

ARTICULTURE

Transformation Consultant

We are a pioneering organisation dedicated to developing, supporting, promoting, and advocating for outdoor arts in Wales. We are at a pivotal juncture and seek a Transformation Consultant to support our organisation through significant and strategic changes. This role will contribute to meeting Articulture's objective of being positioned for long-term success with robust business and financial models, a comprehensive succession plan, and a refreshed organisational structure.

The following brief for the role, may be best delivered by more than one consultant. We are open to discussing a number of approaches to meeting our objective, including helping candidates identify those approaches.

The Brief: Key Tasks and Outcomes of Consultant(s):

- Provide an analysis of Articulture and its potential alternative business models e.g. the feasibility of becoming a membership organisation, charity or consultancy, and incomes these models may generate.
- Consult with the sector in Wales, to provide an up-to-date snapshot of Articulture's relevance and value to the outdoor arts sector in Wales, building on existing data.
- Work with Articulture's Directors, to prioritise actions, updating the business plan and developing an implementation plan accordingly.
- Work with Articulture's Directors to develop a succession plan for the organisation, to be implemented over the next 2 years, ensuring it is fit for purpose for the future and retains its existing values and ethos.
- Develop a fund-raising strategy and action plan that feeds into a resilient business and financial model.
- Develop an advocacy campaign for Articulture and Outdoor Arts in Wales, based on existing data, in order to raise awareness of our work and build public support for Articulture, which will be used to secure future funding.
- Work with the marketing freelancer, to provide updates for the organisation's website and social media.

These tasks and outcomes are not fixed in a particular order, and we are open to discussing alternative approaches.

It is expected the appointed Consultant will meet regularly with the Directors, to monitor and evaluate progress against agreed objectives.

Experience / knowledge required:

- Experience of transformational change for small arts organisations with large ambitions.
- Knowledge of organisational structures in an arts context.
- Experience of organisational and financial modelling and planning.
- Understanding of Wales and its culture, and working within a bilingual context.
- Knowledge of fundraising in the arts sector.
- An ability to advocate for small arts organisations.
- Excellent communication and interpersonal skills, with the ability to engage with a diverse range of stakeholders.
- Sharing of and commitment to, Articulture's working ethos and organisational values.

Fee for this work:

£24,000 (all inclusive) with an additional £2,500 is available to pay for consultation sessions with the sector, including payment of freelancers, translation costs, accessibility costs etc.

It is possible that some of this fee be used to appoint another consultant to provide specialist knowledge to develop one or more of the key tasks outlined above or shared between consultants who have complementary skills for the entirety of the role. We are happy to work with you to identify these consultants.

We anticipate this project to run over 12 months from appointment, but we are also flexible to meet the availability of the successful applicant.

How to Apply:

You are invited to submit a CV and a cover letter, outlining (i) your suitability for the role, and (ii) an outline of your approach to deliver the brief.

Applications should be sent to lorraine@bowenhopkins.com (Articulture's Chairperson) by *5pm 22nd November 2024*. Interviews will be held online during November 2024 for an appointment to be made as soon as possible.

For further information about Articulture please visit our website at www.articulture-wales.co.uk. For an informal discussion about the role, please contact board members Lorraine Hopkins lorraine@bowenhopkins.com or Carys Wynne-Morgan (caryswynne@hotmail.com).