

# PITZHANGER

MANOR & GALLERY

## Appointment of Director

March 2025 | Reference: EBSUA



## A message from the Chair

This is an immensely exciting time to be leading Pitzhanger. Since our opening, restored and reimagined in 2019, we have worked to Sir John Soane's original vision for his country retreat as a site for exceptional creative encounters for everyone, empowering expression, inspiring discovery and enriching the community. In the last twelve months we have recorded our biggest ever visitor numbers, exhibited artists ranging from household names such as Grayson Perry to local collectives and community groups, welcomed more schools than ever before through our doors and appeared on TV screens across the country on Antiques Roadshow.

We have worked hard to establish ourselves as an aspirational voice in the London art world, and an essential cultural site in the London Borough of Ealing. From these foundations, we have high ambitions for the years ahead, seeking to celebrate creativity wherever possible, reaching new audiences and challenging ourselves to always be open to new ideas, as Soane strived to be.

With increasing pressures on the arts and heritage sector, Pitzhanger's role as a space that serves our local communities and exhibits nationally significant art is even more vital. We are passionate about artists, and bringing art into the lives of as many people as possible.



**Howell James CBE**  
**Chair**

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## An Introduction

*Pitzhanger is a forum for creativity, debate and participation.*

Pitzhanger Manor, located in Ealing, London, was the country home of Sir John Soane, one of the most influential architects in British history. Sir John Soane designed and built many other well-known architectural works in London and around the UK, including the Bank of England, but Pitzhanger is unique as a building designed, built and lived in by Soane himself.

Following a major three-year conversation project to restore the Manor to its original Soane-era condition, Pitzhanger reopened in 2019. The Manor has been revitalised to take it back to Soane's original designs and extraordinary architecture for the public, and admirers of Soane from around the world, to see. Pitzhanger Gallery, housed in the 1939 library building, has been improved to allow for major loans, and now houses a series of ambitious and compelling exhibitions by artists, architects and designers.

Pitzhanger is a forum for creativity, debate and participation, reanimating Sir John Soane's vision to inspire and enrich our communities with art, architecture and design. Building on the dual foundation of Soane's 1800 Manor and parkland and of the contemporary Gallery, Pitzhanger unites the past and the present and inspires the future.

Pitzhanger Manor & Gallery is run by Pitzhanger Manor & Gallery Trust. To find out more about the Trust please see the website [here](#).



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"Our vision is that we believe culture matters for all people. Pitzhanger will initiate exceptional creative encounters for everyone, empowering expression, inspiring discovery and enriching our community."









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## Arts Programme

Pitzhanger Manor & Gallery offers a diverse range of exhibitions and events that blend historic architecture with contemporary art, all responding to Soane's legacy and designs. Since reopening its doors in 2019, the Gallery has been developing an incredibly exciting contemporary arts programme, having already hosted the likes of [Anish Kapoor](#), [Julian Opie](#) and [Grayson Perry](#).

With a major exhibition of [Alison Watt's](#) work opening this spring, and an exciting programme lined up for the next 18 months, including [Nicole Fahri](#), [Prem Sahib](#), [Permindar Kaur](#) and [Howard Hodgkin](#), Pitzhanger is set to further this position as a leading destination for contemporary art within a historic setting.

Building on its reputation for showcasing renowned artists, the gallery will continue to present thought-provoking exhibitions that engage diverse audiences and spark dialogue between past and present. Through innovative collaborations, dynamic public programmes, and a commitment to artistic excellence, Pitzhanger will strengthen its role as a cultural hub, attracting visitors, artists, and supporters alike.

## Learning and Outreach

Pitzhanger delivers an ambitious outreach programme, including workshops, artist talks, and school partnerships, designed to engage and inspire young people across Ealing. Well on their way to achieving their declared ambition to reach every primary school in the Borough, Pitzhanger has already connected with two-thirds of local schools, ensuring that children and young adults across this diverse community have access to meaningful creative experiences.

Key initiatives include the [Architecture in Schools Club](#), a sponsored programme that introduces students of all ages to the built environment through hands-on workshops with architects, interactive design activities, and visits to Pitzhanger. For younger audiences, the [Mini Makers programme](#) provides engaging, messy play experiences for children aged five and under, fostering early artistic exploration.

Pitzhanger also places a strong emphasis on community outreach, with dedicated projects to engage Ealing's varied communities, including initiatives working directly with Southall's diverse population. A recent highlight of this commitment was a special project with [Bukayo Saka](#), inviting his former primary school to Pitzhanger to view his portrait displayed in the current exhibition, [Pride of England](#), using football as a way to connect with and inspire young people.

By integrating the arts with education, sport, and community life, Pitzhanger continues to expand its reach and impact, ensuring that creativity remains accessible to all while strengthening its role as a dynamic and vibrant cultural hub at the heart of Ealing.





## Commercial Strategy

Pitzhanger Manor & Gallery has adopted, and had increasing success, with its innovative commercial strategy that blends cultural programming with revenue-generating activities. In addition to its retail shop and café, which offer art-inspired merchandise and a welcoming space for visitors to relax, as well as guided tours and exclusive experiences to attract visitors and deepen engagement, Pitzhanger strategically leverages its unique heritage setting for other commercial ventures.

A key element of this approach is **venue hire**, which includes hosting **corporate events**, **weddings**, **private celebrations**, and **high-profile productions**. As a historic site with impressive architecture and rich artistic heritage, Pitzhanger is an attractive location for film and television productions, and has attracted major productions including **BBC's Antiques Roadshow** in August 2024. These opportunities not only generate essential revenue but also enhance Pitzhanger's public profile.

All commercial activities are designed to complement Pitzhanger's artistic and educational objectives, ensuring that efforts for increased financial sustainability support, rather than compromise, its commitment to public access, community engagement, and artistic excellence.









## The role

### Context

Pitzhanger Manor & Gallery Trust needs to exploit the unique combination of a world-class heritage attraction and an art gallery with Grade A space, in the restored Regency landscape of Walpole Park in the centre of old Ealing, to attract the large number of visitors it needs to survive and prosper. Those audiences come from the Borough of Ealing, from West London and across the capital, and far beyond, including overseas. The manor and gallery are five minutes from the major transport hub of Ealing Broadway, served by the Elizabeth Line, Central and District line tubes, as well as mainline from Paddington/Heathrow.

This year, Pitzhanger proudly hit their 60,000 visitors target, generating visitor numbers mainly through a rolling series of high-quality, high impact exhibitions in varying artistic registers, supported by an extensive programme of learning and outreach. These are supported through a combination of commercial operations (retail shop, catering and private hire) and fundraising.

As the Founding Director, Clare Gough, steps away after more than 8 years of excellent leadership, Pitzhanger are looking to appoint a new Director. The post-holder will provide visionary and strategic leadership to position the Gallery as a leading cultural, heritage, architectural and contemporary arts venue. Responsible for the overall management, development, and financial sustainability of Pitzhanger Manor & Gallery Trust, the Director will champion audience engagement, creative programming, and operational excellence.

### Key Responsibilities:

- Provide strategic leadership and accountability for all elements of the Trust's vision, strategy, and delivery to achieve charitable objectives, ensuring compliance with governance requirements;
- Lead, inspire, and develop a high-performing team to deliver the cultural, educational, and commercial aims of the Gallery, fostering a positive and inclusive working environment;
- Shape and deliver an ambitious programme of exhibitions, events, and educational initiatives that attract diverse audiences, enhance visitor engagement, and contribute to cultural dialogue;
- Support financial sustainability by nurturing and enhancing existing revenue streams, while identifying and pursuing new commercial opportunities. Oversee budget management, lead efforts to secure grants and sponsorships, and focus on optimising commercial income as well as self-generated income to drive long-term financial health;



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- Build and nurture strategic partnerships with local, regional, and international stakeholders, including the critical relationship with Ealing Council as a key developer, sponsor, and supporter of the gallery, in addition to artists, cultural institutions, community groups, educational bodies, sponsors, and funders.
- Actively develop strategies to grow and engage diverse audiences through innovative marketing and engagement initiatives, ensuring a balance between community outreach, inclusivity, and commercial audience development to enhance both participation and financial sustainability;
- Champion diversity, equity, access, and inclusion across all aspects of the Trust's work to broaden audiences, diversify staff and Board representation, and support creative practitioners from varied backgrounds;
- Oversee the effective operational management of the site, ensuring the highest standards of visitor experience, health and safety, and environmental sustainability;
- Act as the public face and ambassador of Pitzhanger Gallery, enhancing its profile, reputation, and brand regionally, nationally, and internationally.
- Support the Board of Trustees by providing strategic insights, performance reports, and guidance on governance, risk management, and organisational development.





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## Person Specification

*Candidates will bring all or most of the following skills and experiences...*

### **Knowledge and Experience:**

- Proven leadership experience at a senior level within the cultural, heritage, or contemporary arts sector;
- Demonstrable experience in strategic planning, financial management, and operational delivery;
- Track record of developing successful cultural programmes and partnerships to engage diverse audiences;
- Proven ability to develop and maintain strong and effective working relationships with key stakeholders such as Ealing Council, Arts Council England, and other key cultural and civic partners;
- Demonstrable expertise in marketing and audience development, with a focus on engaging diverse audiences and driving growth for a ticketed venue, ensuring a balance between community outreach and commercial sustainability;
- Experience in income generation, fundraising, sponsorship, and financial sustainability initiatives;
- Leadership in driving organisational change, staff development, and fostering an inclusive culture;
- Deep understanding of the cultural, contemporary arts, and heritage sectors, and the role they play in community engagement and economic sustainability.

### **Skills & Attributes:**

- Strategic and visionary thinker with the ability to translate ideas into actionable plans;
- Excellent communication, negotiation, and relationship-building skills, with the ability to inspire and influence internal and external stakeholders, including Ealing Council, local communities, and funding bodies;
- High levels of personal integrity, accountability, and a collaborative leadership style;
- Entrepreneurial mindset with a strong commercial acumen and creative approach to problem-solving;
- Ability to lead and develop a team, manage performance, and build a positive working environment.

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## Terms of appointment

**Location:** The role will be based at Pitzhanger Manor & Gallery in Ealing, London.

## How to apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to Pitzhanger Manor & Gallery on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **EBSUA**.

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 **Tuesday 25<sup>th</sup> March**.

\* 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.

The **salary** is envisioned to be in the range of £75,000 – 85,000 dependent on experience, and some degree of flexibility would be considered for exceptional candidates.

### 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.

### 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.



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