

Development & Partnerships Manager

Job Information

Job title: Development & Partnerships Manager

Salary: We currently envisage the position to be a 0.6FTE post for 12 months at £34,000 per annum; however, we are open to explore other options with the right candidate and that work within this budget.

Based at: Glasgow with option for home working

Travel: Some travel across central Scotland may be required

Reporting to: Deputy Director of Development

Duration of contract: Initial 12 month contract

Other Essentials: Subject to Disclosure Scotland check & 2 suitable references

Closing date: Monday 9th August: 10am

Interviews: 18th & 19th August (TBC)

Expected Start Date: ASAP

To highlight....

In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity.

We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors.

Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

Company Values

As a team of people we share the following values:

Our values

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.

What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform **Children and Young People's** lives through impactful arts and creativity.
- We will grow **Communities** to become stronger and empowered through creative engagement.
- We will support **Older People** the opportunity to take part in life enriching arts and creativity.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 freelance artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.

Our Impact

Our 2019/20 figures:



The role and you

We are on the search for a dynamic individual to play a key role in our growing Development Team and to:

- Support and help drive forward our goals, ambitions and annual income targets (as outlined in our new 5 year business plan)
- Ensure the sustainability of our 3 year pipeline

We are looking for a fantastic communicator, as well as an enthusiastic and experienced team member who can bring a proven track record of securing large grants/tenders *and/or* who has a wealth of relationships with a wide range of Scotland's stakeholders, (including Local and National Government, public bodies, housing associations and 3rd sector organisations), across the themes on which Impact Arts delivers (namely Employability, Education, Housing Health, Regeneration, Culture and Youth Work). A confident and capable individual they will support our Leadership team to be a public face for Impact Arts.

Our current Development Team is strong and has a wealth of combined experience, skills and consistently achieves significant results and income targets. We are now looking for an individual that can complement these and help us fulfil the needs that arise out of our new ambitious and goals.

It may be that you are able to support us with all of our development needs – but we also recognise that you may have significant experience & proven results by being more of a specialist. It is important to us that we recruit an individual with vitality and who can hit the ground running straight away. Work is fast paced, demanding but also fun and comes with significant benefits (See below).

If your skills and current experience aligns closely with 1 or more of the needs outlined below, we would like to hear from you! In searching for the right person for this senior position, we are open to flexible working patterns/hours and the potential to work from home (with visits to our main office in Glasgow). We place more importance on the skills and experience you can bring to our organisation. Again tell us what you need in order to perform at your very best.

Job Purpose

Support and drive our business goals across Scotland.

What you will bring to the role

The right person for this role will be able to work as a senior member of the Development team and with the Deputy Director of Development to ensure that annual income targets are met (£2m and growing) and that our 3 year pipeline is sustainable.

You will have proven project management and leadership skills, as well as excellent interpersonal, organisational and planning skills.

You will also have proficient IT skills, be able to work effectively as part of a team and motivate others.

It is essential that you have the ability to think strategically and imaginatively, can meet tight deadlines and are self-motivated.

Additionally you will be able to contribute to at least 1 or more of the following areas:

1. Development

- As a result of existing strong contacts, grow Impact Arts' senior networks with Scotland's Local and National Government, public bodies, Housing Associations and third sector organisations which result in strategic alignment of programme delivery and significant levels of investment
- Proactively take a lead role in scoping out potential in new areas and geographies.
- To remain abreast of key policy developments and opportunities relevant to Impact Arts Strategic Plan and to develop viable opportunities for work aligned to these; and present the work and findings of Impact Arts at key stakeholder meetings and events. (*desirable rather than essential*)
- Liaise with Impact Arts staff to communicate on local and national policy issues across employability, education, mental health, homelessness, regeneration & culture (*desirable rather than essential*)
- Explain Impact Arts policy positions to a range of audiences by providing information briefings and presentations which reflect Impact Arts' work and impact
- Monitor national and local government policy developments and identify opportunities for the charity to respond

2. Income Generation

- Awareness of funding opportunities, and significant success in, securing large scale awards from grant makers in one or more of the following Impact Arts thematic: employability, education, mental health, homelessness, regeneration & culture

And/or

- Significant experience and success in securing large scale tenders awarded by public bodies and/or Local/National Government in one or more of the following Impact Arts thematic: employability, education, mental health, homelessness, regeneration & culture
- Experience in working in and developing partnerships/consortia in order to best respond to the above (*desirable rather than essential*)

Company Benefits

- Flexible working (by request)
- Home working (by request)
- Generous Annual Leave
- Staff Wellbeing (e.g. Employee Assistance programme, weekly yoga sessions, regular social events etc)

Disclosure Scotland

Successful candidates will be required to undergo a Basic Disclosure check.

How to apply

If you are interested in applying for the post, and can align your skills and experience with the needs outlined above we would like to hear from you.

To apply, please visit www.impactarts.co.uk to download an application form.

What is important is that you are able to clearly show us:

- How you can and will support us with our needs
- What areas of strength you are able to offer (e.g., development/income generation or both)
- Your results & experience to date
- What you need to be able to work as part of the development team (e.g. remote/home working; flexible hours etc.)

All completed applications should be sent to jobs@impactarts.co.uk by 10am on Monday 9th August 2021.