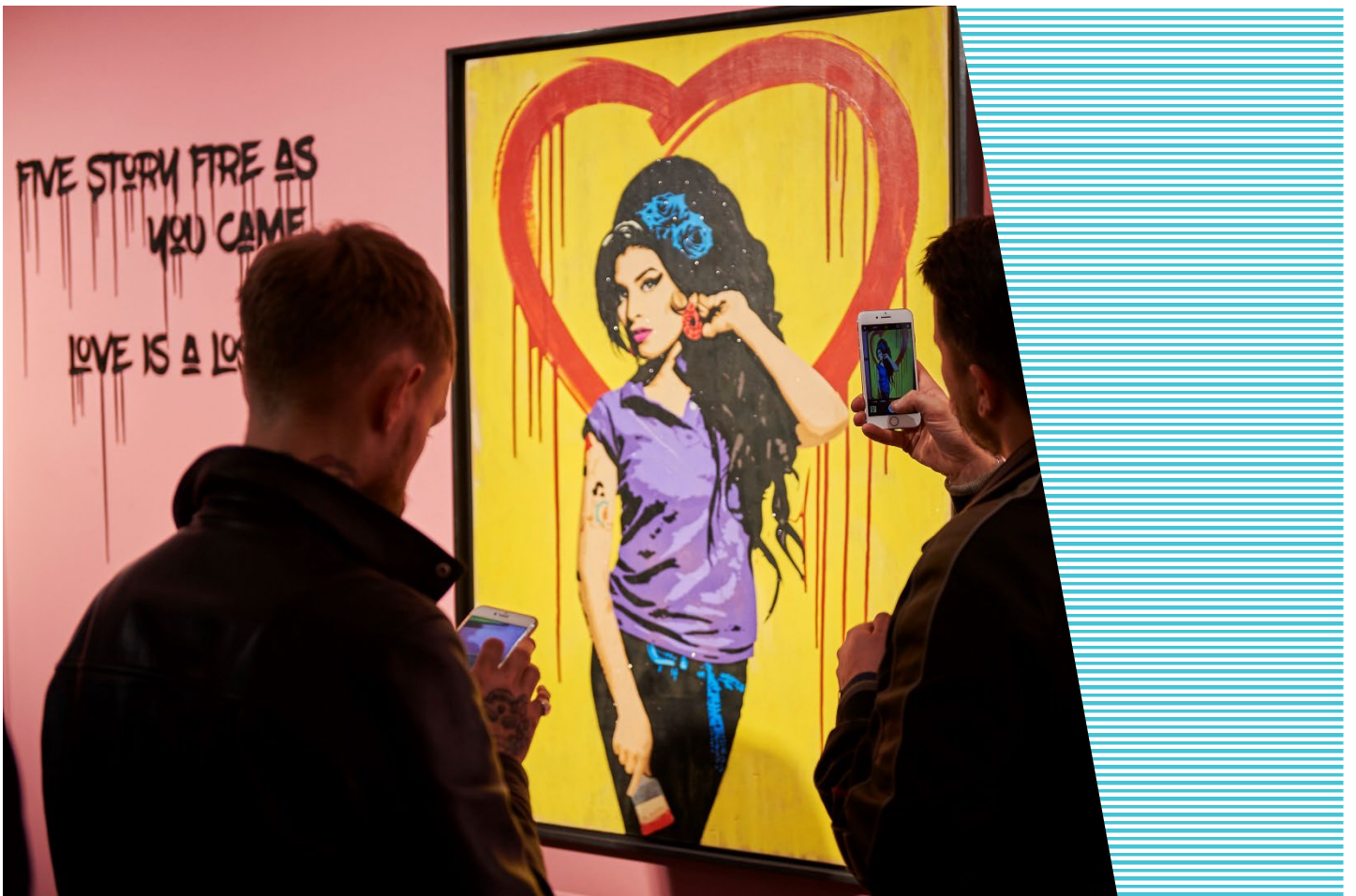


JEWISH MUSEUM LONDON



Appointment of Chief Executive

January 2024

Saxton Bampfylde

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Welcome from the Chair

Thank you for your interest in the position of Chief Executive of the Jewish Museum London.

We are looking for applicants who not only have the right mix of relevant skills and experience, but who are also genuinely enthused by this exciting opportunity, and who share our passion for the Museum's mission.

Jewish Museum London is the only Jewish organisation that can represent everyone within the Jewish Community and beyond and tell diverse community stories that promote and celebrate the unique, positive, contribution of the Jewish Community to British life. Given the huge recent rise in antisemitism, our work is now even more vital than ever: never has it been so important to reach out to as many as possible to foster understanding between all cultures.

Our collections carry community memory. The Museum not only cares for them but uses them to help illuminate the present. Our ability to welcome people from all backgrounds into dialogue in a non-religious environment is crucial to having a meaningful role in education and in the national conversation. Moreover, schools look to us to provide a positive early experience of Judaism and Jewish culture, and to help combat prejudice and stereotypes – this includes our long-standing work with Holocaust survivors, and our Inclusive Judaism project, that collects images from all over Britain that are used to teach educators how to explain Judaism in an inclusive way.

The Museum is at a crossroads, having made the strategic decision in June 2023 to close and sell its premises, Raymond Burton House in Albert St, Camden. This pivotal move, influenced by financial considerations and a vision for a far more inspiring venue, marks a watershed moment in our history. Despite this significant change, our dedication to our mission remains steadfast as we navigate from what is currently a 'museum without walls' to the establishment of a ground-breaking, new Museum of the Future in a building situated in a prominent location, able to welcome both Jewish and non-Jewish audiences in greater numbers. The funds generated from the sale of Raymond Burton House will go towards the development of the Museum of the Future and can be used to encourage and draw in other capital funders.

If you relish a challenge, have an appetite for risk, and are inspired by our plans for the future; if you would like to play a key role in shaping and building up one of the core organisations in the UK's Jewish community, and would like to lead the Museum through the next significant period in its history, we would very much like to hear from you.

Nick Viner

Chair





About the Jewish Museum London

The Jewish Museum London (JML), founded in 1932, is the UK's oldest and largest Jewish Museum. It plays a vital role in telling the story of Jewish life, history and culture in Britain, and in challenging prejudice, provoking questions and encouraging understanding.

JML's mission is to surprise, delight and engage all people, irrespective of background or faith, in the history, identity and culture of Jews in Britain. Its vision is of a world where cultural diversity and the contribution of minority communities are explored, valued and celebrated, for the enrichment of society as a whole.

JML's internationally renowned collections of Judaica and social history, preserve and tell the story of Jewish life in Britain from the 11th century to today. The Museum has over 30,000 objects in the collections, including ritual and ceremonial objects, costumes and textiles, photography and oral history, documents relating to social and political life, prints and drawings and ephemera. The Judaica collections hold Designation Status awarded by Arts Council England and the Museum is a National Portfolio Organisation delivering annual agreed learning and collections-based activity plans.

As one of the few museums in the UK dedicated to a marginalised community, JML values the representation of intersectional identities and stories. It showcases this value across its programming, including its Race in Religion Black History tours, LGBTQ+ displays and programming, and its ground-breaking Inclusive Judaism project working with Jewish communities across the country collecting contemporary images of Jewish life.

Further Information About the Museum

- Website
<https://jewishmuseum.org.uk/>
- Museum Impact Reports
<https://jewishmuseum.org.uk/about-us/reports/>
- Annual Accounts
<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/1009819>
- Recent Press Releases
<https://jewishmuseum.org.uk/about-us/press-and-media/>
- Trustees
<https://jewishmuseum.org.uk/about-us/trustees/>

The Museum's Future

Over the past three and a half years, JML has undergone significant change. A change in leadership in 2019 was rapidly followed by the onset of Covid, during which the Museum had to close its doors, promptly shift its engagement model and downsize in order to survive. Post-Covid, the cost of living crisis placed new pressures on the museum sector, with underlying operating costs increasing just as funding opportunities became tighter and harder to land.

Despite this, JML has reinvented itself with a talented, energetic, diverse and committed Board, and has built a reputation for speed and success in developing a virtual engagement and education model, culminating in late 2022 with JML being one of only eight London Museums to be awarded NPO (national portfolio organisation) status by Arts Council England.

JML is now finalising a compelling vision for the future in time for its centenary in 2032. Its vision for the next 100 years is extremely ambitious: to become one of the most renowned Jewish Museums in the world, a Museum commensurate with London's position as a great city, and one of which the Jewish community in the UK can be justly proud.

JML's aim is to illuminate and celebrate the story of Jews in Britain from medieval times to the present, including the Holocaust, arts, culture, entertainment, finance, business, politics and the cultural and historical significance of Israel.

With a focus on regularly changing exhibitions in addition to up-to-date permanent displays, co-creation and data-informed curation, and a seamless physical and digital experience, JML will build and strengthen links with traditional and new partners. The Museum also wants to be a noteworthy voice in national conversations – from combating prejudice, antisemitism, and addressing issues of discrimination, to immigration and the minority experience, diversity and much more.

To realise this vision, JML needs to move from its current site to a centrally-located, world class, fit for purpose, green, destination building with outdoor space. The new building needs to be significantly larger and better configured than JML's highly constrained current premises in Camden Town.

At the same time as executing its vision for the future, JML needs to continue to curate its nationally-designated collection of over 30,000 objects, and to its programmes, in particular its award-winning education work.

The Museum is currently selling the Albert Street Museum building. Collections are being relocated to Museum conservation stores in Greater London and the delivery of learning and collections engagement programmes is being moved out in the community. The staff offices are now in JW3, Finchley Road, NW London.



The Role

At this exciting time in JML's history, the Board is seeking an outstanding Chief Executive who will drive the ambitious new strategy forwards, and will also be able to lead the development of the existing Museum and its activities seamlessly into its future state. This role offers a unique opportunity for an individual with a genuine interest in, and passion for, Jewish history and culture.

Reporting to the Chair and Board of Trustees, the Chief Executive will be responsible for providing inspirational leadership and strategic management as well as effective resource management. They will raise the profile of JML's work, be a key external ambassador and will build strong relationships with key stakeholders, donors, and future partners. In addition, they will manage the staff and volunteers and foster a productive and friendly work environment.

The organisation currently employs an Acting Director, who will step down on the appointment of the new Chief Executive. The current Head of Collections and Head of Operations will be joined by a new Head of Learning (recruitment process underway) and will lead the Museum day to day under the guidance of the Chief Executive. At the appropriate time, it is envisaged that the Chief Executive will lead the process to appoint a permanent Head of Museum. There is plenty of scope to build a team that will develop with the project and ultimately service JML's needs. When the new building is secured, it is expected that a Project Manager will be hired to undertake and manage issues regarding the building work, though the Chief Executive will be the main conduit between the Board and the capital project. In addition, as the project progresses, there will also be a need to bring in a Development Director to support the Chief Executive in capital and revenue funding.

The size, scale and nature of this opportunity needs someone able to take on a number of challenges immediately, and over the coming years develop a forward-thinking, efficient cost-effective operation that will ensure the successful opening of the Jewish Museum of the future.

Key responsibilities will include:

Strategic leadership:

- Work with the Board of Trustees to develop and deliver the vision and strategic plan for the future of JML, the central focus being beginning the journey towards securing a new home for the Museum;
- Be accountable to the Board of Trustees for the articulation, implementation and delivery of the strategic plan and all its elements;
- Enthuse and unite the Jewish Community behind JML, securing the involvement of key community figures to ensure effective "buy in" and support;
- Champion and embed the values of JML, ensuring they are consistently applied by staff and stakeholders;
- Work with key stakeholders to ensure that JML has a long-term business and development plan and forward budgets to enable the delivery of its strategic plan;

- Direct the rapid expansion of programmes and activities that are currently in place to ensure that new and exciting activities are relevant, cost-effective, rich in substance and popular to all generations;
- Adapt to opportunities and risks in a rapidly changing, uncertain external environment.

Organisational management:

- Lead the current JML team and shape an outstanding team for the future;
- Manage effectively and with inspiration through a period of growth and transformation;
- Ensure through the creation of a proper organisational structure and management that all staff are united with a common purpose;
- Work with experts to develop the content of the new Museum.

Income generation:

- Oversee the maintenance of JML's existing funding income;
- Design and deliver a strategy to diversify and maximise income streams to balance JML's needs;
- Drive forward ambitious development and fundraising strategies including commercial, philanthropic, government and other innovative sources, with a focus on securing support from the Jewish community.

Financial management:

- Be accountable to the Board of Trustees for the overall financial sustainability of JML;
- Ensure accurate and timely financial accounting practices, within JML's financial policy framework;
- Ensure that JML has a suitable budget and financial plan which reflects its strategy and resources and that this is actively monitored and managed;
- Ensure that there are effective procedures to manage financial risk and opportunities across the organisation, including fraud and supplier risks.

Governance:

- Build close working relationships and communicate effectively with the Board to ensure JML fulfils its ambitions and potential;
- Ensure JML complies with its constitutional, regulatory and legal obligations;
- Support the Chair in ensuring the engagement and involvement of all members of the Board;
- Prepare papers for Board meetings to ensure the effective discharge of the Board's responsibilities, and report to the Board on delivery of the JML's strategy;



Person Specification

The successful candidate will demonstrate significant leadership experience, strong resource management and commercial acumen. They will be an engaging and inspiring communicator and will have excellent interpersonal and stakeholder management skills that will inspire fundraising and other income generating activities.

Knowledge and awareness of the arts and heritage sector is desirable but not essential. Perhaps most importantly, they will demonstrate a passion for the Museum's purpose and be an innovative and entrepreneurial leader, with the ability to imbue the Museum's vision and drive the institution to a new, globally renowned setup.

The ideal candidate will bring all or most of the below attributes, though JML recognises that applicants may not possess every item on this specification.

JML strongly encourages applicants with Jewish heritage or knowledge, but you don't have to be Jewish to work at the Jewish Museum London.

Key attributes:

- A track record of entrepreneurialism and experience of leading start-up projects, especially with a capital dimension;
- A successful track-record in senior leadership, with strong commercial acumen;
- The ability to translate strategic plans into reality and ensure delivery and performance on time and to budget;
- Understanding and experience of developing and working with audiences and visitor-facing activity;
- An understanding of the UK Jewish community and sensitivity to its complexities, and the profile to be regarded by the community with credibility;
- Evidence of leading creative projects, and the ability to envisage what the creative experience can be and turn it into reality;
- A passion and commitment to the vision and to making the new Museum a success;
- Well-developed, diplomatic, interpersonal skills able to win the confidence quickly of a wide variety of audiences, able to hold trust and respect of multiple stakeholders with different perspectives;
- The ability and approach to be the Museum's advocate and to fundraise effectively and with diplomacy;
- A can-do attitude, able to handle many complex issues at one time with the sense of purpose and resilience, able to get things done;
- A collegiate and collaborative approach to management and a passion for the development of staff teams;
- A strong intellect, able to work with bright, high-achieving and demanding individuals;
- Effective organisational leadership skills.

Terms of appointment

SALARY:	As this is a new role, the JML board are committed to securing the right candidate and are open to a diverse range of backgrounds. Salary therefore will be dependent on skills and experience and defined in due course.
LOCATION:	Greater London The Museum is now based at JW3, a Jewish Community Centre in North West London for the immediate future whilst a new venue is sought.
REPORTING TO:	Chair & Board of Trustees
ANNUAL LEAVE:	20 days, rising by 3 days after 2 years and then an additional 1 day per year to a maximum of 30 days Plus, statutory days.
OTHER LEAVE:	Noted Jewish holidays when they fall on contracted working days.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Jewish Museum London on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **JBLFA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 26th January 2024**.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

Equal Opportunities Policy

The Jewish Museum endeavours to be an equal opportunity employer and has a policy for this purpose. The aim of the policy is to ensure that no job applicant or employee receives less than favourable treatment on the grounds of sex, race, colour, nationality, ethnic or national origins, age, marital status, sexual orientation or disability or is disadvantaged by conditions or requirements which cannot be seen to be justifiable. This policy covers all aspects of employment including vacancy advertising, selection, recruitment, training, conditions of service and reasons for termination of service.

To ensure that this policy is operating effectively and for no other purpose the Museum maintains records of employee's racial origins, gender and disability. The Museum will ensure that there is ongoing monitoring and analysis of such records to provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

Key dates for the process:

Preliminary interviews with Saxton Bampfylde will take place **w/c 29th January, w/c 5th February and w/c 12th February 2024**.

Final interviews will take place on **Thursday 29th February and Friday 1st March** in person in London.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Saxton Bampfylde

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