

Dear applicant

Thank you for your interest in the role of Director of Disability Arts Cymru.

We hope that this recruitment pack is informative and useful in supporting you to apply for this post. Included in your application pack are the following documents:

- 1) About Disability Arts Cymru
- 2) About the role
- 3) Job Description/Person Specification
- 4) Application form - for completion and return by 12 noon on Friday 29th September 2017
- 5) Equal opportunities monitoring form

Interviews will be held in Cardiff, week commencing Monday 16th October 2017.

If you have not heard from us by the date shown for interview, you should assume that your application has been unsuccessful this time. If this is the case we hope that you will consider applying for other vacancies at Disability Arts Cymru in the future and we thank you for your time and effort in submitting your application.

This recruitment is being handled on behalf of Disability Arts Cymru by Richard Newton Consulting. Please contact Richard with any questions you may have or for feedback, on 02920 397341 or via recruitment@richard-newton.co.uk. Please contact this office should you require any of the information in alternative formats.

We look forward to receiving your application.

Yours faithfully

Aled Rhys-Jones

Chair



CEFNOGI CREADIGRHYDD
CYNGOR CELFYDDYDAU CYMRU
THE ARTS COUNCIL OF WALES
SUPPORTING CREATIVITY



Disability Arts Cymru (Reg. Charity 514083) is revenue funded by The Arts Council of Wales

About Disability Arts Cymru

Disability Arts Cymru (DAC) was established in 1982 with funding from the Carnegie Trust and the South East Wales Arts Association (Welsh Arts Council), originally known as Arts for Disabled People in Wales. Evolving out of the UK disability/disability arts movement of the early 80s, the social model of disability is deeply embedded throughout. We are unique, the only all Wales disability-led disability arts organisation where the majority of our trustees must identify as disabled people. We work across all arts forms and have been revenue funded by the Arts Council of Wales for over 30 years as the lead organisation for Disability and the Arts in Wales.

Being in existence for 34 years has enabled us to build a wealth of knowledge, skills and experience within this specialist field. We are a registered charity and membership organisation, providing a voice for disabled and Deaf people throughout Wales in all matters relating to the arts.

Services include: Wales wide, large and small disabled-led projects and events; DAC Xtra, mentoring and 1:1 support for disabled artists; disability art network groups; an information and advisory service for the arts/voluntary sector; partnership and development work.

We are the only organisation in Wales providing arts-specific Disability Equality Training, leading the way since 1993. In addition to DET we offer targeted training such as: Mental Health First Aid training; Event Equality; Disability Etiquette; Accessible Festivals and Assisted performances. We have provided training and consultation for numerous arts organisations, including the Arts Council of Wales.

Vision

Our vision is a creative and equal Wales where disabled and d/Deaf people are central to the arts of our nation.

Mission

We believe in.... Opening up access and opportunity, celebrating diversity, nurturing embryonic and established high-calibre disabled practitioners, and inspiring change throughout Wales.

Aims

1. Support disabled and d/Deaf artists to fulfil their potential and raise the profile of their work.
2. Develop partnerships to boost access and inclusion for disabled and d/Deaf people - as creators, participants and audience.
3. Educate arts providers to follow accessibility and inclusivity best practice.
4. Engage with the Government and other decision makers around disability and the arts.
5. Attract new audiences to art and culture in Wales.
6. Strive for equality, excellence and effectiveness in everything, every day.

Disability Arts Cymru works within the social model of disability

The social model focuses on the economic, environmental and cultural barriers encountered by people who are viewed by others as having some form of impairment - whether physical, sensory or intellectual.

We believe that disability is not caused by the way our bodies or minds work; disability is caused by the barriers in society. For example many of us do not have equal access to education, communication systems, transport, working environments, public amenities. Our lives are often devalued by negative images in films, TV and newspapers. Some of the biggest barriers are in other people's attitudes - some people may be misinformed or simply prejudiced against people whose bodies or minds work differently.

If the barriers are removed, and we all have full civil rights and full access to society, none of us will be 'disabled'.

Many of the following people may experience disabling barriers:

- ✓ People with mobility impairments
- ✓ Blind and visually impaired people
- ✓ Deaf and hard of hearing people
- ✓ People with learning difficulties
- ✓ People with mental health issues
- ✓ People with speech impairments
- ✓ People with epilepsy
- ✓ People with diabetes or other chronic diseases

These are just a few examples. Individuals will generally know if they experience disabling barriers. We do not want to 'label' people, so we focus on bringing down the barriers and removing the oppression which disables people.

Disability Arts Cymru: Artistic Statement

Disability Arts Cymru exists to nurture new and emergent creative practitioners, driven by a powerhouse of knowledge and experience of over 33 years.

Working with all aspects of the creative community in Wales, we showcase the work of embryonic and established high-calibre disabled practitioners online, in publications and through live exhibitions, performances, and festivals. As an organisation and through our partnerships with galleries, venues and performance spaces across Wales, we provide mentoring, professional development opportunities and progression routes.

We believe in disabled and d/Deaf artists achieving high profile, sustainable careers, producing excellence across all art forms, reflecting diverse experience and unique inclusive perspectives. We value and champion these approaches in both form and content, which make a vital contribution to the artistic and cultural life of our nation.

We are passionate about high quality of access for the disabled community to all aspects of the creative landscape and inclusivity at all levels of engagement. We offer benchmarking experiential and bespoke equality training and consultancy to partners in order to achieve this aim.

With our partners in the creative sector we inspire change throughout Wales, working towards equality of opportunity in a creative society to shape a cultural environment where talent can flourish. Within the context of Wales and in a broader international creative network, DAC seeks new innovative partnerships, ideas and opportunities for artists in Wales to share, to develop, to inspire and be inspired.

Director: Job Description

Salary - £36,000 per annum full time equivalent

This post is offered at 30 hours per week - pro rata salary £30,857

Reports to: Executive Committee

Responsible for: Creative Coordinator

Finance and Admin Coordinator

Four Regional Officers

Aims of the Role

The Director is the senior post and is responsible for the strategic and artistic direction of Disability Arts Cymru, along with maintaining and building the profile of the organisation. A key responsibility of the post is to further develop and implement a comprehensive, and dynamic, artistic strategy for disability arts across Wales. The post holder will work with the Executive Committee, the organisation's staff and members to develop and deliver vision and strategy for DAC.

Location

The DAC office is based in Cardiff with a small core staff and four part-time field officers based in; West Wales, North West Wales, North East Wales and South East Wales. The office is fully wheelchair accessible. The post requires the ability to travel throughout Wales.

DAC is an equalities employer, we strongly encourage applications from disabled people and also individuals from a BAME background.

Closing date for applications: 29th September 2017 12 noon

Interview date: Week commencing 16th October 2017

Director: Main Responsibilities and Duties

The Director has four main responsibilities:

Strategic leadership and management

Artistic vision and direction

Partnerships and business development

Organisational and financial management

Strategic Leadership and Management

Developing the vision and long term strategy for the charity

Creating, developing and implementing an organisational business plan

Being the public face of the organisation and effectively promoting its aims and raising its profile

Leading, directing and overseeing DAC's income generation strategy

Broadening and diversifying DAC's sources of income

Building the profile of DAC as the leading disability arts organisation in Wales

Artistic Vision and Direction

Implementing DAC's Artistic Strategy and engaging with the arts sector in Wales to create new, innovative and inspirational, artistic goals

Leading and developing an artistic policy in an imaginative programme of high quality arts and artistic experience

Developing the widest possible audiences and participation for DAC's work

Seeking out, supporting, promoting and commissioning D/deaf and Disabled artists across Wales

Developing opportunities for DAC's members

Partnerships and Business Development

Pro-actively building and developing partnerships and networks with external organisations including Welsh Government, Local Authorities, other arts, cultural and diversity organisations, the Media and the Third Sector

Developing and influencing networks of partners and advocates within the Arts and Third Sector and beyond

Providing advice and consultancy on matters relating to disability in the Arts to appropriate organisations and individuals

Overall responsibility for ensuring the development of the membership services of the organisation

Building an appropriate and sustainable training model

Organisational and Financial Management

Overseeing and ensuring the effective, responsible and solvent financial management of DAC

Monitoring and evaluating DAC's business plan and all associated activity

Ensuring effective, accurate and timely financial reporting

Ensuring policies, systems and compliance requirements are implemented and updated as appropriate

Undertaking line management responsibilities including the recruitment, engagement, and development of staff in accordance with DAC's policies and statutory requirements

Ensuring safeguarding checks and appraisals are conducted where appropriate

Supporting the Executive Committee in its governance, maintaining an open and collegiate working relationship, and utilising the skills and experience of Trustees

Any other duties as reasonably requested.

Person Specification

Experience

Essential

- A proven record of artistic and organisational leadership
- A good understanding of the issues impacting the arts in Wales
- A thorough understanding of disability arts and culture
- Experience of securing and delivering large scale projects
- Financial acumen and business planning

Desirable

- A proven record of successful fundraising
- Budgetary and financial control
- Knowledge of the Third Sector
- A keen interest in the arts and experience of participating in arts activity
- An understanding of mainstream, participatory, inclusive/integrated arts and culture
- Experience of growth, strategic development and influencing change

Skills, Knowledge, Attributes and Qualities

Essential

- Innovative, flexible, resourceful, inspiring and creative individual
- Effective team-building, staff and organisational development skills
- Strategic decision maker with the ability to instil confidence in others
- Commitment to the ethos of Disability Arts Cymru
- Excellent communication skills
- Computer literate to an experienced level
- Empowering of others, people-oriented and focused
- Understanding of, and commitment to, the social model of disability

Desirable

- Identifies as a disabled person
- Personal knowledge of disability
- Education to a degree level

- Ability to communicate in Welsh

Other

Essential

- This role requires the ability to travel throughout Wales including overnight stays when necessary and therefore access to personal transport is essential
- Willingness to work weekends and evenings when necessary

How to apply

Richard Newton Consulting are handling this recruitment process on our behalf.

To apply, please complete by 12 noon on 29th September:

1. A covering letter of no more than 2 sides of A4 outlining your interest in and suitability for the role
2. A completed application form
3. A completed equal opportunities monitoring form

and return to recruitment@richard-newton.co.uk (clearly stating Disability Arts Cymru in the subject line)

or to:

Richard Newton Consulting
The Old Workshop
110 Wyndham Road
Cardiff
CF11 9EL

Please direct any enquiries in the first instance to recruitment@richard-newton.co.uk or 029 2039 7341.