



### **We are seeking a new Director or Directors to help shape the future of Entelechy Arts**

Entelechy Arts is seeking to better reflect the communities we work with. This means we want the people that run the organisation to have personal experience of the disabling barriers that many of our community face, and who understand the systems we seek to change.

This role will require **passion for social justice** and **advocacy for many of the most marginalised people in our society**. If you **self-define as d/Deaf or Disabled** and **have lived experience of the challenges facing our communities**, then please get in touch.

This is an opportunity to work with our members, our team, our board and our community of artists to help drive our ambitions forward. We will be **flexible around your support needs and workplace access requirements**. We are open to considering co-leadership proposals, so long as at least one person has the lived experience detailed above.

### **What you can bring:**

You do not need to meet everything on this list (we will provide support for learning new skills), you just need ideas, energy and lived experience.

- A deep understanding of and **advocacy for the power that creativity can have in transforming people's lives**.
- **Commitment to collaboration** with a core team of 8 staff and key freelancers to co-create Entelechy's vision.
- Passion for **fundraising**, identifying funding opportunities and new sources of income.
- Ability to work with **a diverse board of trustees** and **wide range of funders**.
- **Knowledge of the creative health world**, and drive to build relationships with other arts organisations, charities, and service providers.
- The desire to build confidence (your own and the team's) and to hold overall **responsibility for all aspects of the organisation** and its **representation** externally.

### **Salary:**

£52,000 (£65,000 per annum, *pro rata* 4 x days per week).

Benefits include 25 days annual leave *pro rata*, and workplace pension.

**Start date:** We know that changing jobs, relocating, or making life changes can take time, so we are flexible with a start date.

**Key programmes:**

We run a wide range of activity, with many different people, but at the core of everything we do is creativity, as a tool to bring people out of isolation. This includes isolation due to physical and learning disabilities, mental health, age-related disabilities and poverty. This was the case when we first began our work in 1989, supporting the resettlement of people leaving long-term institutional care, to our [Creative Ageing](#) and [Ambient Jam](#) work today, work that can be vibrant, joyous, funny, dark, and political.

**What to expect in the first year in the role:**

There are a number of key tasks in the first 12 months in post. These include:

- Working with the current Director, the team, and our community, to submit our NPO application.
- Keeping our approach to Creative Ageing at the cutting edge of new thinking, new practice, and societal changes.
- Nurturing our Ambient Jam programme as it spreads throughout the UK.

However, as the Director of the organisation you will bring your own ideas (both creative and operational) to the role, with a plan for the future of Entelechy and our work.

**The Entelechy office**

We are based at The Albany in Deptford, Southeast London, and deliver a lot of activity in the building. We also have projects all over the country and are actively looking to expand our Ambient Jam work. While we have a flexible working policy, much of our activity requires the team to be in the office and the successful candidate would be expected to come in at least 2 x days per week (or half that if you are applying as a job-share).

Our office and the Albany's foyer, theatre, studio, backstage areas, café and some meeting rooms are on the ground floor. They have fully accessible toilets on both floors. There is lift access to the first-floor meeting rooms, offices and bar. Assistance animals can be brought into any areas of the venue.

The nearest stations are Deptford, New Cross and Deptford Bridge, which all have step free access to all platforms via lifts. Limited disabled parking is available to the rear of the building. There are nearby free parking spaces for Blue Badge holders in Frankham Street car park (160m away).

**The application process:**

**1-2-1s, drop-ins and open day:**

Before the deadline we will be offering a series of 1-to-1 opportunities with the current director, staff team, and Entelechy community, to discuss the role, as well as 2 online drop-ins in April.

### **Applications:**

We would like you to respond to six questions which tell us about your ideas, approach, and experience. You can apply in various formats, including:

- An online form [Link here: <https://form.jotform.com/260912873095362>]
- Download the application form as a word document and email it to [hello@entelechyarts.org](mailto:hello@entelechyarts.org) with the subject line "Director application"
- Submit a video or audio file (max 20 mins), speak to [hello@entelechyarts.org](mailto:hello@entelechyarts.org)
- Book a time with us to submit your application over the phone or through a video call

We will **adapt to feedback during the recruitment period** and before the application deadline, and may make adjustments so that the application and interview process is as accessible to you as possible.

**You need to have the right to work in the UK.**

**Deadline: Monday 29th June at 5pm**

### **Application questions:**

There are five questions in this application process. Each question has some additional points to help guide your response, and you are welcome to get in touch if you'd like any more clarification. We encourage you to share examples from your personal and professional experience in your responses.

**Your full name**

**Your email address**

**Your contact number**

- **Tell us about who you are.** (up to 200 words)
  - This is a short introduction to your background. You can tell us about your previous professional roles, creative practice, training, or volunteering.
- **Tell us about a time when you have advocated for the role of creativity to support marginalised people.** (up to 300 words)
  - Have you had an experience where you had to explain why creativity is important? How do you see creativity improve the lives of people who are isolated, d/Deaf or Disabled?
- **Tell us about how you have worked with funders, trustees, and other partners to support creative activities or social change.** (up to 300 words)

- Have you fundraised for creative work? Have you worked with a board of trustees? How do you nurture existing relationships and build new ones?
- **Describe some of the challenges and opportunities you see that Entelechy and the wider sector might be facing over the next 3-5 years, and how you might navigate them.** (up to 300 words)
  - What is happening in the arts and social prescribing sector, or the wider world, which would impact Entelechy? How would you tackle these?
- **Please describe your approach to leading a team.** (up to 300 words)
  - How do you establish trust, care, and confidence? How do you create the structures to allow the team to shine? How do you navigate conflict?
- **What support would you need to thrive in this role?** (up to 300 words)
  - You can share your accessibility needs and outline the culture you'd like to build in the team.