

## Job Profile

**Job Title:** Arts Development Officer

**Job Grade:** Level 4 Zone 1

**Salary Range:** £38,297 - £44,424

### About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're home to the most important conversations happening today and making radical social change a reality, so that nobody gets left behind. Here's where you can help make a better future for us all by embedding and furthering the role of culture and creativity in transformation of place, and people's lives whether as audience, participant, maker, or producer.

Camden's cultural sector is world class – from cultural producers to performance spaces and grassroots venues. Our cultural offer is one of the defining characteristics of Camden. Pre-pandemic, Camden had the sixth largest Evening and Night Time Economy (ENTE) in the UK, with an annual turnover of £955.9m. This was supported by over 7,000 businesses and 100,000 people working within an ENTE setting. The borough is home to national and international cultural institutions, cultural and creative businesses, arts and cultural organizations and groups, Arts Council National Portfolio funded clients.

Culture and creativity are at the heart of Camden's identity. Here you will find artists, organisations and institutions who push boundaries, creators and makers who shape the national and international conversation. Arts and cultural groups and organisations focussing on grass roots and community participation. We have a sector that is thriving and innovating. The significance of Camden's evening and night-time economy (ENTE) is well documented at both a national and international level. You will be part of the team that helps develop our ENTE strategy to reflect the role of culture and creativity in shaping what the future looks like.

### About the role

The Arts Development Officer role requires ambition, creativity and commitment to ensure our contribution to arts and culture across the borough reaches new and diverse audiences. It will support Camden to build on the potential of the arts and culture to help strengthen connections across communities, neighbourhoods, the cultural sector and animate high streets and public spaces to enrich the resident, visitor, business and student experiences of living, working, studying and visiting the borough,

The postholder will work closely with other members of the Arts Development team to develop and deliver arts and cultural programmes that support the delivery of our Cultural Framework, with a particular emphasis on developing and supporting Camden based artists through establishing a network and artist community and the development of an artist resource.

You will work closely with stakeholders in culture, education, health and well-being and the creative and cultural industries to influence local, regional and national policy in culture and economic policy-making, to ensure a wide-ranging, inclusive, engaging, and accessible arts and cultural offer.

You will work closely with colleagues across the service in the arts and culture team and libraries, contributing to our work to curate and animate the public realm and our public buildings.

## **About you**

You will have a strong understanding of the strategic context of local government and the place of cultural services in the delivery of corporate objectives and priorities.

You will have experience of local government and have led work to develop relevant arts and cultural services for diverse artists and communities. You will have experience of project or programme planning, development, implementation and monitoring. You will be able to work at pace across teams to get things done, have an aptitude for innovation and thinking and doing outside of the box to deliver results.

You will also have a broad understanding of the cultural planning agenda and ability to influence and shape cultural policy alongside a track record of working collaboratively and in partnership and the ability to develop relationships with key stakeholders including regional government, government agencies, other local authorities, BIDs, the cultural sector and community leaders

You will have experience of tackling inequality through arts and cultural programmes and a demonstrable commitment to promoting equality, diversity, inclusion and access in cultural programming, artists, leadership and governance. In addition, you will also need a good knowledge and experience of analysing data and feedback and measuring impact as a process of continuous improvement at organisation and programme levels.

The postholder will have a track record of fundraising, and or supporting other agencies to fundraise with experience of monitoring and managing project budgets up to the value of £50K

The postholder will have experience of working effectively on own initiative and as part of a team as well as experience of communicating effectively, including preparing and delivery of presentations and reports

## **Work Environment:**

The role will require some office working, some home working and some working in the community.

## **People Management Responsibilities:**

The post holder does not manage staff. From time to time the post holder will manage artists and cultural organisations contracted to provide a service and or a time expiring project or programme of activity.

## **Relationships:**

The postholder will report to the Arts Development Manager. They will work with other members of the Arts Development team, with officers from other areas of council service e.g. Events, Parks and Open Spaces, Community Partnerships among others, and with representatives from cultural agencies, artists and the wider community, including residents and community organisations.

## **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

## **Is this role Politically Restricted?**

This role is not politically restricted

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.