic Director/CEO is significant, and together we can make more of a difference in the communities we serve.



With the departure of our longstanding Artistic Director, Mike Layward, we are looking forward to welcoming a new leader to our organisation. Together with a committed board and a talented team, our new Artistic Director/CEO will be supported to build upon our proud track record and make their own mark as a driving force for ambition and change in the sector.

We are open to discussions about new ways of working with the Artistic Director/CEO role with scope for job share applications and a commitment to flexible working, ensuring that all individual access needs are met and enabling the successful candidate(s) to achieve to the best of their abilities.

Within this document you will find background information about the organisation, job description, person specification and information about how to apply. If you would like further information or an initial conversation, please do get in touch with me. My email is chair@dasharts.org or call me on **07770 787 725**.

Thank you for your interest in DASH and the work we do - we hope you will consider joining us and we look forward to hearing from you.

Craig Ashley
Chair of DASH

Alice Quarterman, Untitled: Why Are You Writing That Down? I Said It's Untitled.
Image by Abigail Tinnion



About Us

DASH is a Disabled-led, visual arts charity with a vision for a world where Disability Art is equally valued. Our mission is to affect sector change, removing barriers to access and establishing Disability Arts practice as mainstream. Our activities aim to tackle systemic inequalities to create space for extraordinary artists to work and be heard.

Talent development is core to what we do, supporting Disabled, D/deaf and Neurodivergent people to develop and express their creativity. Our programmes range from high profile commissioning and curatorial development to mentoring and training for those aged 18 and over. We provide access support, ensuring Disabled artists and arts workers can apply for funding without disadvantage.

DASH started in Shropshire in 2001 and over the past 20 years we have grown to occupy a unique position in the visual arts ecology at the national level. We

bring valued insight and expertise to advise arts organisations on access and Disability Arts practice, and through embedded partnerships we create defining opportunities to help make a more diverse, accessible, inclusive sector.

DASH is overseen by a committed Board of Trustees, with a small team of 5 people led by the Artistic Director/CEO and supported by freelancers and volunteers. We are one of Arts Council England's National Portfolio Organisations with increased investment for 2023 - 2026. DASH has received recent support from other sources including the Paul Hamlyn Foundation, Garfield Weston Foundation, Shropshire Council, Art Fund and the National Lottery Community Fund.

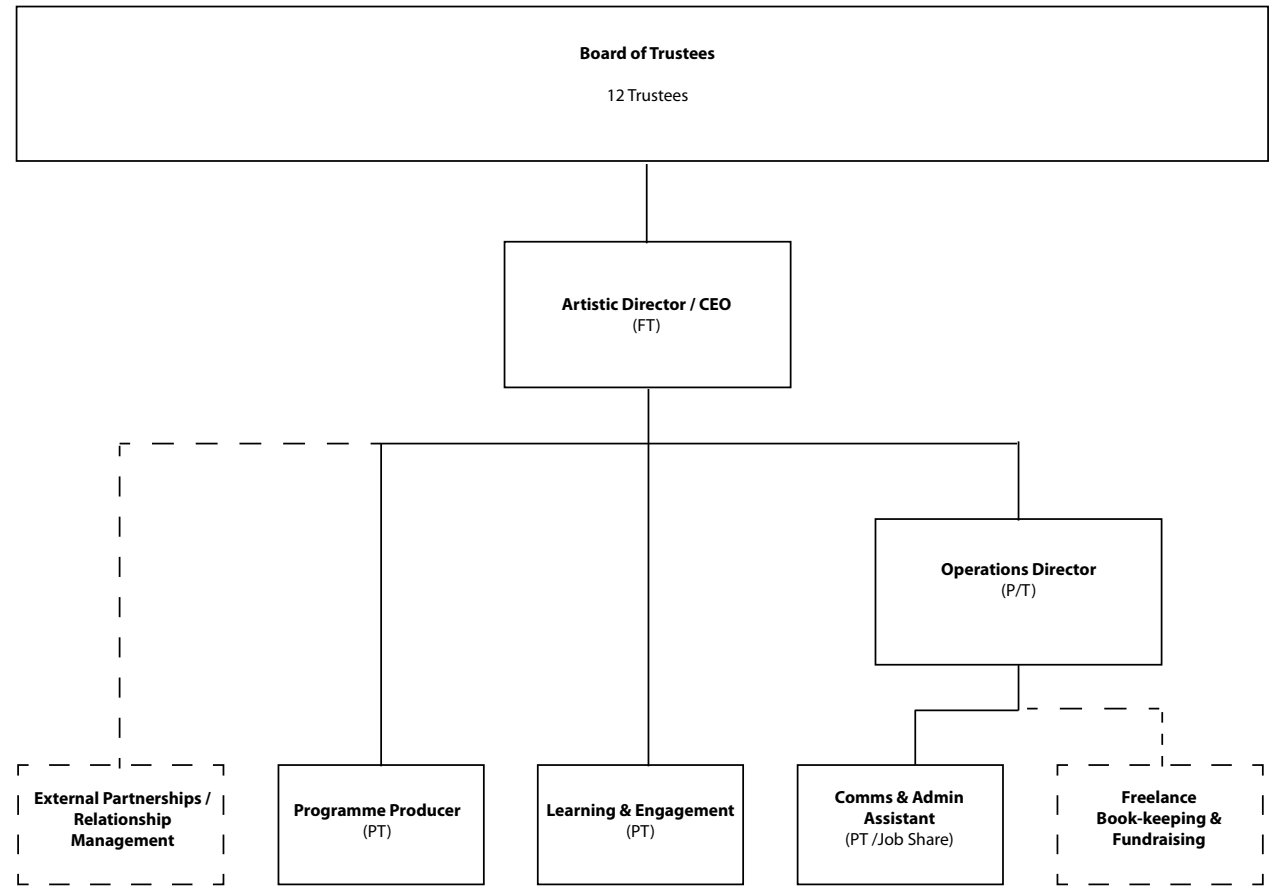
In the next decade, DASH aspires to be sector-leading on Disability and work in partnership to foster inclusive practices across the arts and culture.

TABLE

Our Structure



Anahita Harding, Are you Comfortable Yet? Image by Ayesha Chouglay



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**ARTS COUNCIL
ENGLAND**



Our Programmes

From our base in Shropshire, throughout the Midlands and nationally through partner networks, examples of our activity and impact include:

Courses for Young Disabled Artists (18-30yrs) introducing the history of art from a Disability Arts perspective, diversifying reference points beyond a monocultural mainstream, strengthening confidence through creative practice development

Curatorial residencies developing Disabled curators and supporting organisational change, partnering with Wysing Arts Centre, Middlesbrough Institute of Modern Art, and Midlands Arts Centre

Online mentoring and training provision throughout COVID19 for Disabled artists and arts workers, reducing isolation and nurturing talent across the UK and internationally

Networks and Advocacy

We host the New Art West Midlands network as part of the national Contemporary Visual Arts Network. We are a member of the Plus Tate network and recipient of the prestigious Ampersand Award 2021 with £150,000 awarded to realise an ambitious project and associated publication; We Are Invisible We Are Visible saw the "[invasion of British museums](#)" by 31 Disabled artists on 2 July 2022, in a coordinated effort to disrupt the mainstream.

Nemocura, I Will Build
My Own Asylum.
Image by Nemocura



Our Future Plans

Our plans for 2023-2026 are underpinned by a model for growth, multiplying the impact of our work through partnerships across the sector. Our guiding themes for this period are:

National Provision – supporting Disabled artists and arts professionals through ambitious partnerships with sector leading organisations, building confidence in centring Disability arts practice and widening access to opportunity in the mainstream

Talent Pipeline – sustaining a creative practice development offer for Young Disabled Artists, providing pathways to progression beyond our own programmes of activity, and activating the capacity and potential of the sector

Coalition Building – equipping and enabling our Disabled-led community to be advocates in the mainstream visual arts, campaigning for equality and antidiscrimination, and effecting sector leadership and change in the UK and internationally

Expertise Bank – growing the skills-base of our workforce to extend beyond the staff and Board, retaining the talent and perspective of those benefitting from our programmes, and creating paid opportunities for Disabled people in the visual arts sector

Andrea Mindel, WAR?! WHAT WAR?
How Does One Achieve Eternal Bliss?
Image by Rosie Powell



Our Vision

A society in which Disability Art is core and equally valued in the arts sector.

Our Mission and Values:

In the development of Disability Arts practice, DASH works with artists, audiences, communities and organisations to challenge inequality and implement change. Our values are based upon equality of opportunity and the Social Model of Disability.

Our actions:

- Provoking debate and developing best practice
- Creating new work and ways of working
- Facilitating the exchange of skills and knowledge
- Cultivating opportunities for participation
- Supporting the visual arts sector to develop diverse audiences

For further information, visit
www.dasharts.org

Alex Billingham,
Fishwives Revenge.

A woman with short brown hair, wearing a patterned grey sweater over a red top, is focused on painting a portrait on a canvas. She is using a brush and has a palette of colors in front of her. The background is slightly blurred, showing what appears to be an art gallery or studio setting.

The Role

Key areas of responsibility

The Artistic Director/CEO will:

- Lead the organisation, deliver its vision and be responsible to the Board on all matters of strategy, policy development and management. Supported by the Operations Director and wider team, manage and develop the organisation's resources to achieve our goals ensure the prosperity and sustainability of DASH for the longer term. Working alongside the Operations Director, manage staff and the day-to-day activities of the organisation.
- Develop and articulate the artistic vision for DASH, working with staff and our external partners to shape activities that deliver on our mission and support our ambitions for growth across the next three years and beyond. Raise the ambition of work with and for Disabled artists, fostering powerful collaborations that embed quality and share best practice. Create meaningful opportunities for Disabled people at every stage, from aspiring artists to sector leaders.
- Act as the chief advocate for the organisation within regional and national networks, developing a leading role on Disability within the Contemporary Visual Arts Network and Plus Tate as well as others. Develop meaningful partnerships that attract and secure investment in our work, ensuring sustainability in both the organisation and wider ecology of Disability arts practice. Manage relationships with funders and key stakeholders, including but not limited to Arts Council England, trusts and foundations, local authorities, and Higher Education partners through the New Art West Midlands network.

Tanya Raabe-Webber, live portrait painting at Awkward Bastards 2015.
Image by Hannah Levy

A woman with short brown hair, wearing a blue turtleneck sweater and dark pants, is seated in a wheelchair. She is smiling and looking towards the right. The background is a gallery wall with several framed artworks and informational posters. The lighting is warm and indoor.

The Role

- Be responsible for strategic development and future planning to ensure the long-term viability of the organisation, working with DASH team and Trustees to identify funding from public and private sources. With the Operations Director, effectively manage resources and create opportunities for further investment and revenue through fundraising and commercial activity such as training and professional development. Inform and drive forward plans for subsequent investment for the period 2026-27 and beyond.
- Recruit and build effective teams to develop and deliver high quality programmes, building upon the success DASH has achieved and in partnership with organisations nationally. Create programmes that respond to the needs of the Disabled communities we serve, prioritising access and inclusion across the work we do. Shape a plan for growth, maximising our reach and influence to support the development of opportunities within our widening network with a view to collaborate internationally in the longer term.
- Supported by the Operations Director and Trustees, drive the work to ensure appropriate policies and procedures are in place to support our work and that of those we work with. In cooperation with all staff and Trustees, take a leading role on matters of equality and anti-oppression, ensuring DASH is a loud and visible force for a fair and equitable society. Advocate for and build coalitions of support for Disabled communities to engage with our sector.
- Take a dynamic and entrepreneurial approach to developing future opportunities, aligned with, and informing our strategic goals and annual objectives. Prioritise our commitments to Arts Council England's Let's Create strategy, working alongside Trustees and the wider team to ensure progress against the Investment Principles. Foster a healthy work environment where the wellbeing of staff, freelancers, artists and audiences is centred and supported.

Art & Social Change: The Disability Arts Movement, Curated by Anna Berry.
Image by Kate Green

Person Specification

Essential

- An ambitious leader with a track record of managing and delivering creative programmes, preferably within an arts or Disability arts context
- Experience of developing and implementing a strategic vision, with the ability to speak to a wide audience across a complex cultural landscape
- The ability to inspire and persuade, with experience of forming creative and effective partnerships with a range of regional and national stakeholders
- An encouraging and nurturing approach to managing people and performance, fostering a caring culture and achieving the best for communities
- An applied understanding of talent development, with a proven track record in supporting creative practice development and raising aspirations
- A passionate advocate for the creative potential of people who identify as Disabled, d/Deaf, Neurodivergent with up-to-date knowledge of the latest developments in Disability culture
- A deep commitment to widening access to creativity and the arts, challenging marginalisation experienced by Disabled people and those from protected characteristic backgrounds
- A resilient and unflappable leader with highly developed communication and interpersonal skills

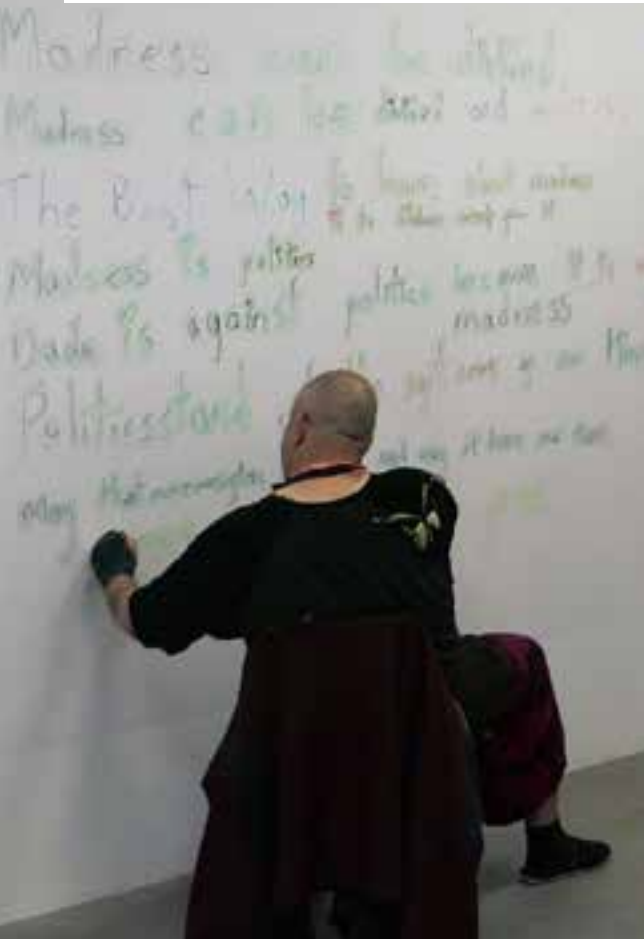
Art In Motion (AIM), Everything & Nothing.
Image by John Morgan Photography

PLEASE GIVE

Person Specification

Desirable

- Experience of working with Trustees on strategic and business planning, demonstrating an understanding of good governance and practice within the charity sector
- An understanding of the external challenges impacting arts organisations and their ability to work inclusively with Disabled people
- A track record in fundraising, budget planning and financial management, with experience of contributing to successful funding applications and effective approaches to income generation
- Experience of obtaining public funding and aligning priorities to cultivate and secure investment and support
- A direct, living, or personal experience of Disability



gobscore, ?madness what is.
Image by Dan Russel



Terms of Appointment

This is a full time, permanent role. The salary on offer is in the region of £42,000 - £48,000, commensurate with track record and experience.

While DASH has a registered office in Shrewsbury, this role is based remotely with occasional travel to partner venues across England and Wales as required. The role requires scheduled in-person meetings with the team and Trustees focused on planning and development, balanced with routine meetings online. Some weekend and evening work is required, aligned with DASH's activity and governance.

Annual leave entitlement is 25 days plus all public holidays. Benefits include flexible working and a work-based pension with employee contributions matched by 6% from DASH.

The probation period is 6 months, appointment is subject to satisfactory references.



How to Apply

The recruitment of the Artistic Director/CEO is being led by Craig Ashley, our Chair of Trustees.

The deadline for applications is Monday 16 January 2023 at 10am.

To apply, please complete a monitoring form*: [DASH Equality Monitoring](#) and email your CV and covering letter to chair@dasharts.org with "DASH Artistic Director / CEO" as the email subject.

Your covering letter should be no more than two pages and set out:

- Why you are applying for this role
- How you will contribute to the next chapter in DASH's development
- How you meet the requirements of the Job Description and Person Specification
- Contact details for two referees

We are also accepting proposals in video / audio format and BSL. Please send a film / audio file no longer than 15 minutes via WeTransfer to chair@dasharts.org

If you would like an informal, confidential chat regarding the position before applying, please email chair@dasharts.org or call **07770 787 725**.

For candidates who wish to explore flexible working options, or if you are considering applying as a job share or partnership, please contact Craig if you would like to discuss this before applying.

We acknowledge that due to barriers and discrimination, people from protected characteristic backgrounds are often denied the opportunity to fully develop their employment potential. We actively encourage applications from people who identify as Disabled, d/Deaf and Neurodivergent, and those from other protected characteristic backgrounds.



Next Steps

Key information:

- Successful applicants will be notified by **Friday 20 January 2023**
- First interviews will be held on **Monday 30 January 2023** (via Zoom)
- Second interviews will be held on **Monday 6 February 2023** (in person, in Birmingham)
- Appointment to be made **February 2023** and we would ideally envisage the Artistic Director/CEO taking up their position in **April 2023**

The interview process will include two rounds of panel interviews, presentations and an opportunity to meet Board members and staff. Please advise us in your application if you have any problems with availability on the proposed interview dates. Please indicate any additional access needs you may require.

The interview panel will be led by Craig Ashley (Chair) and made up of Trustees. A representative of Arts Council England will also be present as an observer.

GDPR personal data notice:

As part of any recruitment process, DASH collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use data to meet our data protection obligations. In order to carry out the recruitment process we will share the personal data received from you in your application with the shortlisting and interview panel. Access will be restricted to those involved in the recruitment process.

* The online equal opportunities monitoring form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.