



DIRECTOR Ffotogallery, Wales

Ffotogallery is seeking to appoint a Director to lead the organisation. We're looking for a creative, ambitious individual who can build on a 40 year legacy of encouraging public understanding of and deeper engagement with photography and its value to society.

Letter from the Chair

At the end of this year, David Drake will step down as Director of Ffotogallery after twelve years at the helm of Wales' leading organisation for photography and lens based media. As we look to welcome a new Director to take on the role of leading the organisation, we will do so from a position of strength.

Established in 1978, Ffotogallery has a proven track record of promoting emerging and established talent from Wales and beyond, and in celebrating the power and impact photography and lens based media can have in our lives. We are one of 67 members of Arts Portfolio Wales - artists and organisations that receive annual grants from the Arts Council of Wales towards their core costs and activities.

The Director leads a team of five staff, from our base in Cardiff, Wales' capital city. We moved to our new home, a Grade 2 listed former Church Hall in 2019. It houses a dedicated gallery space, library and resource room, office space and a small book shop and is based close to the city centre and the city's universities.

Much of our work is delivered in partnership with a wide range of organisations in Wales, across the UK and internationally. We recognise the importance and value such partnerships bring to our work and the impact effective partnerships can have in the communities we work with.

Our biennial International Festival of Photography, Diffusion, established in 2013 has also been an important bridge between Wales and the world. It will host its fifth edition in Autumn 2021.

The past eighteen months have not been without their challenges, but we will emerge from the pandemic in sound financial health, with a sharper focus on our mission, and with our new home ready to welcome artists and audiences.

This is a unique opportunity for a dynamic individual to help lead the organisation into the future and we thank you for your interest in the position. We understand that you may have questions about the role, so please don't hesitate to contact me direct with any pre-application enquiries you may have. We look forward to hearing from you.

Mathew Talfan
Chair, Ffotogallery

About Ffotogallery



Alina Kisina, *Children of Vision* project
with Garth Primary School at Diffusion 2019



Work to be Done exhibition, part of *A Woman's Work* project,
Ffotogallery, February 2020

Ffotogallery is one of the UK's leading organisations for contemporary photography and lens-based art. We commission and present outstanding and diverse work from Wales and the world, support the development of artists, and showcase exciting new work developed in Wales.

Since its formation in 1978, Ffotogallery has been at the forefront of new developments in photography and lens-based media in Wales and beyond, encouraging public understanding of photography and a wider appreciation of the role it plays in our understanding of the world around us.

Our purpose

We want everyone to be able to enjoy transformational experiences through photography and its associated media. Our mission is to harness the power of the visual arts to transform people's lives, whether aspiring photographers and artists seeking to express themselves through their work, or audience members gaining new insights into the world through the imagery they encounter in an exhibition, in a book or online.

It is important to us that our exhibitions and events, publishing, learning and engagement activities connect with the culturally diverse neighbourhoods and communities we serve, ensuring that all residents are able to contribute to, and benefit from, our success.

Ffotogallery continues to work hard to tackle social inequalities; we value the role people from all parts of our society can play in creating a vibrant arts scene. We know that the arts in the UK, and Wales in particular, will be stronger, more exciting and relevant to more people if we embrace diversity. We are constantly looking at what we do and at how we work through fresh eyes, knowing it will help revitalise our approach and widen access to the arts.

Through our extensive online offer and touring of Ffotogallery exhibitions, our publications and four previous editions of Diffusion: Cardiff International Festival of Photography, the reach and impact of our work is both local and global.

About Ffotogallery

Our activities

The scope of our current activities is broad, and includes;

- Exhibitions, print and online publishing activities and projects that reflect the evolution of the photographic medium and its role in the world
- Commissioning and exhibiting the work of new and established artists and cross-disciplinary practice that responds to the evolving nature of the medium
- Establishing and running the biennial Diffusion: Cardiff International Festival of Photography www.diffusionfestival.org which this year is in its fifth edition
- Developing learning resources, organising talks and events, courses and workshops to support practice, knowledge exchange and appreciation
- Providing a creative studio and digital workspace for creative practitioners, collaborating groups and visiting international artists
- Preserving existing and producing new archival materials and establishing a new library to make them publicly accessible
- Internships, volunteering and skills development opportunities across the range of the organisation's work



Go Home Polish, Michal Iwanowski at Diffusion 2019
(photo by Philip Jenkins)

About Ffotogallery

Our platforms

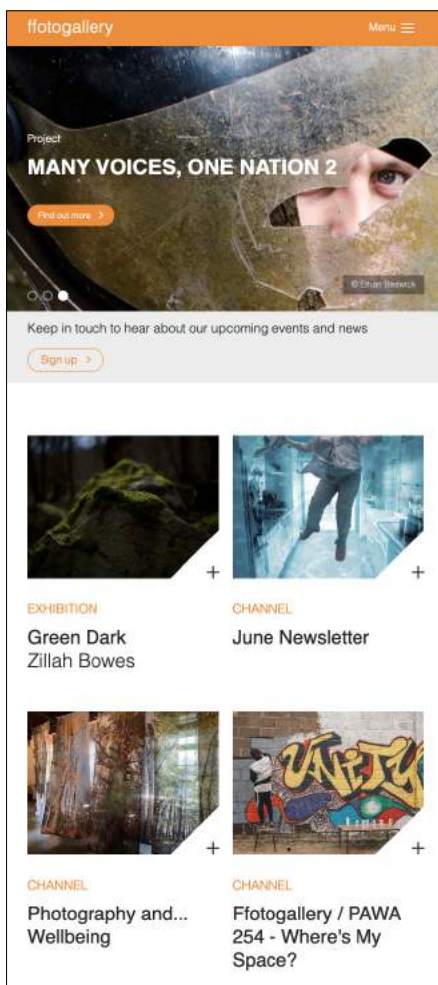
In September 2019 we moved to our current home in Cardiff, which is both an engine room and showroom; a place where new ideas and creative projects are generated and also a welcoming venue offering inspiring encounters with contemporary photography. As well as an excellent gallery and events space, the new centre includes a publicly accessible library/resource room, creative studio and a small bookshop.

In the virtual world, our website and socials, and our extensive digital activities, enable us to share our exhibitions, projects, archives and participatory work with a wider global audience, providing an exciting platform for learning and engagement. The protracted lockdown and restrictions on travel and public gatherings have prompted us to scale up our digital content creation and distribution and to invest in new 3D immersive platforms and virtual exhibitions.

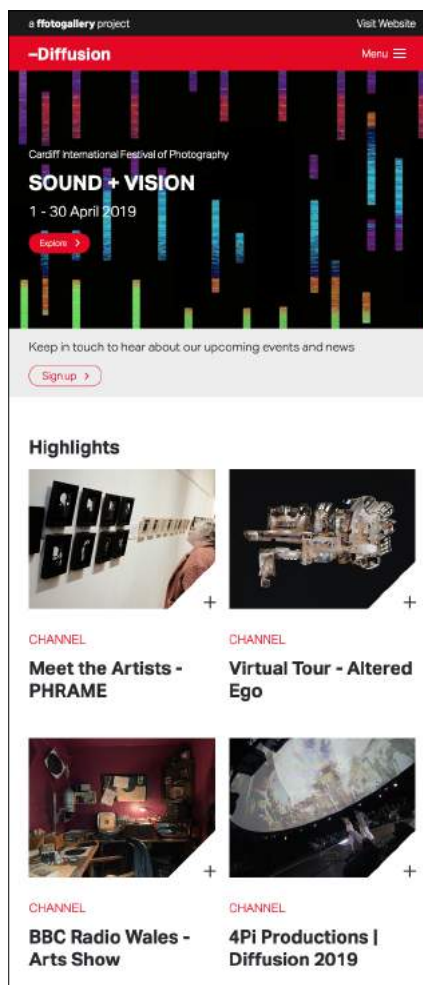
Our current strand of work is built around the theme of *Many Voices, One Nation*, - with the key aim of capturing the richness and diversity of Wales geography, culture and society. Through this work we want to promote greater cultural diversity, access and inclusion, while making real contributions to lifelong learning.

To read more about Ffotogallery's work, visit the following websites:

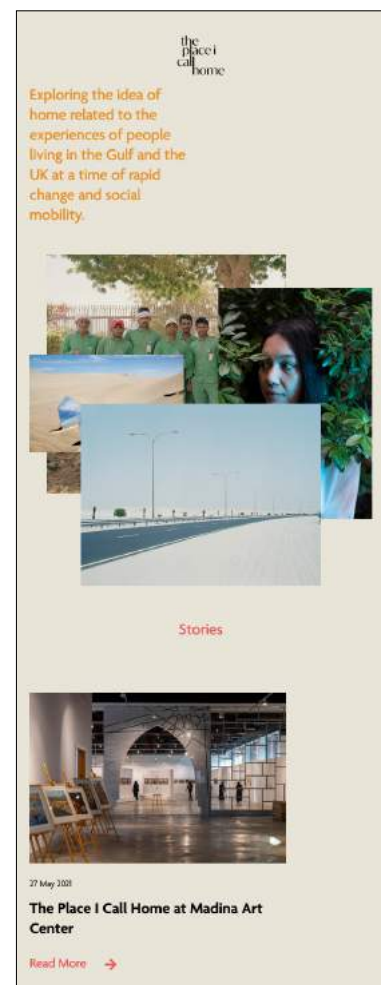
www.ffotogallery.org



www.diffusionfestival.org



www.theplaceicallhome.org



The Director

Role Purpose

The Director is responsible for the artistic and strategic leadership of the organisation. This dual role of planning and delivering our artistic programme while maintaining organisational capacity and resilience, are the twin pillars that ensure that we always meet our charitable and educational aims.

The Director inspires our Board and staff team, supporting them in realising creative ideas and overcoming challenges. They play a key role in establishing new partnerships and activities that will animate exhibitions and online presentation of our work in ways which engage our target audiences and participants.

They are responsible for shaping and updating our business plan, delivering against its objectives and reporting to the Board and funders. They lead on fundraising and communicating our offer to artists and audiences, funders and stakeholders.

Main duties and responsibilities of the Director

The Director's primary duties include;

- To provide leadership and strategic focus, through setting clear organisational goals and delivering against them.
- Providing artistic leadership in developing Ffotogallery's programmes, including exhibitions, projects and events, educational activities and digital engagement.
- Ensuring that we meet fully our commitments to access, diversity and inclusion.
- Representing the organisation and its work to funders, external partners, media and stakeholders.
- Maintaining organisational capacity, resilience and growth.
- Leading fundraising and business planning processes in dialogue with the Board and staff team, to secure a diverse and sustainable income that supports Ffotogallery's charitable aims and strategic goals.
- Supporting the Board to fulfil its role and responsibilities.
- Managing the organisation's budget and maintaining our financial sustainability.
- Ensuring that financial policies, controls and procedures are robust and in line with best practice.

About you

So what kind of person are we looking for? We are seeking a dynamic, creative leader, who can inspire their team and all those they work with.

- You are passionate about photography and lens-based media, with an extensive knowledge and engagement with contemporary practice in national and international contexts.
- You have a proven track record at senior level in a cultural organisation, delivering artistic success, business resilience and demonstrating effective team leadership and management of relationships with partners and stakeholders.
- You have worked professionally for at least three to five years in a relevant capacity.
- You are a strategic thinker with an ambitious creative approach with an ability to lead by example and bring out the best in others.
- You understand the operating environment of the arts and creative industries sector in Wales, and the UK more widely and an appreciation of the importance of the dual languages of Wales.
- You have a track record for curating and delivering inspiring exhibitions, projects and events.
- You are committed to widening access, inclusion and diversity in the arts, and proactively collaborating with others, including artists, educators, audiences and project partners.
- You communicate effectively with the public and staff and can represent Ffotogallery's confidently to funders, partners and stakeholders.
- You have business and political acumen, with experience of successfully raising funds and overseeing complex projects to ensure organisational resilience
- You have strong diplomatic and negotiating skills with an ability to build effective internal and external relationships
- You have an appreciation of best practice in terms of working with a Board and operating a charitable company
- You are able to remain resilient under pressure with an effective approach to resolving challenges and identifying creative solutions.
- You are happy to travel into Cardiff for work or relocate, if necessary, for which support will be provided.
- You may have particular needs that require extra support and adjustment to the work environment and routine; Ffotogallery will strive to address any needs you may have, within available resources.

Further information

Working Relationships

Reporting direct to the Board, you will lead Ffotogallery's core team, which currently includes an Exhibitions Manager, Learning and Engagement Manager, Operations Manager, Production Coordinator and Creative Producer.

In addition, we regularly operate a paid internship scheme, as well as drawing on a pool of freelancers and suppliers to deliver specific projects and aspects of our programme. You will play a key role in developing these schemes and working with a wide range of individuals and organisations to help deliver our work.

We are an organisation committed to continuous professional development, and within budget limits all staff receive training and development support, mentoring and access to a network of peers and alumni working in the arts and cultural sector across the UK.

Flexible and collaborative working is also normal practice given the relatively small size of our organisation and the need to cover absences due to holiday and illness.

Salary/Hours/Holidays

This will be a full time permanent position (subject to six month probationary period)

- Salary is £40,000 pa for 35 hours per week over 5 days.
- Ffotogallery's business opening hours are 9.30am – 5.30pm, Monday to Saturday.
- Working days for each staff member will be scheduled accordingly. When out of hours working is necessary, for example when there are evening and weekend commitments, time off in lieu is granted.
- Ffotogallery has a company pension scheme in line with the Government's requirements.
- Holiday entitlement is accrued on the basis of 2 days per month worked, plus public holidays.

How will Covid-19 affect the role?

We are living in uncertain times regarding any future restrictions on travel, public gatherings and access to our workplace. The team kept working during lockdown by allowing flexibility in how our work is structured and by maintaining a home/workplace balance in terms of our roles and responsibilities. We have delivered ground-breaking online projects, upgraded our facilities and improved access. We re-opened our gallery to the public in May 2021, with new measures now in place designed to ensure the confidence and wellbeing of staff and visitors, whose health and safety remains our paramount concern. Because of the ever-changing situation, we expect appropriate working arrangements to be in place in the context of changing public health guidance.

DBS Checks

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults and expect all staff to share this commitment. This post is working in regulated activities. If you are successful, we will undertake additional recruitment checks which will include a DBS (Disclosure and Barring Service) check to see if you have had any criminal convictions, a check of police information and we will check the barred list(s). It is a criminal offence for a barred individual to apply for a job in regulated activity.

Application process

Your application

Please provide:

- A short statement on why you would like to lead Ffotogallery and how your experience is relevant for this role (no more than 2 pages of A4 or 3 minute video)
- A summary CV (with 2 referees)

Application deadline: Friday October 22nd, 5pm

Selection Process

The selection process will be as follows:

- Short-listed candidates will be invited to attend an interview on site at Ffotogallery in Cardiff (subject to current Welsh Government Covid-19 Guidelines).
- Candidates selected for the next stage may be invited for a second interview

Interview dates: Early November, exact date to be confirmed

Ffotogallery is committed to equality of opportunity and supporting diversity and inclusion across all aspects of its work. Our staff team bring a range of perspectives to our organisation and we welcome applications from individuals who are under-represented in the visual arts sector including those of Black, Asian or minority ethnic heritage, those who have faced socio-economic barriers, those who identify as LGBTQ+, and those with disabilities. All applications for this position will be treated equally and confidentially. Recruitment for this position will be based on merit.

Accessibility

If you need to submit your information in a different format to be able to apply, or if you require us to make any other reasonable adjustments to assist you in our recruitment process, please contact Alex Butler, Operations Manager at alex@ffotogallery.org

Submitting your application

All applications and any queries should be emailed to alex@ffotogallery.org