

Appointment of
Director & Chief Executive

October 2025 Ref PBWHA

Saxton Bampfylde



Peter Clegg, Chair

It is an extraordinary privilege to Chair the Board of YSP. We are custodians of a remarkable historic landscape with a sculpture collection founded on great works by Hepworth and Moore, our local sculptural heroes, and known internationally for our cutting-edge contemporary exhibitions in the landscape and our four indoor galleries.

Like so many cultural institutions we have weathered the storm of Covid and the cost-of-living crisis, and we are emerging with greater resilience and confidence in the future, supported by a strong executive and senior leadership team and a remarkable group of trustees who are deeply involved in the future of the organisation.

We look forward to working with a new Director & Chief Executive to shape, develop and deliver the strategic direction of the organisation, building on the headlines we have agreed together. We are committed to increasing the diversity and inclusivity of our audience as well as growing visitor numbers. We see opportunities emerging to help fund new outdoor education facilities

for the 36,000 young people who visit us each year. We want to develop a cultural and creative hub with workshops and art storage space to the south of the park. And we are working on a future programme which will build on the remarkable success of recent internationally acclaimed artists such as William Kentridge, Bharti Kher and Erwin Wurm.

We have a strong local, national and global profile with a mission to work with art and landscape, showcasing extraordinary work and providing creative and environmental education through the remarkable physical and human resources that make us what we are.

We're now looking to welcome an ambitious Director & Chief Executive to lead YSP's strategic development, ensuring continued commitment to world-class programming for local, national, and international communities, sustainable & entrepreneurial business planning, and the management & development of our exceptional team.



Saad Qureshi, Trustee

I first visited Yorkshire Sculpture Park in 2001, aged fifteen, on a school trip from Bradford while studying for my GCSEs in art. It was my very first encounter with an international art institution, the moment I began to understand the power of art, and to realise that being an artist could, in fact, be a real and possible career. That visit changed my life.

In 2020, almost two decades later, I completed a full circle when I presented my first ever solo museum exhibition in the Chapel at YSP. To stand there as an exhibiting artist, in the very place where my journey began, was profoundly moving. I know I am just one of many whose lives have been shaped here, in the last twelve months alone, over 36,000 schoolchildren have visited the Park, experiencing what I did all those years ago.

Later that same year, I was honoured to be invited to join the Board as a Trustee. It has been a privilege to work alongside such a dedicated team, helping to create opportunities for artists and visitors alike to feel at home here, and to have their creative ambitions activated and enabled by this extraordinary place. As an artist of colour living and working in the UK, I also felt this was an important opportunity to contribute my voice, working with an organisation that is open, curious, and genuinely committed to inclusion.

Yorkshire Sculpture Park is a place like no other. It is where art meets nature, where imagination meets landscape, and where people of all backgrounds can find inspiration and belonging. We often talk about being one of the top five sculpture parks in the world, but I don't believe any other place achieves so much in bringing global artists into extraordinary dialogue with landscape and community. The curatorial team here is exceptional, and the spirit of YSP is one of generosity, experimentation, and purpose.

Located in the heart of West Yorkshire, surrounded by diverse and dynamic communities, YSP has the potential to embody a true sense of belonging for everyone. As we look to the future, we are seeking a Director & Chief Executive who can help us deepen that connection, someone who will build on our global reputation while ensuring that every visitor, artist, and staff member feels that this is their place too.

As a Trustee, I am thrilled to be part of the process of finding our next Director & Chief Executive. I cannot wait to meet the individuals who see themselves thriving here, who recognise the immense possibilities of YSP, and who want to lead this organisation into its next chapter of growth, creativity, and inclusivity.

Come and join us, and help us shape the future of this truly remarkable place.



About us

Awarded VisitEngland's gold accolade in 2023-24 for an outstanding visitor attraction, Yorkshire Sculpture Park (YSP) is the leading international centre for modern and contemporary sculpture. Welcoming around 380,000 visitors each year, YSP is a registered charity and accredited museum situated in the 500-acre, 18th-century Bretton Hall estate in West and South Yorkshire.

YSP is the largest sculpture park in Europe. Founded in 1977 by Sir Peter Murray CBE it is currently led by Interim Director Kevin Rodd. It is the only place in Europe to see Barbara Hepworth's *The Family of Man* in its entirety, alongside a significant collection of sculpture, including bronzes by Henry Moore, important pieces by Hemali Bhuta, Roger Hiorns, Damien Hirst, Kimsooja, Marc Quinn, Hank Willis Thomas and Erwin Wurm, and site-specific works by Andy Goldsworthy, Alfredo Jaar, David Nash, Sean Scully and James Turrell.

YSP mounts a year-round temporary exhibitions programme including some of the world's leading artists across four indoor galleries and the outdoors. Highlights include exhibitions by Fiona Banner, Anthony Caro, Tony Cragg, Leonardo Drew, Robert Indiana, Amar Kanwar, KAWS, William Kentridge, Bharti Kher, Joan Miró, Henry Moore, Lindsey Mendick, Annie Morris, Giuseppe Penone, Jaume Plensa, Ursula von Rydingsvard, Sean Scully, Yinka Shonibare CBE, Chiharu Shiota,

David Smith, Joana Vasconcelos, Bill Viola and Erwin Wurm.

Across its 48-year history, YSP has worked with over 1,000 artists from more than 40 countries, on varied projects from short-term residencies to major surveys. YSP supports artists at vital stages in their careers and is rare in having the accommodation, workshops and expertise to enable open-ended and risk-taking practice, giving artists space, time and support to think and to develop new ideas.

Over this time, YSP has sought to ignite, nurture and sustain interest in and debate around contemporary art and sculpture, especially with those for whom art participation is not habitual or familiar. It enables open access to art, situations and ideas, and continues to re-evaluate and expand the approach to considering art's role and relevance in society. Supporting circa 40,000 people each year through YSP's learning programme, this innovative work develops ability, confidence and life aspiration in participants.

YSP's core work is made possible by investment from Arts Council England, Wakefield Council, Roger Evans, the Liz and Terry Bramall Foundation, The Garfield Weston Foundation and the Dunard Fund. YSP was named Art Fund Museum of the Year in 2014 and awarded the 2023 Visitor Attraction of the Year and Cultural Award in the Yorkshire Post Tourism Awards.



The opportunity

Yorkshire Sculpture Park is at a pivotal moment in our development. While we have extraordinary strengths in our creative programming, current financial strength and reserves, we recognise that in the current economic and political environment, future long term financial sustainability is likely to be a bigger challenge than it has ever been. We have identified the need to deepen the support that we provide to our existing teams, with a stronger and more consistent focus on organisational development and culture being key to our future strength too. We are seeking transformational leadership to address these challenges and realise the significant opportunities we have identified.

Director & Chief Executive

The Director & Chief Executive will provide entrepreneurial, commercial, and people-focused leadership to secure YSP's long-term sustainability while maintaining our international reputation for contemporary sculpture and art in the landscape. We are seeking a leader who can bring fresh thinking, organisational effectiveness expertise, and the ability to build new income streams while creating a culture of care, engagement and artistic excellence



How we're run

YSP is a leading international centre for modern and contemporary sculpture, situated in the historic 500-acre Bretton Hall estate in West Yorkshire. As an independent charitable trust and Accredited Museum, we are governed by a board of trustees who ensure that we meet our charitable objectives and maintain the highest museum standards. Our core purpose is to ignite, nurture, and sustain interest in contemporary art and sculpture, particularly for people who may not otherwise have regular engagement with the arts. Alongside our acclaimed outdoor and indoor exhibitions, we deliver a rich programme of learning and engagement, reaching tens of thousands of participants each year.

Funding and Income Generation

YSP is not fully government funded. Instead, we operate on a mixed model that ensures both independence and resilience:


- **Arts Council England:** As part of the National Portfolio Organisation, we receive core funding from Arts Council England (confirmed until 2027).
- **Grants:** We secure additional support through dedicated grants, such as the Museum Estate and Development Fund (MEND), which recently supported restoration of the historic Cut Bridge.
- **Ticketed Income:** More than £1 million each year comes directly from entrance payments.
- **Earned Income:** Over £3 million is generated annually through our trading company. Commercial activities include catering, hospitality, and retail.
- **Philanthropy and Memberships:** We receive support through trusts, foundations, memberships, and donations to sustain our artistic programme.

With an annual revenue of approximately £7 million, the majority from non-grant sources, YSP continues to diversify its income base, emphasising entrepreneurial activity, operational efficiency, and long-term sustainability.

Our largest expenditure is staffing and maintaining the vast heritage estate. Like many cultural institutions, we are sensitive to fluctuations in visitor numbers and public funding, but our balanced and adaptive funding model ensures that YSP remains strong and forward-looking.



Jaume Plensa, Wilsis, 2016. Courtesy of the artist. Photo © courtesy of Yorkshire Sculpture Park

A large, weathered bronze sculpture of a woman's head, likely a classical figure, is the central focus. The head is tilted slightly to the right and has a serene expression. It is adorned with a crown of small, colorful houses or buildings. The sculpture is set on a grassy lawn. In the background, there are trees and a few people walking, suggesting a park setting. The sky is blue with some clouds.

This is the big daddy of British sculpture parks: 500 acres, 90 sculptures and a knock-out landscape.

Laura Freeman, The Times

Our Strategy

YSP makes a significant cultural, educational, and economic contribution both regionally and nationally. We remain committed to creativity, learning, and access for all—ensuring that sculpture and contemporary art enrich lives and communities for generations to come.

Visitors: Over 250,000 people visit YSP each year to experience world-class art in a unique landscape setting.

Learning and Engagement: Nearly 40,000 individuals take part in creative learning programmes annually, supporting schools, communities, and individuals to connect with art in meaningful ways.

Economic Contribution: YSP contributes an estimated £11–15 million per year to the regional economy, supporting local businesses and cultural tourism.

Strategic Planning

As YSP approaches its 50th anniversary in 2027, we are at a pivotal point in our organisational journey. As a board and leadership team we have set out a broad direction, which we invite a new Director & Chief Executive to join us in shaping, developing and achieving. In many ways our future plans are ones of continuation - ensuring that this extraordinary place maintains its unique position creating exceptional experiences of contemporary art in the landscape. To do that, we know that in the coming years we need to focus even more on;

- Enterprise · Strengthening financial resilience through further diversifying our income streams, and bringing an entrepreneurial lens to our work
- Connection · Enabling stronger connections between our teams, within and across programme and with communities of place and interest
- Care · Recognising the crucial role our people and culture play in delivering this exceptional experience, investing in and supporting them better
- Diversity · Welcoming a wider range of visitors to YSP, through diversifying our employee community, expanding the range of artists we work with and continuing to invest in our landscape and biodiversity.

Our Values

Ours and Everyone's

“made by us all to share with the world”

Extraordinary and Evolving

“always outstanding and refined by each of us”

Fair and Rewarding

“supported and enabled to create YSP together”

Our commitment to Equality, Diversity and Inclusion

Yorkshire Sculpture Park is committed to inclusion, diversity, and equity in all our activities, recognising that creativity, innovation, financial sustainability, and sound decision-making are improved by diversity.

We will foster an inclusive culture where all aspects of diversity are celebrated and seen as key to our – and everyone's – ability to succeed and flourish. We are committed to building a more equitable and diverse community – artists, team, trustees, and partners – and creating an inclusive environment where anyone, from any background, can develop their talents, do their best work, and realise their full potential.

We believe it is in the best interests of this organisation to recruit, commission, involve and develop the best people for our jobs and projects from as wide and diverse a pool of talent as possible, to ensure our work is relevant to more people and reflects our mission.

Diversity and inclusion are matters of social justice. We recognise that we live in a society characterised by structural injustices, including systemic racism, ableism and gender inequality. We recognise that talent and potential are distributed across the population but are often unequally recognised due to structural inequalities. Tackling systemic barriers as they present in our work requires conscious, committed action.

It is our ambition and intention to embody the highest standards of practice to stimulate, promote and celebrate diversity in our community.



Courtesy of Tia Collection

Our People

YSP employees over 200 full time and part time staff equivalent to 125 full time equivalents and is supported by over 40 volunteers across a range of disciplines.

Kevin Rodd – Interim Director

Senior Leadership Team

Mark Chesman – Head of Estates & Projects

Alex Hodby – Head of Programmes including curatorial, production, learning and archive (including the National Arts Education Archive).

Kirsty Young – Head of Marketing and PR

Lucy Sherliker – Head of HR

Matthew Wyatt – Head of Finance

Kate Lockhart – Head of Development

Departments as above but also include catering and hospitality, facilities, retail and gallery (indoor and outdoor).

The Board of Trustees have ultimate oversight for strategy, accountability, ensuring YSP is fulfilling its legal and charitable obligations, ensuring financial stability and guiding the organisation's mission. They meet four times a year and there are two subcommittees (Finance and Risk, People and Governance) and a Trading Board, overseeing all Trading activities of YSP. Click [here](#) for further information on our Board.



For a day's fun with art, it's hard to beat the Yorkshire Sculpture Park. Set in a beautiful, landscaped garden laid out in the 18th century, it's a place to wander, discover and be amazed.

Waldemar Januszczak, The Sunday Times



Principal Responsibilities

The Director & Chief Executive will provide entrepreneurial, commercial, and people-focused leadership to secure YSP's long-term sustainability while maintaining our international reputation for contemporary sculpture and art in the landscape. We are seeking a leader who can bring fresh thinking, organisational effectiveness expertise, and the ability to build new income streams, creating a culture of care and engagement while maintaining our existing focus on artistic and creative excellence.

Strategic & Organisational Leadership

- Lead the development and implementation of a clear strategic direction for YSP
- Enhance organisational effectiveness, including clarity on roles, accountability, data, and impact
- Oversee the development of enterprise opportunities
- Maximise visitor attraction potential and experience as we diversify and grow our audiences

Cultural Leadership

- Maintain YSP's international reputation for contemporary sculpture and art in the landscape
- Oversee the programme strategy and support and champion our strong creative and curatorial teams to deliver against this strategy
- Work in partnership with communities to deepen engagement with local, national, and international audiences
- Maintain and strengthen relationships with the sector, including funders, curators, artists, and commercial gallery partners

Financial & Commercial Management

- Operate complex business models across multiple income streams, including developing commercial initiatives and improving profitability across all activities
- Ensure long-term financial sustainability in a challenging economic context
- Work effectively with the Development function to secure philanthropic and corporate funding
- Navigate the UK public funding landscape with key supporters including Wakefield Council and ACE

People & Culture

- Provide inspirational people leadership across the organisation
- Create a supportive, caring workplace culture with clear communication channels
- Lead organisational development and change management
- Champion diversity in recruitment, leadership, access, and inclusion

Environment & Values

- Champion biodiversity, wellbeing, environmental sustainability and climate justice
- Leverage our extraordinary landscape platform for deeper environmental engagement
- Maintain commitment to art and landscape as core to our identity



Yorkshire Sculpture Park never fails to excite and inspire and their latest show is a perfect example of both the calibre of artist the organisation attracts and the depth and diversity of work it presents.

Yvette Huddleston, The Yorkshire Post



Person Specification

Essential

- Strategic and commercial leadership capabilities
- Track record of providing inspirational and visionary leadership
- Proven experience operating complex business models, including income generation
- Entrepreneurial skills and experience
- Understanding of contemporary art and the cultural sector
- Exceptional people leadership skills with experience managing diverse teams in a cultural organisation
- Ability to work collaboratively with fundraising teams to secure major gifts and philanthropic support
- Experience of organisational development within cultural organisations
- Experience working in partnership and community settings
- Values-led approach to leadership
- Commitment to diversity across audiences, staff, and programming

Desirable

- Track record of artistic leadership
- Strong knowledge of contemporary sculpture
- Strong relationships within the international art sector and with funders
- Relationships with a wide range of artists and commercial galleries
- Public funding experience and understanding of Arts Council England and similar bodies
- Understanding and developing an organisation's brand
- Knowledge of landscape, environmental stewardship, and climate justice in cultural contexts

Terms of Appointment

Location: Yorkshire

Salary: c. £100,000

Pension: 5% employer contribution

Annual leave: 25 days' holiday in your first year, 26 in your second, and up to 30 after five years.

Working hours: 37.5 hours per week

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.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Yorkshire Sculpture Park on this appointment.

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

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 **Monday 3 November 2025**.

* 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.

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.





YSP



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