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Forma Arts – DEPUTY DIRECTOR Job Description

Title: Deputy Director

Salary: £38 - 40k per annum (pro rata), based on experience

Reporting to the Artistic Director

Line management responsibilities: to be confirmed

Contract Terms: 4.0 days week. 32 hours (Flexible Working)

Initially fixed term for 24 months to 1st July 2021 (with probationary period and possibility to extend)

Annual Leave: 25 days per annum (Pro Rata)

Office/Hours: 10am-6pm plus some occasional weekend and evening work which will be compensated by time-off-in-lieu

Application Deadline: 15 May 2019

Interview Dates: late May

Application Process: Please submit your CV and a covering letter to info@forma.org.uk with DEPUTY DIRECTOR APPLICATION in the subject.

ABOUT FORMA

Forma Arts is one of Europe's leading visual arts commissioning agencies and creative producers, working with British and international artists to develop and deliver new productions and exhibitions in the UK and across the world. Characterised by excellence in concept and context, production values and the audience experience, we exist to imagine, enable and deliver celebrated art projects by exceptional artists.

Artists we have worked with in the past include Nick Crowe and Ian Rowlinson, Cerith Wyn Evans, Laurie Anderson, Bill Morrison and Jóhann Jóhannsson, Adam Broomberg and Oliver Chanarin, Lynette Wallworth, Mark Boulos, Jane and Louise Wilson, Matt Stokes and Ryoji Ikeda.

We are moving into an exciting new phase and have recently appointed Chris Rawcliffe as new Artistic Director, who will take our 15-year legacy into the future. The new Deputy Director will be a key team member, working closely with the Artistic Director and Producer to ensure Forma can explore new avenues and be ever more ambitious with its programme.

Forma Arts is a National Portfolio Organisation, supported by the Arts Council England.
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ABOUT THE ROLE

The Deputy Director is a new position at Forma, created to provide a foundation for the company's smooth running and financial resilience.

Working closely with the Artistic Director and the Board you will be responsible for the company's financial stability and management excellence. This role is central to the long-term stability, sustainability and impact of the company and its programmes.

You will be responsible for the organisation's overall budget and all aspects of financial management, as well as for its governance, day-to-day operations and relationships with key funders. You will support the organisation's fundraising efforts and deputise for the Artistic Director when required.

Forma has identified opportunities to innovate its business model without compromising its commitment to artists, audiences and artistic excellence and you will play a key role in shaping and testing these opportunities. Examples of these include a focus on Publishing, Digital and Distribution, Strategic Touring Network and Creative Producer Skills Development.

KEY RESPONSIBILITIES

Finance

- Oversee Forma's financial systems, ensuring they are operating properly and that all records are maintained in a systematic, timely and accurate manner with support from the Artistic Director and Bookkeeper.
- Prepare, manage and monitor Forma's overall annual budget and individual project budgets with staff.
- Design and manage the production of quarterly management accounts and cash flow monitoring documents.
- Liaise with Forma's auditors and oversee the smooth running of the annual audit.
- Oversee regular running of processes to make necessary financial and information returns and reports to the appropriate authorities (e.g. Companies House, Charities Commission, Inland Revenue) on a timely basis.
- Oversee regular running of the monthly payroll and pensions process, including compliance with statutory employer responsibilities.

Fundraising, Income Generation and Strategic Management

- Support the Artistic Director and the Board of Trustees to develop a resilient organisation.
- Conduct research and identify potential new sources of funding from a variety of sources (including public, local authority, trusts and foundations, philanthropy).
- Support the Artistic Director and Producers in drafting funding applications for revenue and programme funding.
- Monitor progress towards fundraising targets.
- Support the Artistic Director in drafting and management of contracts with artists.
- Coordinate the production of artists' editions and seek outlets for promotion and sales of artist works (vinyl, merchandise, publications).
- Lead on the design, testing and implementation of Forma's business model innovations.

- Actively participate in the London contemporary art world and network with artists, gallerists, funders and institutions to promote Forma's work as widely as possible.

General Management

- Promote and maintain productive relations with strategic and operational partnerships, working alongside and reporting to the Artistic Director and the Board of Trustees.
- Day-to-day management of the organisation in accordance with the company structure including line management responsibilities.
- Manage and maintain the funding agreement with Arts Council England including reporting on audience data and impact evaluation.
- Manage procurement and supplier management including contracting and contracts.
- Implement, manage and maintain all company policies including those in the Staff Handbook.
- To actively promote and ensure compliance with company policies relating to equality of opportunity and diversity, and Data Protection regulations (GDPR).
- Ensure that the office infrastructure supports all aspects of activity including office supplies, IT equipment, storage, insurance, maintenance and cleaning.

Governance

- Support the Artistic Director in the overall management of the organisation and to deliver the business plan.
- Lead the annual review and update of the business plan.
- Oversee the organisation's risk management with a particular focus on health & safety, safeguarding, financial, human resources and reputational risks.
- Ensure good governance in all aspects of the company activity and introduce management best practice and continuous improvement to company processes.
- Support the Board of Trustees, including setting the agenda for (sub-committee) meetings, prepare for high-quality decision-making and distributing papers and minutes.
- Support the Board in the implementation of its governance improvement plan.
- Responsible with the Artistic Director and the Chair of the Board for recruitment and induction of new Trustees.
- Act as Company Secretary for Forma Arts (including managing relationships and filings with Charity Commission and Companies House).

Note: This description is a guide to the nature of the work and it is not wholly comprehensive or restrictive. As we are developing the organisation, we will examine job descriptions and update them to ensure that they accurately reflect the job required to be performed, or to incorporate proposed changes to said job description.

ESSENTIAL SKILLS AND ATTRIBUTES

- 5+ years working in the contemporary art world and at least 1 year in relevant role
- Experience of managing people and the ability to demonstrate leadership and work flexibly within a small team
- Excellent planning and time management, with the ability to multi-task, delegate and prioritise within a busy working environment
- A willingness to carry out a wide variety of tasks
- Strong financial management experience

- Strong experience in setting, monitoring and controlling budgets in the preparation of quarterly management accounts and cash flow forecasts
- In depth knowledge of and familiarity with the arts funding system and Arts Council England NPO reporting
- Ability to negotiate with stakeholders and potential funders
- Successful fundraising from Trust and Foundations, local authorities and other public bodies
- Experience of developing networks that will support the fundraising and financial resilience of Forma
- Experience of business planning and strategic management
- Good evaluation and business writing skills
- Understanding of reporting requirements for a Charity
- Good IT skills, particularly with Microsoft and Adobe software
- Exposure to small business accounting software e.g. Xero

DESIRABLE SKILLS AND EXPERIENCE

- Knowledge of national and international arts organisations and a good network of contacts
- Experience of contract drafting and negotiation
- Experience of working directly with artists, producers, writers and curators
- Knowledge of marketing and audience development in the arts
- Comfortable with public speaking
- Experience of organising, producing and presenting complex art projects

Applicants cannot be expected to be equally strong on all the above criteria, but to provide evidence across the range, in varying strengths and combinations.

Forma strives to be a reflection of our contemporary society and we welcome applications from all backgrounds.