



Arts Director – Multi Disciplinary Arts

Role Profile

A. Details

Position:	Arts Director – Multi Disciplinary Arts
Grade	Assistant Principal (AP)
Whole time equivalent	Full-Time – 5 days per week
Reports to:	Director
Duration:	Permanent

B. Department & Role Overview

The Arts Council /An Chomhairle Ealaíon is the Irish government agency for developing the arts. We work in partnership with artists, arts organisations, public policy makers and others to build a central place for the arts in Irish life. The Arts Council is guided by its Strategy “Making Great Art Work”.

We set policy to ensure that all of our funding is spent strategically, that all of our actions reflect the long-term interests of the public and that all of our decisions are transparent and fair. We aim to have policies which are current and relevant and which reflect our role as an expert agency in the arts. Further information on the Arts Council is available at www.artscouncil.ie.

Reporting to the Director, the Arts Director – Multi-Disciplinary Arts leads all elements of the Arts Council’s policy formulation, development initiatives, grant and relationship management in this department; manages and motivates teams within the department; manages contract and related procurement processes.

Reporting to the Director, the Arts Director will lead and manage the Multi-Disciplinary Arts Department (Arts Participation, Festivals, International Arts, Local Place and Public Arts, Multi-Disciplinary Arts and Young People, Children and Education) in its delivery of policy, funding and advice in each art form and area of arts practice. The Arts Director will collaborate with the other Arts Directors and Senior Management in the implementation of specific cross-organisational projects to deliver the objectives of Making Great Art Work.

C. Key Responsibilities (including but not limited to)

- The development of future strategy and policy consistent with the Arts Council's Corporate Strategy (MGAW) within the relevant art form areas of the Arts Department.

- The delivery of meaningful, focused and relevant multi-disciplined and corporate strategic projects.
- The development and implementation of initiatives and/or programmes that will support the development of the individual art forms.
- The creation of and maintenance of excellent relationships with key institutional stakeholders.
- The maintenance of a well-motivated and focused team to serve the priorities of the Arts Council as expressed within the work of the Arts Department.
- Lead, motivate and manage the Arts Management Team and staff to ensure the delivery of key art form objectives as set out in the Arts Council's strategy and optimum delivery within relevant policy areas.
- Develop, in conjunction with senior management, annual budgets and business plans for each art form policy area in line with Arts Council objectives and corporate plan in collaboration with the Arts Management Team and manage performance against the budget and business plan.
- Procure and select, in collaboration with the Arts Management Team, the required advisers for each relevant art form area.
- Lead the Arts Management Team in their responsibilities to achieve the Arts Council's objectives and in the pursuit of optimum coherence of policy, development and grant/award recommendations (including oversight of digital arts assessments) within their respective art form areas.
- Identify, in collaboration with the Strategic Development Department, research or strategic development initiatives as required and act on findings of that research and advice pertaining to relevant art form areas.
- Develop and maintain effective work relationships with key institutional stakeholders as appropriate.
- Manage the Human Resources, Professional Development and Performance Management, Health and Safety and Information and Records needs of the Department.
- Collaborate with the Director in the routine planned delegation of specific responsibilities and tasks.

- Participate and contribute to the Senior Management Team so as to ensure the most effective possible leadership and management of the business of the Arts Council in achieving its objectives.
- Collaborate with the other Arts Directors so as to ensure optimum co-operation at every level between the three Arts Departments so as to ensure excellent service delivery to arts organisations and the arts community.
- Collaborate with Corporate Services Director so as to ensure co-operation at every level with Corporate Services in ensuring consistency in approved standards and protocols across the organisation, project delivery, corporate planning and senior management team business processes in achieving the Arts Council's objectives.
- Collaborate with the Finance Director in his/her management of Corporate Governance so as to ensure that the Council complies with all relevant legislation and regulations pertaining to its work.
- Undertake other responsibilities as agreed from time to time with the Director.

D. Skills Knowledge and Experiences

Significant relevant experience at a senior management level in the arts of which at least three years should be management within a large organisation operating at national level.

The successful candidate will have:

- A high level of credibility within the arts community;
- A proven track record of management within the arts particularly in the performing arts;
- A sound understanding of the arts and the business infrastructure of the arts;
- A substantial body of knowledge of national and international developments in the arts;
- The ability to operate effectively at strategic and policy levels and to contribute analytical depth to the Arts Council's strategy and policies;
- The ability to think and express complex issues clearly;
- Well-developed abilities in listening, communicating and negotiating;
- The knowledge and experience to lead diverse activities through effective management systems and a sustained focus on long-term goals;
- Excellent people skills evidenced through the ability to lead and motivate expert teams and to bring energy and focus to a disparate professional staff cohort.



The successful candidate will have a track record of significant relevant achievement which should include:

- Proven ability to develop and implement strategies which deliver tangible outcomes;
- Evidence of excellent abilities in general management
- Evidence of the effectiveness of sophisticated communication skills capable of influencing and negotiation at all levels within a large organisation and with key external stakeholders.

E. Qualifications

The successful candidate will be academically strong with at least a primary degree, and preferably relevant post-graduate or professional qualifications in a relevant area. A strong developmental background in the arts is essential.