

DaDaFest



DaDaFest

is seeking a

Chief Executive

About Us

DaDaFest is a pioneering disability and D/deaf arts organisation based in Liverpool but with an international reach and impact. Set up in 1984 (incorporated in 1991) we were one of the first disability-led arts organisations in the UK and an integral part of the campaign for greater equality and access for disabled people.

Since 1984 we've been programming a multi-art form artistic programme that includes high quality festivals, interventions and events and a year-round Artist Development programme.

DaDaFest is a disabled-led charity and focused to reflect the lived experience of disability. We believe that disability is a social issue – it is systemic barriers, negative attitudes and exclusion by society (purposely or inadvertently) that are the main contributory factors in “disabling” people.

Our mission is to inspire, develop and celebrate talent and excellence in disability and D/deaf arts. We use the avenues of employment and achievement in the arts to educate, challenge attitudes and remove the barriers that restrict life choices for disabled people to live independently and equally in society.

Our Funding

We are an Arts Council England National Portfolio Organisation and receive funding from Liverpool City Council. Our programme is also supported by a wide range of charitable Trusts and Foundations

including the Esmee Fairbairn Foundation, Paul Hamlyn Foundation, Children in Need and Youth Music.

Our Work

Our work covers varied and combined arts forms and explores the global language of disability culture with the aim of building a more accessible, inclusive and diverse arts and cultural ecosystem. At the heart of our artistic programme is an approach that includes programming, commissioning and collaborating at international, national and local levels with wide range of arts and non-arts partners.

Supporting children and young people – both disabled and non-disabled - to develop as artists, participants and audiences is a key area of DaDaFest activity. We have recently received significant new grant resources to expand and develop this area of our work and are currently integrating our young people's programme much more closely with our core festival programme, supporting young people to work with national and international artists to expand their artistic scope and impact.

The main strands of our current work cover both events and artist development activities.

DaDaFest International

DaDaFest International is a Biennial Festival delivered across a range of venues in the Liverpool City Region. It attracts national and international artists, spans all art forms and includes established touring work as well as partnerships and co-productions with a range of other local, national and international organisations. Our collaborative work to support the festival has included connections with United States, South Africa, Indonesia, Cambodia, Saudi Arabia, India and the Middle East.

Social Justice

Our festivals and events are supported and interspaced with talks and debates covering the various issues raised by the works we present. This programme includes the annual Rushton Social Justice Lecture and the Congress on Disability Culture and Human

Rights attended by disability arts practitioners, producers, academics and advocates from UK and overseas.

Artist Development

We offer a wide-ranging support for young and/or emerging disabled artists. Through this project, we offer mentorships, commissions, coaching, showcase opportunities and skills training. A number of the artists that we have supported are now embarking on the first stages of what, we believe will be, very successful careers

DaDaFest Scratch

DaDaFest Scratch is an annual programme of events to experience brand new, exciting work from emerging artists.. The current focus is on music and performance arts.

DaDa Ensemble

DaDaFest Ensemble presents progression routes for aspiring musicians, providing musical role models and helping to affect organisational change. The young musicians create their own work and perform to live audiences. This project is a partnership project with Resonate Liverpool's Music Hub, Live Music Now and Drake Music.

Young DaDaFest Alder Hey

We are delivering development sessions for young people who are long-term patients in Alder Hey hospital. In addition to developing artistic skills, we hope that there will be wider benefits for those involved such as increased confidence and self-belief.

About You

We need someone with an entrepreneurial spirit, experienced in leadership and change management with good understanding of disability culture and financial management who can demonstrate that they are not afraid to think creatively.

In light of the ethos of the company to promote the Social Model of disability, the Chief Executive must have direct or personal experience of disability and ideally have experience of working within or for a disabled-led organisation.

The Role

We are looking for an inspirational Chief Executive to lead the future development of this ambitious charity. This is both an exciting and challenging time for the organisation as we seek to expand our influence, reach and impact and re-engineer our activity to meet the needs of the communities we serve.

The Chief Executive will direct DaDaFest's development, embedding disability arts and a disability Social Model and wider social justice ethos, vision and aspiration within the organisation. They will work to promote these principles and practices broadly through DDF's work, as well as collaborating with key external partners to challenge disabled people's marginalisation in all areas of society.

The Chief Executive will be responsible to the Board for the leadership, management and effective administration of DaDaFest. They will play a leading role in representing DaDaFest and its work to key external partners, funders and stakeholders. In collaboration with the Head of Programmes and Artistic Director, the Chief Executive will play a fundamental part in developing the artistic programme of DaDaFest.

Job Description - Key Responsibilities

- 1 To ensure the Company's artistic and social justice profile amongst local, regional, national and international practitioners, funders and decision makers is maintained and enhanced

- 2 Be an inspirational leader for the organisation, so that it consistently achieves excellence and invites innovation and change
- 3 To take responsibility - working closely with the Chair and Board of Trustees - for developing and articulating the Company's vision, mission statement, aims, objectives and strategies
- 4 To ensure that the organisation is appropriately engaged in relevant artistic, cultural, political, social and regeneration policy developments and agendas
- 5 Lead on managing the relationships with DaDaFest's key current and potential future funders in particular Arts Council England, Liverpool City Council, Paul Hamlyn and Esmee Fairbairn Foundations.
- 6 Maintain awareness of risks and changes in the external environment that affect the organisation
- 7 To lead the company and take responsibility for all aspects of strategic planning covering business development, artistic policy, sponsorship, finance, administration, HR and Board development and including the establishment and monitoring of key indicators of the organisation's impact and financial health
- 8 To lead and manage the Senior Management Team (SMT)
- 9 To take overall responsibility, working with the SMT, for developing, implementing and monitoring:
 - a business development strategy that both reflects and responds to the current commercial environment and maximises the resources of the organisation
 - a financial strategy that taps into varied funding opportunities including public funding, grants, and opportunities for sponsorship, individual giving and legacies
 - performance against targets in all areas of the charity's activities, taking appropriate action as required.
- 10 Represent the organisation at external events and publicity opportunities

- 11 Foster good working relationships and ensure systems and structures are in place for the Board of Trustees to operate within statutory and corporate approved frameworks, requirements and guidelines and therefore fulfil its statutory responsibilities and exercise effective control of the charity's affairs
- 12 Ensure the intentions and obligations of DaDaFest's Equality of Opportunities policy are applied personally, by other staff, volunteers, board, freelancers, consultants and contractors
- 13 To contribute to the development and innovation of human rights, equality of opportunity and diversity through all interactions, internally and externally and ensure this is followed by staff, volunteers, board, freelancers, consultants and contractors

Person Specification

Criteria	Essential or Desirable
Personal or direct experience of disability	E
An up-to-date knowledge of (and involvement in) ongoing debates within disability culture and the disability movement	E
Senior management experience of at least 3 years duration in a relevant sector - arts, creative industries, public or third sector, preferably with arts programming or disability arts experience.	E
At least two years successful managerial experience, at a senior level in both operational and strategic roles, within a Disabled People's Organisation (arts-based and/or rights-based) ¹	D
A demonstrable understanding of the Social Model of Disability and the ability to embed a Social Model perspective in organisational systems and practices.	E

¹ A Disabled People's Organisation is an organisation that is controlled by disabled people and works to advance disabled people's participation within society.

A strong understanding of the strategic vision, role, purpose, and ethos of DaDaFest, and how this is essential in advancing disabled people's emancipation within society.	E
Awareness of the local and national political landscape, engaging and lobbying as appropriate.	D
An understanding of both the broader issues facing the cultural sector and the specific changes and challenges that DaDaFest is likely to face in the coming years.	D
The ability to identify and lead responses to the opportunities and challenges created by local, regional, national and international funders.	E
Excellent oral and written communication skills, including the presentation skills necessary to effectively promote and influence staff, partners and, stakeholders	E
An ability to listen to, respect and accommodate a range of views in order to broker a resolution to both problems and opportunities	E
The negotiation and influencing skills to develop robust, sustainable and productive working partnerships with peers locally, regionally, nationally and internationally	E
Experience of engaging with national broadcasters and public audiences to provide a critical analysis of contemporary and emerging issues within disability arts.	D
An ability to demonstrate how the arts is integral for identifying and challenging the extensive marginalisation experienced by disabled people.	E
A commitment to widening access to the arts and to nurturing young artists and leaders	E
Experience of appropriate statutory (e.g. local government, health, housing) policies, and governance mechanisms that can facilitate the development of arts-based projects to address key social issues affecting marginalised communities.	D
Experience and an understanding of good business practices, ideally in a charity, with an ability to relate these to the required performance management and progress reporting regimes of	E

both statutory bodies and funders	
Experience and understanding of financial control procedures, including budgeting and financial reporting to grant funders	E
Experience of reporting to boards, committees or management teams in an organisation.	E
Knowledge and practical experience of the arts funding system and its priorities needed to win and cultivate the support of funders and donors.	D

Conditions of the Post

Salary

The salary for this post will be between £38,000 and £45,000 depending on skills and experience

Performance Appraisal

The Chief Executive's performance will be appraised at least annually by the Chair of the Board and principal objectives for the following period will be agreed.

Main Conditions of Service

Hours

DaDaFest operates a flexi-time system. All employees are contracted for a standard 35 hours per week. However, the person appointed will be expected to be available as the circumstances demand. Evening and/or weekend work in association with events and performances will be necessary.

Holidays

The leave year runs 1 April to 31 March. The annual holiday entitlement is 25 days, plus all public holidays.

DBS Check

The post-holder must be able to satisfy a Disclosure and Barring Service check for working with children, young people and adults at risk.

Pension Arrangements

The Society provides a contributory pension scheme, details of which can be provided to shortlisted candidates.

References

The appointment is subject to the receipt of satisfactory references.

Exclusive Service

During their employment with the Charity, the post-holder must not, without prior written consent from the Chair, undertake any outside work, paid or unpaid, which overlaps or which potentially causes a conflict of interest with their official work.

Period of Notice

The period of notice for this appointment will be negotiated with the successful candidate.

Next Steps

If you feel you fit the above description and are interested in working with us to help achieve our aspirations then please apply using the application forms downloadable from our website

If you would like either an informal chat or a bit more information about the role then please contact the Chair of Trustees, Sally Gannon, on sallyg@dadafest.co.uk

Applying by post

Please mark the envelope "DaDaFest Chief Executive" and post to
DaDaFest, the Bluecoat, School Lane, Liverpool, L1 3BX

Applying by email:

Send your completed application forms to recruitment@dadafest.co.uk with "DaDaFest Chief Executive" in the email title.

Applications sent by either post or email should arrive no later than 5pm on Friday 20th December

Interviews for the post will be held during week commencing 6 January at the DaDaFest offices in Liverpool. Please indicate on your application any dates during this week when you will not be available