

OUTSIDE IN

DIRECTOR RECRUITMENT PACK



Welcome from incoming Chair, Frances Christie

I am delighted that you are considering the role of Director of Outside In.

This is an exciting time for the charity as we near our 20th anniversary and thus a great moment to look at the part you could play in shaping our future.

Since it was founded by Marc Steene in 2006, Outside In has supported thousands of artists who face significant barriers to the art world, due to disability, ill-health, social circumstance or isolation.

We grew out of a desire to challenge the status quo in the art world, to question traditional values and judgements and to help overcome the lack of opportunities for artists outside of the mainstream. Today, our online platform is home to over 4000 artist's galleries supported by a host of exhibition, artist development and training opportunities.

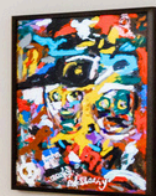
For me, it has been a particular privilege (and thrill!) to discover the work of so many talented artists who would previously have been overlooked if it wasn't for the work of the charity. For many, it is their first time showing work publicly and the positive impact of this cannot be underestimated. For others, their art may not have been taken seriously before due to the nature of their work or personal circumstances but at Outside In, we value all contributions and the incredible range of artists we continue to support is truly inspirational. If you haven't already come across our community, we really look forward to introducing you to our artists very soon.

We are looking for an exceptional individual who will guide the charity into its next chapter, who can lead and inspire a talented team, who will build on and expand relationships with artists of all disciplines, and who will work closely with and further build on the charity's loyal and committed supporters and partners.

We welcome candidates with a creative, collaborative and innovative mind set. The role will appeal to candidates seeking a senior strategic, creative role at the head of a dynamic forward-looking organisation, where your enthusiasm, skills and experience will make a real difference.

We look forward to hearing from you!





About Outside In

'Humanity', Sotheby's
photo: courtesy of Sotheby's

Outside In provides a platform for artists who encounter significant barriers to the art world due to health, disability, social circumstance, or isolation.

It is an important and rare example of an organisation with national reach championing the work of artists excluded from the art world. It was formed in 2006 at Pallant House Gallery and won the Charity Award for Arts and Heritage in 2013 and the Queens Award for Voluntary Services in 2022. Outside In became an independent charity in 2017 and gained National Portfolio Organisation status with the Arts Council England in 2018.

Outside In provides a digital platform for its artists to show their work and three programmes of activity: artist development, exhibitions, and training. These activities, supported by fundraising and communications, all aim to create a fairer art world by supporting artists, creating opportunities, and influencing organisations.

The charity has developed its regional presence and now has hubs in the South of England, the Midlands and the North West with plans to develop a hub in the South West.

For more information about our work, visit: outsidein.org.uk

Our vision

Our vision is to celebrate the diversity of talent from artists outside of the mainstream, leading to the creation of a fairer art world which challenges traditional values and institutional judgements about whose work can and should be displayed.

Context

Outside In has come a long way since its inception in 2006 as an outreach department within Pallant House Gallery in Chichester. Marc Steene founded it with the aim of providing a platform for artists who feel excluded from the art world because of health, disability or social circumstance.

Encouraged and supported by the chair, Charles Rolls, Outside In became a stand-alone national charity in 2017 and now has over 4000 artists galleries on the website, with regional hubs in the Southeast, the Northwest and the Midlands. We won the Queen's Award for Volunteers in 2022, in recognition of the successful artist ambassadors programme and in 2024, Marc was awarded an OBE reflecting all that he has achieved in promoting a more inclusive art world.

With support from the Arts Council, Paul Hamlyn Foundation, Garfield Weston foundation, the Roddick Foundation, Linbury Trust and many other loyal individuals and organisations, Outside In is in a sound financial position.

Following the announcement of Marc's retirement, the Board of Trustees are looking to appoint a dynamic and innovative Director who can help build on Marc's extraordinary vision and take the charity forward with great ambition.

Artist Andrew Omoding at 'Journeys', Sotheby's



Governance

The Board of Trustees has overall responsibility for ensuring that Outside In meets its legal and regulatory obligations, including to the Charity Commission.

Trustees play a crucial role in guiding the strategic direction of the charity, ensuring that we fulfil our mission and objectives effectively and responsibly.

The day-to-day management of the charity is delegated to the Director, Operations Manager and Outside In's staff team.

Our Current Trustees

Charles Rolls – Outgoing Chair

Co-Founder Fever-Tree drinks plc

Frances Christie – Incoming Chair, former Vice Chair

Art specialist and independent art advisor

Garret Turley – Treasurer

Experienced private equity partner and non-executive board director

Sheryl Catto

Artist Director & CEO of ActionSpace

Sarah Chappatte

Former Trustee Gate Theatre, Development Board Royal Court

Charles Martin

Lawyer, Senior Advisor at Rothschild & Co along with other roles including ones at a law firm and at other charities

Kate Rosser-Frost

Head of Communications at DACS

Honorary Patrons

Rosie Knox-Peebles

Grayson Perry



Team

Outside In have a core team who have a hybrid working model, working remotely and in the Brighton HQ. The team are supported by an Artist Advisory Group who play an important role in providing strategic guidance and informing the development of programmes and events. We are also supported by 131 Artist Ambassadors.

Our Current Team

Sarah Crompton – Operations Manager

Cornelia Marland – Exhibitions Programme Manager

Charlotte Hanlon – Exhibitions Programme Manager

Sarah Jenkins – Exhibitions Coordinator

Charlotte Graham-Spouge – Training Programme Manager

Hannah Cooper – Head of Artist Development

Beth Hopkins – Community Development Manager

Ellie Page – North West Hub Manager

Anu Gamanagari – West Midlands Hub Manager

Beth Troakes – Head of Development

Matt Forbes-Dale – Head of Publicity and Patrons Programme

Jo 'Doll' Gomersall – Campaign Coordinator

Aoife Dunphy – Content Coordinator

Finance and Funding

Outside In is funded through a range of income streams including trusts and foundations, supporter donations including a Patrons scheme, corporate partnerships and art sales (commission).

Outside In is currently looking to grow income generation through art sales through the appointment of a Sales Manager who will be managing our new trading arm, Studio Outside In (currently recruiting).

Outside In are also an NPO in the Arts Council's portfolio.



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Art Fund



**THE
LINBURY
TRUST**



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Foundation**

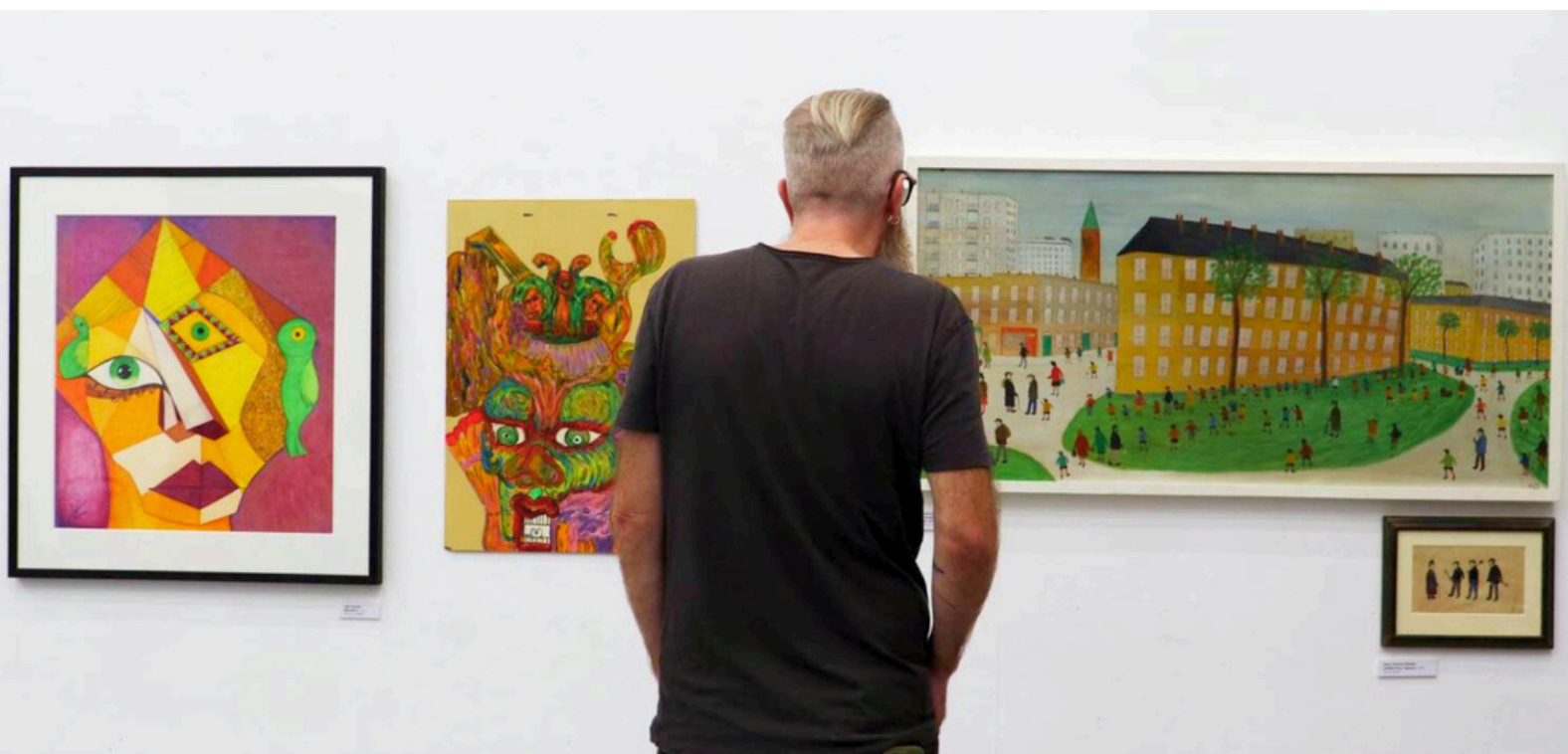
**JERWOOD
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Tribe | **IMPACT
CAPITAL**

HOWDEN



'Creativity of Freedom', artsdepot





About the Role

Artist Alan Payler views
'Under a Blue Sky' at Phoenix Art Space

The Board are looking for an exceptional new leader who can build on Outside In's values and recognised strengths within the community of artists working outside the mainstream whilst driving the charity forward and helping the team deliver more services to more artists across the country.

This means evaluating how best to deliver the mission, reviewing the current organisational structure in order to empower and unlock the potential of the team.

It means being able to empathise with and nurture our artist community.

It means leading the fundraising effort, working with the team and Trustees to ensure future ambitions can be realised.

It means engaging with a wider audience to help raise awareness of everything the charity does and could do in the future.



To say Outside In literally saved my life would not be an exaggeration.

– Drew Fox, artist

Responsibilities

Objectives

- Respect – build awareness of Outside In as the go-to organisation for those artists working outside of the mainstream
- Consolidate – build on existing strengths
- Growth – expand regionally and in our offer, with clear focus on the need to bring artists together

Strategic Leadership

- Lead the organisation, working effectively with the Chair and Board of Trustees, committees and advisory boards, observing good governance practice
- Energise the team by building cohesion around the shared vision, empowering them to achieve agreed goals

Organisational Management and Culture

- Lead and inspire the staff and volunteers
- Set up clear goals and appraisals
- Promote a collaborative and supportive working environment in which a diverse team can thrive
- Help the organisation to readjust to a more IRL rather than digital workplace

Strategic Vision

- Work with the team, trustees and key stakeholders to develop and articulate a clear strategy

Financial management

- Take responsibility for the charity's financial sustainability, working with the Board and the team and trustees to support existing funders
- Find new sources of revenue, exploring corporate opportunities as well as regional patrons

Partnerships

- Build new partnerships to enable us to deliver the programme more widely across the country. Look to galleries as well as grass roots organisations

Exhibitions

- Treasure the small! An exhibition in a local library can be the first time an artist validates their work.
- But emphasise the large. Turn the National into an annual exhibition of 80+ artists rather than a biennale as at present. Find a permanent base for it.

Impact

- Evaluate current impact measurements and recommend how to develop

Communication and External Relations

- Be the lead ambassador for the Charity, nurturing key stakeholder relationships
- Maintain and foster networks that raise the Charity's public profile

Person Specification

Essential

- An inclusive and empathetic frame of mind with a passion to help and collaborate with others
- Demonstrable leadership skills, with the ability to motivate, support and develop teams in a demanding environment: captain in calm and stormy seas
- A combination of creative and strategic mind sets
- Experience of successfully delivering a programme (ideally creative but not obligatory) to a diverse, vulnerable audience
- Understanding and experience of balancing the charitable goals of the organisation with the financial realities of funding
- Experience of successfully applying for grants from public and private funders
- Experience of setting and overseeing substantial budgets
- Excellent communication and networking skills
- Understanding of digital delivery channels
- Commitment to inclusion and equality and the ability to change attitudes in the wider arts sector

Desirable

- Experience within the arts sector
- Knowledge of outsider art or a related field of art
- Good awareness of charity governance and operations

'2 Sides of Me',
Cecilia Caulder



Terms of Appointment

Location	Currently based in Brighton with hybrid working
Salary	£65-70,000
Benefits	Pension scheme with Now Pensions
Annual leave	26 days plus bank holidays
Due diligence	Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Applications

How to apply

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **PBBRXA**. Click the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

Important dates

Deadline for applications: 12pm 10 March
Interview dates: April, dates TBC

Commitment to Diversity, Equality and Inclusion

Outside In is committed to flexible and inclusive recruitment practices. We are an equal opportunities employer and recognise the value of diversity in the workplace. Outside In is proud to be part of the **Disability Confidence Employer Scheme**.

Outside In actively encourages applications from people from a variety of backgrounds with different experiences, skills and stories to join us and influence and develop our working practice. We are particularly keen to hear from candidates from Global Majority backgrounds and candidates who self-identify as disabled and neurodiverse.



outsidein.org.uk



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Artwork by Keith Purcell
at 'Inside Outside In', The Grange

Front cover: 'Creativity of Freedom',
artsdepot



My life has changed so much for the better... I didn't think this was possible but Outside In has helped me see that even when confined to bed, I can be an artist.

– Corinne, Artist and Outside In ambassador