

**NEW**

**New Art West Midlands**

**Director**

**Recruitment Pack**





# Welcome from DASH CEO/Artistic Director

Hi there,

A warm welcome to DASH and New Art West Midlands.

Thank you for expressing an interest in this position and I hope our recruitment pack inspires you to apply.

**DASH** has over 20 years of important work with representation and collaboration at our heart. We've built inspirational and long-lasting partnerships with some of the UK's leading galleries and museums, Disabled, d/Deaf and neurodivergent artists and arts audiences. It is on these shoulders we stand as we begin our next chapter.

New Art West Midlands (NAWM) is part of the **Contemporary Visual Arts Network England** and is hosted by DASH. NAWM works across the West Midlands championing and celebrating regional arts practice, and providing sector support. It is part of a vibrant, national network and we are looking for a Director to securely lead the work forward into the future, working across both DASH and NAWM.

Appointed as CEO and Artistic Director in 2023, I'm one of the few Autistic/ADHD leaders in the arts and I'm thrilled to be leading DASH in this next period of development and expansion.

Our approach is artist run and action research led. We work on disabled time frames, which means our productivity and thinking is held with a generous authority within ableist systems and society. We also take a neuroaffirming approach to all our work, allowing for constant reflection and holding firm a psychological safe space for all our people.

We have some exciting and deeply thoughtful work for the coming years through our 'Future Curators Programme', intersectional critical thinking programme, artist commissions and systems change work. We're looking for creative, curious and proactive people to do this work together.

Please read the recruitment pack, and if you have any questions, email us at [info@dasharts.org](mailto:info@dasharts.org) or DM on our Instagram [@dashdisabilityarts](https://www.instagram.com/dashdisabilityarts). In March, we will hold an online Q&A information session for people to ask questions.

The work of NAWM and DASH is complex, purposeful, joyful and creative. I hope you will consider joining us for our next chapter.

With warmth,

**Heather Peak**

Artist/CEO/Artistic Director



# Director

New Art West Midlands is seeking a new Director to lead the organisation in its next exciting phase. We are looking for a resourceful visual arts professional who is curious, proactive, motivated and creative.



You should be dedicated and have a strong knowledge of the arts and cultural sector in the West Midlands.

The new postholder will report to co-chairs of NAWM (Heather Peak, CEO/Artistic Director of DASH and the second co-chair will be appointed this year), together with the NAWM steering group (to be appointed once the new director has started).

Partnering with organisations regionally and nationally, the Director will create and deliver inclusive activity that will support the growth of the region's visual arts sector. NAWM is part of the **Contemporary Visual Arts Network England** (CVAN).

NAWM is hosted by DASH, a Disabled-led, visual arts charity with a vision for a world where Disability Art is equally valued.

For the past 20 years, its mission has been to affect sector change, removing barriers to access and establishing Disability Arts practice as mainstream.

DASH is now in a period of growth and expansion, building on its reputation and trust.

The new NAWM Director will join DASH and new team members to build an inclusive, artist-run organisation together.





# The Role

## Job Title: Director

Responsible to: NAWM Co-Chair: DASH CEO/ Artistic Director  
NAWM Co-Chair: (to be appointed soon)  
NAWM Steering Group

Salary: **£22,800** per annum (£38,000 FTE)  
Fixed term until March 2026

Contract & hours: Part-time, 21 hours/ 3 days per week  
Holidays: 25 days, plus public holidays (pro-rata)

Start date: **May/June 2024**

## Job Purpose

The Director will be an ambassador for the contemporary visual arts sector in the West Midlands, celebrating regional practices and activity. They will play a pivotal role in delivering collaborative sector support across the region, addressing gaps in and barriers to development and engagement.

They will champion activity that promotes inclusion, resilience and wellbeing and lead delivery of funded programmes in support of those goals. They will uphold CVAN and DASH organisational values, support a constructive working environment and maintain its positive reputation.

This post works remotely, with fortnightly, in person meetings with the DASH team at IKON Gallery, Birmingham.



# Responsibilities

- Responsible for strategic and operational delivery
- Responsible for effective financial management
- Responsible for identifying development and investment opportunities for West Midlands artists and NAWM
- Build and maintain effective relationships with stakeholders, partners and funders
- Manage freelance staff and contractors
- Shape and oversee effective marketing and communications
- Establish and maintain effective monitoring and reporting to stakeholders, partners and funders



Play BSL video ▶





# Tasks

- Build strong relationships with artists, visual arts practitioners and organisations, and other relevant organisations and individuals - opinion formers, policy makers, funders, and decision makers
- Curate programmes for West Midlands artists
- Devise and deliver high-quality advocacy and sector support activity in consultation with the Steering Group
- Support recruitment of Steering Group members
- Facilitate and document Steering Group meetings, and consultation and planning sessions
- Identify opportunities to promote regional arts practice and raise regional awareness of the public value of the visual arts
- Identify topics for research and data for evidence gathering and dissemination
- Collaborate and partner with DASH on research, programming and sector knowledge
- Ensure that NAWM work is equitable and accessible
- Establish and maintain effective administrative, monitoring and evaluation processes
- Prepare reports, monitoring data and evaluation to meet funders' requirements
- Set budgets and manage finances effectively, monitoring income and expenditure, producing cashflow forecasts and management accounts
- Lead on fundraising, identifying opportunities, devising proposals, producing applications and reports
- Oversee development and delivery of effective marketing, engagement and communications activity, including social media and website management, which raises NAWM's visibility and communicates the value of contemporary art
- Recruit and manage freelance staff, ensuring appropriate contracts are in place and monitored
- Support a positive, supportive working environment
- Undertake other duties determined in consultation with NAWM's Steering Group



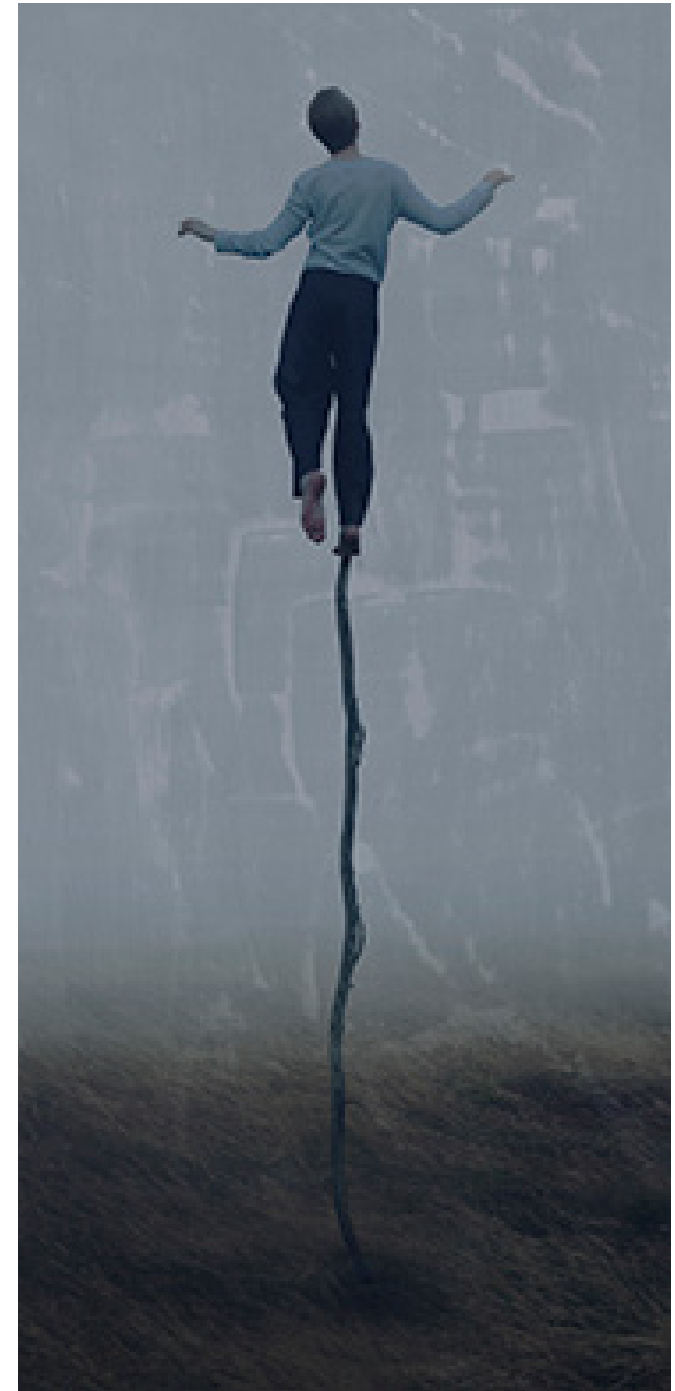
# Person Specification

## **We are looking for someone:**

- With demonstrable passion and curiosity for contemporary visual arts
- Who is a proactive networker & mapper with exceptional interpersonal skills
- Who can demonstrate commitment to equal opportunities
- With strong networks across the visual arts, creative industries, Higher Education, local and national agencies
- With experience in a senior role, in a small organisation or equivalent
- Who has the ability to work flexibly, prioritise tasks and meet deadlines
- With a deep knowledge of the challenges facing the visual arts sector

## **We are looking for knowledge, skills, experience and/or willingness to learn and train in the following areas:**

- Proven track record in fundraising and development work
- Capable in relationship building and partnership development
- Strong facilitation, administrative and organisational skills
- Excellent team working, ability to work independently and on own initiative
- Excellent written and/or verbal interpersonal and communication skills
- Experience of financial management and reporting
- Competent in IT use, including Microsoft Office suite



# Application Process

## Application Deadline: Friday 15 March

To apply, send a **CV** in any format (maximum 3 pages) and the names of **2 referees** (to be contacted after appointment).



We would also like you to respond to these questions:

- 1. How do you meet the person specification?**
- 2. Which West Midlands Artists interest you & why?**
- 3. What relevant reading, watching or listening are you doing at the moment?**

You can answer the questions, in **one** of the following ways:

- **A written proposal (max. 1000 words)**
- **A film (max. 7 mins)**
- **An audio recording (max. 7 mins)**
- **A visual collage or drawing\***

\*Please provide a digital photo of your collage/drawing or a WeTransfer link to your audio recording or film, since we are unable to accept physical submissions in the post.

Please complete our **Equal Opportunities Monitoring** form, which will be viewed alongside your application and made available to the selection & interview panel.

Please email your CV, references and responses to the questions to [info@dasharts.org](mailto:info@dasharts.org) using 'NAWM Director Application' as the subject.





# Q&A Session

A live, off camera, **Q&A Information session** with CEO/ Artist Director, Heather Peak will take place online (via Zoom) in March.

This will be a relaxed opportunity to learn about DASH's programme, it's future plans and ask more questions about the role. The session will include a British Sign Language interpreter and the date will be announced soon.

To book onto this session, please email us on **info@dasharts.org** to reserve your place, or sign up to our **newsletter** to receive more information.

A dedicated Q&A section will be available on our website for inquiries about the Director role. We will update the content in response to incoming questions.

If you have any questions about this position, please email us on: **info@dasharts.org** using 'Questions about NAWM Director role' in the subject header.

**Thank you and good luck!**



# Interview Process

**Stage 1 Interviews: Tuesday 9 April**, online (20 mins)

**Stage 2 Interviews: Wednesday 17 April**, in person (45 mins) at Ikon Gallery, Birmingham

- The interview process has two stages of panel discussions
- If selected for first-stage interviews (via Zoom), you will be notified on Wednesday 27 March
- The panel includes three people from CVAN & DASH
- Questions provided, 1 week in advance for each stage
- For stage 2, you will be asked to give a presentation
- Additional information will be sent to candidates before stage 2 interviews to ensure they are comfortable and familiar with the travel and location
- Contact us, if there are issues with the interview dates
- Please tell us about any additional accessibility requirements
- Feedback provided to all applicants on request
- Decisions will be made on Monday 22 April
- Start date for successful candidate: May/June





# Important Stuff

DASH is a Disabled led visual arts organisation and our values are based upon equality of opportunity and the Social Model of Disability.

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.

DASH is an equal opportunities employer. We welcome applications from all suitably qualified persons regardless of age, sex, sexual orientation, religion, nationality or ethnic origin, disability, marital status or pregnancy.

DASH is committed to the safeguarding and welfare of adults, children and young people with care needs and expects its staff and volunteers to share this commitment.

All positions at DASH require a DBS check, either enhanced or basic, depending on the specific role. If you have any inquiries regarding the DBS process, please feel free to ask.

As a **Disability Confident Committed Employer** we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

## GDPR personal data notice:

During our 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. Please be aware that we will share the personal data received in your application with the shortlisting and interview panel. Access will be restricted to those involved in the recruitment process.





# Image Credits



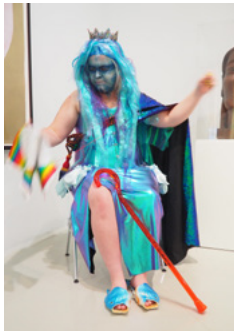
Page 2: Untitled

Image credit: Linzi Stauvers



Page 6: 'Trust Exercise'

Image credit: Thomas Oscar Miles Photography



Page 3: 'Fishwives Revenge' by Alex Billingham

WAIWAV 2022 at Tate St Ives



Page 8: 'Semantically Satiating Dada' by Luke 'Luca' Cockayne



Page 5: 'Detail from Chlorinated Ocean' by Ludovic Foster



Page 12: 'Let them eat cake' by Caroline Cardus

