



**CASTLEFIELD
GALLERY**

**CHAIR OF THE BOARD
OF DIRECTORS & TRUSTEES**

RECRUITMENT PACK

40 YEARS OF THE FUTURE



Omid Assadi, Dammam (performance), 2018. At Castlefield Gallery. Photograph by Andrew Brooks.
Commissioned by the British Council

**WE BELIEVE ART IS
ESSENTIAL. OUR
PURPOSE IS TO
SUPPORT ARTISTS,
BUILD CREATIVE
COMMUNITIES AND
MAKE NEW ART
HAPPEN.**

CHAIR OF THE BOARD OF DIRECTORS & TRUSTEES

Castlefield Gallery is looking for a new Chair. After a successful tenure, our current Chair, Susie Stubbs, is stepping down in 2023.

'Castlefield Gallery is one of the most important arts organisations in the region. It supports artists via a mix of artistic, peer-led and professional support, enabling them to build a meaningful creative career. No one else does what Castlefield Gallery does, at such scale and quality. It has been a real honour to support the gallery over the past five years and I leave it now in great shape – with core funding, a wonderful team and plans for its 40th anniversary all in place, and more artists than ever on board'

Susie Stubbs, Chair

As we look ahead to our 40-year anniversary in 2024, we're seeking an exceptional, dynamic, and committed individual to lead the Castlefield Gallery Board of Directors and Trustees. As Chair you will lead and shape our next chapter - the next 40 years of the future!

The Chair works closely with the company's Director & Artistic Director and fellow Trustees to support ambitious new art and positively impact our sector, civic and community life.

You will need to have a deep interest in contemporary art and be familiar with decision making in the public / charity and private sectors. You will understand what good governance looks like and be well positioned to ensure excellent Board performance.

You will be a strategic thinker, adept at relationship building and brokerage, an effective ambassador, and excited to represent Castlefield Gallery externally.

DEADLINE FOR APPLICATIONS IS 12PM (MIDDAY) 23 JUNE 2023.

ABOUT CASTLEFIELD GALLERY

We are a contemporary art gallery and artist development organisation. Established by artists in 1984, our vision is to be one of the leading UK organisations for artists' development, building a compelling case for supporting artists, their work, their careers, and at every level.

We work with hundreds of artists every year, providing practice, career development, exhibition, and commission opportunities to those at all career stages, and from a diversity of backgrounds. We support more than 300 [Castlefield Gallery Associates](#) and a host of other creatives through person-centred development programmes. [Castlefield Gallery New Art Spaces](#) provide affordable making and project space in the North West, including on the high street.

We invest in and develop creative skills whilst facilitating national and international connection for creatives in the North West of England. Our national and international activities focus on artist exchange. We believe the North is a place for artists to live and work, a place from where they can carve out successful national and international careers.

Castlefield Gallery's public and participation programmes provoke new ways of thinking, bringing together artists, creatives, communities, and audiences to explore the art and issues of our time. We believe when artists and communities come together, they can help shape a better world.

Working from our galleries in Manchester, off-site, online and in the public realm, we create long-lasting impacts in our city region, North West and beyond. We are a home for artists and creatives. We are advocates for what we believe in. We believe in the power of new art and the essential role of artists in society.

Our Artist Patron is the celebrated Ryan Gander OBE.

Castlefield Gallery is a registered charity, supported by Arts Council England and Manchester City Council.

OUR REACH AND REPUTATION

We're a small-scale organisation but one with international reputation.

For nearly 40 years we have nurtured the work and catalysed the careers of hundreds of artists. Castlefield Gallery 'alumni' have gone on to achieve brilliant things, including being winners and nominees for major prizes, exhibitors at major festivals, biennials, triennials and international presentations. Our alumni's works enter important private and public collections.

Castlefield Gallery has and continues to provide some of the first opportunities for artists living and working in Manchester to access formal, recognised exhibition opportunities. These often alternate and place exhibitions and works by national, international, and high-profile established professionals alongside regional artists at all career stages, including new graduates.

Castlefield Gallery has a long history of working in partnership and through dynamic collaborations, locally, regionally, nationally and internationally through exchanges, delegations and residencies. We extend our work across the city region and region, nationally from Glasgow to London, and internationally from the Czech Republic, Switzerland and Denmark to S. Korea, Hong Kong and more!

OVER THE LAST FIVE YEARS

- The peak of our programme reach, including off-site, is estimated at 271,958 audiences, 3021 participants.
- Annually, Castlefield Gallery Associates hosts between 300 – 340 members.
- On average, digital content and products (including digital publications) have reached over 10,605 people per year.
- Castlefield Gallery Social Media platforms are home to communities of between 8000 – 17,500 people.
- Our audiences and participants live and work locally, regionally, nationally and internationally with a significant percentage based in the Manchester city region and North West of England.
- Whilst representing all age groups, including 65+years, Castlefield Gallery audiences and participants are dominated by 16-24 and 25-34years.



Launch Pad: Stick or Twist (2017)

WHAT OUR COMMUNITIES SAY

'Seriously ambitious... engages with the social consciousness and history of a city. I urge you to experience this new work in situ and give it the time it deserves.'

'Castlefield Gallery... one of the best art venues around...'

'Castlefield Gallery's unbiased support of individual artists and their commitment to young artist-led groups is unsurpassed in the North West.'

'Castlefield Gallery is a real hive of innovation and creativity where many different art forms interact.'



ACTIVITIES

THE DETAIL OF WHAT WE DO

1. Support for artists

We focus on the power of artists' work over perceived 'art-world status,' supporting them when they need it most, sometimes over a period of years.

2. Exhibitions, events, commissions and commissioning to collect

A fast-moving programme of exhibitions and events in our own gallery and partner spaces, public art commissions, online, delivered locally, nationally, and internationally.

3. Public and participation programmes

That provoke new ways of thinking, bringing together artists, creatives, experts from across sectors, communities, and audiences to explore the art and issues of our time.

4. A range of specialist and person-centred artist support programmes

Some of which are delivered through exchange with national and international partners.

5. Castlefield Gallery Associates

A 300-plus strong membership scheme that provides professional and practice development for artists, independent writers and curators.

6. Castlefield Gallery New Art Spaces

We take vacant retail and commercial units and turn them into low-cost work, project and production spaces for artists and creatives.

7. Advocacy and thought leadership

Collaborating with universities and cultural organisations, developing talent partnerships, pioneering community work, and making the case for the support of contemporary visual art and artists.

WHO WE ARE

Castlefield Gallery is supported by a permanent staff team and Board of Trustees and Directors. We adopt a 'strength-based approach' to working with people. We operate a successful long-standing volunteer and placements programme. Many of the staff team were once Castlefield Gallery volunteers or placements, and some are now our Trustees. Driving talent development through our structure delivers on mission.

At times we also work with universities to support Collaborative Doctorate Awards, including research curators.

Artists and creatives form part of the make-up of Castlefield Gallery's volunteer group. It is important to us that previously or currently practicing artists are also represented within our staff team. Castlefield Gallery engages large numbers of freelancers on an annual basis, this group of workers are dominated by artists and creative freelancers.



In Dark Times (2017), Courtesy Annie Feng

OUR BOARD OF DIRECTORS & TRUSTEES

Susie Stubbs, Chair

Managing Director, Modern Designers and Co-Founder, Common Ground

Alisha Kadri

Vice Chair, Head of Business Development & Membership, One Dance UK

Adrian Slatcher

Secretary, Principal Resource & Programmes Officer, Manchester City Council

Margaret Bourke

International Trade Advisor, International Trade Advisory Department for International Trade

Ceri Hand

Founding Director, Artist Mentor and Member, Wales in Venice Advisory Board

Kate Jesson

Curator, Manchester Art Gallery

Barney Leaf

Corporate Partner, Bermans

Chara Lewis

Senior lecturer, Fine Art, Manchester School of Art

Mariama Attah

Head of Exhibitions, Open Eye Gallery (moving to Autograph in May 2023)

Professor Sandeep Ranote

Executive Medical Lead for Mental Health at Greater Manchester Health & Social Care Partnership, Director of Mental Health & Clinical Transformation for Wigan and Consultant Paediatric Psychiatrist, Greater Manchester Mental Health NHS Foundation Trust.

'It's an exciting year for the Gallery as we head into our 40th anniversary and look ahead at what the next 40 years will look like for artists locally, regionally and nationally.

We are bold, ambitious and unafraid to push boundaries.

As our Chair you'll be joining a supportive Board invested in shaping Castlefield Gallery's future vision and the wider cultural ecosystem across the city of Manchester, the city region, the North West and beyond.'

Alisha Kadri, Vice Chair

The Board of Trustees governs Castlefield Gallery. They are a group of voluntary directors drawn from the private, public and the higher education sectors who volunteer time and expertise to support the gallery's operation. The trustees provide strategic direction and financial oversight for the gallery.

We are committed to creating a board that reflects the people and communities of Manchester and Greater Manchester.

We welcome Trustees from all social backgrounds so as to further diversify our board, and build a varied representation of the many communities within Greater Manchester in relation to gender, age, race and ethnicity, sexuality, disability, and socio-economic background.

In addition, we strongly believe that lived experience is as relevant to our board as professional experience.

OUR ETHOS AND COMMITMENTS

We work on an ongoing basis with an Artist Environmental Sustainability Lead. Environmental Sustainability sits at the heart of our work and our commitment to action on climate change and justice is of vital importance to the charity. We are members of Manchester Arts Sustainability Team (MAST), signed up to the Creative Climate Coalition, Emissions Reduction Pledge, Fossil Free Pledge and are Carbon Literacy trained.

We are female-led. We are taking active steps to be genuinely representative of the communities we serve, and to address the imbalances we see in the sector, particularly in relation to gender, age, race and ethnicity, sexuality, disability, and socio-economic background. We are deeply committed to social justice and work with those with lived experience of all forms of displacement.

We place great importance on delivering through dynamic partnerships.

As a charity and publicly funded organisation Castlefield Gallery provides leadership and thought leadership in ranging civic, community and sector specific contexts. We deliver wider and sector leadership roles, including through our contribution to the Contemporary Visual Arts Network (CVAN); our Director & Artistic Director is Co-Chair & Director of the CVAN North West.

Everything we do is about support. Support for artists, for the communities we serve, for our sector, and for the contemporary art audiences we build.



Ivy kalungi and Matthew Bamber, photographed by Jules Lister at our MMU Graduates Exhibition

HOW WE WORK – OUR PLEDGE

We exist to support artists and at Castlefield Gallery, we make new art possible. We are a purpose-led charity, accountable to our artists, communities, audiences, and funders.

WE ARE LED BY OUR VALUES

We are bold: we champion new forms of art, and new thinking. We actively encourage the artists and communities we support to take creative risks in the work they produce.

We are brave: we're not afraid to make difficult decisions, nor to break with convention. We are a place where it's OK for the world to be complicated – where artists and communities can safely respond to a world in flux.

We empathise: we believe that inclusion starts with empathy. It enables us to bring people together and leads to new partnerships and collaboration.

We are knowledgeable: we understand the art world, but we also have a deep knowledge of the other worlds we work within, including education, public bodies, charities, property and place. We use our expertise to support artists and communities.

We are playful: we grow through play, problem-solve through imagination, overcome obstacles through invention, and thrive on the creative, curious nature of the art and artists we are here to support.

We put artists first: we are and have always been led by the needs of artists and our communities.

WHAT OUR COMMUNITIES SAY

AUDIENCES



Nina Chua in front of Marker 720 (2022). Photo by Kate Hardy

'Gloriously colourful and playful show, the work complemented each other. Great work!'

'Castlefield Gallery is a great gallery with stimulating and exciting work and with above all a warm welcoming environment and lovely staff. Thank you for your kindness today, we really appreciated it. Very welcoming ethos at Castlefield.'

'The gallery often provides exhibitions from unknown artists giving them a chance to display their work which is important and inspiring for upcoming artists to see.'

'Really happy I came, and I will certainly come again next time I am in Manchester and will follow your activities online. The space is beautiful and very welcoming.'

'Life feels a little calmer now having been into the space. It was a pleasure to peek into the archives with Gibson and Collins' work, a part of the gallery or museum usually reserved for those who work in the space but a reminder that the archive is made by a collective and to show it is great!'

COMMUNITY PARTICIPANTS



A Place Lived by Maddi Nicholson. Photo by Julieta Cionco

'A most informative and enjoyable experience that has impacted me immensely.'

'Absolutely loved the diverse audience and people getting involved... I want to be in, and hold the same public space with older people, younger people, artists and those who have, maybe struggled with life - and that is what we had!'



Students from The Manchester College, March for Art (2022) for Art Assembly. © Andrew Brooks/ Art Fund 2022

'Life affirming and changing!'

WHAT OUR COMMUNITIES SAY

ARTISTS

'I would say, without hesitation, that applying for a place on the programme was probably one of the best decisions I've made in my art career and I'm excited to see where all my new found confidence and knowledge will take me.'

'I didn't know how far my practice could go ... how I could push myself and evolve as an artist. I am now years ahead of where I would have been... I can't thank Castlefield Gallery enough.'

'I have personally gained so much in terms of confidence and development and exposure of my work and so much has happened as a result of the proactive approaches on the programme.'

'My view on Castlefield Gallery's role and arts ecology is...we need more Castlefield Gallery...every city should have a Castlefield Gallery...the reason being...they are positive, they encourage, they embrace...which is a beautiful thing... Castlefield Gallery support makes a difference!'

'Inspired me a great deal to have more courage in talking about climate and in slowly trying to incorporate more climate aware actions and decisions in my practice... it has helped me take a leap mentally, I don't think I could have done without it.'



Gherdai Hassel in her studio space in New Art Spaces Warrington, image courtesy of Jules Lister



SUMMARY OF BOARD DIRECTOR & TRUSTEES ROLES

Members of the Board of Directors and Trustees have key responsibilities in the areas of strategic leadership, governance, development, and advocacy.

The Board supports the work of Castlefield Gallery and provides strategic leadership fully aligned with our purpose, mission, vision, and values. Members take an active role in the preparation and approval of our business plan, annual budgets, major resource issues and policies. They safeguard Castlefield Gallery's financial stability, including approving the annual accounts. Members of the Board provide high level governance and overview. Within the context of effective controls, they enable risk to be assessed, at times taken, and effectively managed. The Board is responsible for ensuring that our obligations to our stakeholders and others are met.

The Board/Director & Artistic Director relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Genuine enthusiasm and commitment to Castlefield Gallery's purpose is key and at times members assist and advise on specific selected projects.

The Board provides advocacy and members are required to be effective ambassadors for Castlefield Gallery. Members need to participate and be present at governance meetings, in task and finish groups and/or sub-committees, and other events. Members need to bring a generosity of spirit in contributing their expertise, in activating their own contacts and relationships for the benefit of the charity and giving of their time.



THE CHAIR'S ROLE

The Chair's role is to develop, manage and lead an effective Board of Directors & Trustees, whilst setting the right tone for the culture of the board. They will ensure company leadership is properly supported and the relationship with the organisation's leadership is positive and dynamic.

The Chair, with the trustees and charity's leadership, sets the strategic direction for the organisation, making sure the Board understands and fulfils all its responsibilities for Castlefield Gallery - a registered charity and company limited by guarantee. Ensuring that board structure best supports strategy, and its members have an appropriate mix of skills and experience to do this, is a key responsibility of the Chair.

As at organisational level, Castlefield Gallery's culture encourages a strengths-based approach and this approach should also be applied to members of the board in the interest of the charity. The role must enable all voices in the room to be genuinely heard while synthesising views and outlining the direction of travel. This is key to the Chair's role in securing decision making that involves all, and at times on difficult and complex matters where there may not be immediate consensus.

The management and development of relationships with Castlefield Gallery stakeholders is critical for our future and the Chair will play a major role in supporting this. The Castlefield Gallery Chair takes a leading role in the public representation of, and advocacy for the organisation. Vitally, our Chair will need to lead and embrace action, including in our own organisation, to confront inequality in the arts, cultural sector and beyond.

Left: Nicola Ellis, S.A.M.S.P.S.E (Semi-automatic machine self-portrait - Sculpture edition), 2021. Steel and powder coating. 5000mm x 5000mm x 1000mm. Made By_ Mark Blease, Matthew Bradley, Andy Bradshaw, Nicola Ellis

THE CHAIR'S KEY RESPONSIBILITIES

LEADERSHIP

- Provide leadership and direction to the Board, creating clear expectations in relation to purpose, mission, vision, and resources.
- Work collaboratively, with fellow members and gallery leadership, oversee development of long and short-term objectives and priorities that reflect our values and meet the needs of artists, communities, and stakeholders.
- Nurture 360 thinking when approaching charity decision making. As applicable provide wise counsel. Lead the board on monitoring and review of performance.

BOARD GOVERNANCE

- With Board finance leads and charity leadership, ensure prudent financial management and approve the annual accounts, risk register and reserves policies.
- Lead discussion to approve the business plan and other key planning documents as prepared by the charity's leadership, and with support from the members.
- With the Board members and support from the organisation's leadership, regularly review composition and activities of task and finish and/or sub-committee groups.
- Take decisions in conjunction with the Board, between Board meetings where necessary, within parameters agreed with the Board.
- Arrange for another Board member to chair meetings in your absence, in the first instance with the Vice-Chair.

- Guide and ensure good governance, to ensure operation in accordance with Company and Charity Law and the organisation's own governing documents.
- Set, lead, and deliver effective quarterly meetings of the members that ensure the Board meets its duties and interacts with the charity's leadership as appropriate.
- With the members and charity's leadership, ensure Board papers are prepared and circulated in a timely manner whilst actively participating in Board discussions.
- Monitor any conflicts of interest as they arise, and ensure they are declared at board meetings.

COMMUNICATIONS & ADVOCACY

- With the Board and organisation's leadership, build and enhance relationships with funders, current and potential partners, as well as stakeholders who may help to support the work of the charity.
- Act as ambassador and spokesperson for the charity, where appropriate and agreed with the Board members, to help raise the profile and grow the reputation of Castlefield Gallery.
- Make every effort to see work, attend events and encourage other Board members to do the same.

BOARD AND LEADERSHIP MANAGEMENT AND DEVELOPMENT

- In the context of Castlefield Gallery's communities, ensure relevant diversity of representation within company leadership, Board membership and skills.
- With the Vice-Chair, advise, support and line manage the gallery's Director & Artistic Director.
- Ensure that the Board addresses governance matters in relation to its own structure, role, and relationship to management.
- Work with Directors & Trustees, and company leadership, to respond to any concerns arising from the Board, including on the role of the Board or regarding individual trustees.
- In consultation with the Vice-Chair, periodically consult with Board members on their roles, assess their performance and attendance at meetings and ensure an annual skills audit is completed.
- Work with the Board to ensure continuous development and renewal of Board membership and support the recruitment of new Board members in relation to the organisation's skills audit and commitments.



WHO WE ARE LOOKING FOR

- The Chair will be committed to contemporary art and Castlefield Gallery's purpose, mission, vision, values, and beneficiaries.
- You will have a demonstrable commitment to equality, diversity, inclusion, equity, and willingness to take action to ensure the Board reflects the diversity of the people we work with and our wider communities.
- The Chair will need personal qualities of integrity, be willing to speak their mind whilst ensuring they are tactful, diplomatic, and make effective use of their soft power.
- You will have the ability to effectively steer the organisation and its governance through decision making – leading whilst also operating as a member of a team, inspiring and empowering others to be proactive in their roles on the Board.
- The Chair will have an appetite for continuous development, be open to change and taking well managed risk, and have the ability to think creatively whilst also focus on practical issues.
- You will have good independent judgment, with a desire to work in the best interests of Castlefield Gallery, without regard to personal interest or benefit.
- You will be committed to impartiality and fairness. The Chair will be respectful of confidences.
- The Chair can come with knowledge resulting from a range of experiences and from any sector. However, they will usually have achieved a leadership role and/or have a senior successful track record in business or in the public, non-profit sectors, or equivalents, and be active in relevant, established, and diverse networks.
- You will have ambassadorial skills and an ability to cultivate relationships, influence, convene, facilitate, and build consensus among diverse individuals in the service of Castlefield Gallery. This will involve being a skilful communicator and listener.
- You will have the ability to work individually and collectively on behalf of Castlefield Gallery, and together build a high performing team of the Director & Artistic Director, Deputy Director, and Board, one driving strategic vision.
- The Chair should have a strong understanding of good governance, and in acceptance of the legal duties, responsibilities, and liabilities of the trusteeship of a charity, directorship of a company limited by guarantee.
- You will have a demonstrable understanding of the cultural, artistic, economic, social, and political context Castlefield Gallery operates in.
- The Chair will usually have broad knowledge and understanding of the range of funding – public and private as well, business development and income generation opportunities available to Castlefield Gallery. Ideally you will have relevant connections and reputation in this regard.
- Working collaboratively with Board members and the organisation's leadership as appropriate, you will be able to engage with and communicate sometimes complex information, including financial.
- You will be able to dedicate time and effort to supporting the gallery, and be willing to take a proactive role in the whole of the business.

ELIGIBILITY

Our Chair is required to act reasonably and prudently in all matters relating to Castlefield Gallery and must always bear the interests of the gallery in mind.

You are prevented from acting as a trustee if you:

- Are disqualified or barred from acting as a trustee of this charity under the Safeguarding Vulnerable Groups Act 2006.
- Have an unspent conviction for an offence involving dishonesty or deception.
- Are disqualified from being a company director.
- Have previously been removed as a trustee by the Charity Commission or the High Court due to misconduct or mismanagement.
- Are currently declared bankrupt (or subject to bankruptcy restrictions or an interim order).
- Have an individual voluntary arrangement (IVA) to pay off debts with creditors.

Although selection as a Trustee is not a public appointment, the seven principles of public life as defined by the Nolan Commission (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) are applicable to this role.

CHAIR COMMITMENTS

The charity's Chair (and Board members) serve a minimum three-year term. Following this initial term, they then become eligible for reappointment for additional terms. In addition to chairing the main Board meetings, the Chair can opt to attend any task and finish group or sub-committee meetings.

This role is voluntary, though reasonable expenses are reimbursed.

Approximate capacity needed is 20 - 24 days per annum. See estimate breakdown on the next page:

ESTIMATED BREAKDOWN OF DAYS

ACTIVITY TYPE	TIME	DETAILS
Annual General Meeting (AGM) led by the Chair Followed by Board Meeting lead by the Chair	1 hour November 2 hours Quarter 3: November	In person at Castlefield Gallery
Board Meetings led by the Chair	6 hours (2 hours per meeting) Quarter 1: June Quarter 2: September Quarter 4: March	At least two of three meetings are online, a further in person meeting at Castlefield Gallery that is 'blended' therefore also is possible to attend remotely
Task & Finish Groups, Sub-committees, Extraordinary meetings (if called)	Ad hoc	Led by other Directors & Trustees, however Chair can opt to attend at any time, and these groups report to the Chair
Board Away Day	2 days: (1 day for preparation and review & reflection. 1 day spent on an Away Day)	The last Board Away Day was held in the summer of 2022
Attending and/or representing Castlefield Gallery at events, on occasion online, in the media	Average maximum 8 hours (annual)	Exhibition & commission launches (on and off site), extraordinary project launches, key supporter and stakeholder events, providing quotes, being interviewed
General	Average 1 day per month	Preparing for Board Meeting, including reading papers Communications, working with Castlefield Gallery, and working with and leading the Board Annual processes with Castlefield Gallery and Board eg. annual accounts, reports, audits / reviews Training, recruitment – organisation and Board

HOW TO APPLY

DEADLINE FOR APPLICATIONS: 12PM (MIDDAY) 23 JUNE 2023

To apply, please include 'Castlefield Gallery Chair Application' in your subject line, and send the below to:

recruitment@castlefieldgallery.co.uk

or send by post to:

Castlefield Gallery, 2 Hewitt Street, Manchester, M15 4GB

1. Your up to date CV that includes your contact details, including your phone number, and the details of two referees with their full contact details (no more than two sides of A4). Referees will only be contacted with your agreement, and if you are invited to interview.

2. A letter of application (no more than two side of A4), or if you prefer you can send a link to a video (up to three minutes long, hosted on Youtube, Vimeo or similar) that:

- *tells us more about you and what you feel you can contribute to Castlefield Gallery and its work
- *outlines your skills and experience as they related to the role
- *explains why you would like to be our Chair

3. Any potential conflicts of interest (this can be included in your covering letter).

EQUALITY MONITORING

Our aim is for Castlefield Gallery to reflect the communities of the city and city region we work in. We collect demographic information so we can understand more about who our opportunities reach and improve future recruitment processes.

We therefore encourage you to also complete our Equality Monitoring Questionnaire which can be found [HERE](#).

This questionnaire should remain anonymous. Please do not enter your name anywhere on the form. The form and data inputted will be treated in confidence and used for statistical monitoring purposes only and will not be seen by the panel of decision makers.

Castlefield Gallery is committed to equality of opportunity, and applications from individuals are encouraged regardless of race, disability, sex, gender, gender identity, sexual orientation, age, religion or belief, marriage and civil partnership, pregnancy and maternity, caring responsibilities, or trade union activity.

We are a purpose-led charity that exists to generate a positive impact in our sector and in our communities. We are also a female-led organisation, one that strives to be genuinely representative of the communities we serve. We actively set out to address the imbalances we see in our sector and beyond. We recognise that groups and individuals in society are disadvantaged due to discrimination directed against them by both direct and indirect discrimination.

SHORTLISTING & INTERVIEW PANEL

BOARD OF DIRECTORS & TRUSTEES

Susie Stubbs, current Chair, Castlefield Gallery
Alisha Kadri, Vice Chair, Castlefield Gallery
Adrian Slatcher, Secretary, Castlefield Gallery
Ceri Hand, Trustee, Castlefield Gallery
Margaret Bourke, Trustee, Castlefield Gallery

OBSERVERS:

A representative from Arts Council England
Helen Wewiora, Director & Artistic Director, Castlefield Gallery

SUMMARY OF KEY DATES

CLOSING DATE FOR APPLICATIONS: 12PM (MIDDAY) 23 JUNE 2023.

Shortlisted applicants will be invited for interview.

Interviews will be either 10 or 11 July 2023.
Interviews will be held between the hours of 9.30am-6pm.
Interviews will be held in the city centre of Manchester.

We will notify all those interviewed as to the outcome by 19 July 2023.

Reasonable expenses are available. Our main premises are accessible but please let us know if we can make any adjustments in order to make your interview as comfortable as possible and effectively support you through the application and interview process. Please don't hesitate to contact us.

Contact us anytime if you have questions or for an informal conversation:

Susie Stubbs, Chair
chair@castlefieldgallery.co.uk

Helen Wewiora, Director & Artistic Director
director@castlefieldgallery.co.uk

Tel: 0161 832 8034

Please note office hours are Tuesday – Friday, 10am-6pm.
Please allow for up to 3 working days for responses to all communications.

castlefieldgallery.co.uk

@castlefieldgall

'Castlefield Gallery is the centre to the periphery, which in my thinking is the best position to work from and where I want to be. The Gallery oozes with explorers and pioneers, and understands that the currency of a scene is its ability to import and export culture, not sit stagnant in its own melting pot.'

RYAN GANDER OBE,
CASTLEFIELD GALLERY ARTIST PATRON

