

The logo for Entelechy Arts, featuring the words "entelechy" and "arts" in white lowercase letters on a blue, tilted rectangular background.

entelechy  
arts

# **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  
[<https://form.jotform.com/260912873095362>]
- Download the application form as a word document and email it to **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**

## **Interviews:**

We intend for this to be a slow and flexible process, with plenty of opportunities to ask us questions and to try different approaches to suit your needs.

After the initial application process has closed, we will invite candidates to an interview either online or in person. This is an opportunity to get to know one another, for you to ask questions, and for us to understand more about your experience and ways of working. We will send interview questions out in advance.

Following this we'll invite some of those candidates to the office to meet the team, see the space, and discuss any more questions or considerations.

We aim for the successful candidate(s) to have a handover period with the current Director up to the end of 2026, allowing for time and space to make the transition as comfortable as possible.

## **FAQs**

- I have never worked in the arts before, will this disadvantage me?

No! We are an arts organisation, but the skills needed for the role can be found across many sectors, jobs, and personal experiences. One of our guiding principles is to ensure that all our activity is co-designed and co-produced by our community, and we have a Creative Director and large community of artists who ensure that this aim is always protected. While having experience in the cultural sector - or having a creative practice of your own - might help inform our vision and operation, so too will the fundraising, finance, HR, management and people skills you can bring from other sectors.

- How will you make this process accessible?

We are aware that everyone has different access requirements. We will do everything necessary, such as using captions, audio, Easy Read, Large Print, BSL, and alt text

during the recruitment process. We will also respond to specific requests.

- What kind of support will be in place if I am offered the role?

We expect the successful candidate(s) to have a substantial handover period with the current Director until the end of 2026. In that time, the team will ensure our activity is delivered effectively and all our reporting requirements are met.

- Will I be writing your Arts Council England National Portfolio Organisation application?

Arts Council England is our biggest funder, and we will apply for a new round of regular funding over the Autumn. There will be an opportunity for the successful candidate to set out their vision and ideas in the application, supported throughout by the current Director, board, and staff team.

- Will you help with applying to Access to Work?

Yes, if you are not already in receipt we can support with an application. While it's never easy and the landscape keeps changing, we do have experience in navigating both Access to Work and the benefits system for other colleagues. We are in the process of adjusting our budgets to ensure we can cash-flow any application to Access to Work, before the funding is granted.

- Can I apply as part of a job-share?

Yes. We welcome job-shares, provided at least one of the candidates has the lived experience outlined above (only in a job-share would we consider one applicant being non-disabled)