
AN EXCITING OPPORTUNITY

APPOINTMENT OF

Director of Partnerships and Engagement



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A future-thinking museum of artists, designers, and makers, created to support and uplift people and places.

The story of The Bowes Museum is like no other: uniquely, the idea of a woman, Joséphine Bowes, an artist and patron of the arts. Her determination and passion for creating a museum were shared by her husband John, who was born in Teesdale.

The Museum stands proudly in the heart of Teesdale, an Area of Outstanding Natural Beauty.

Mission, vision, and values.

Our mission as a future-thinking museum of artists, designers, and makers is to support and uplift the North East through our spirit of generosity and collaboration.

Through this we aim to achieve **our vision** of unlocking people's potential to shape a more interesting, equitable and sustainable world.

Our values underpin our work. We aim to be adaptable, collaborative, creative, experimental, fun, responsible and welcoming.

Collection

We hold the spirit of our founders, Joséphine and John Bowes, within our collections. Joséphine's interests are reflected in the collection, particularly her love of fine porcelain, fashion, and art. She was a recognised artist who acquired the work of her contemporaries during a vibrant cultural period in 1800s Paris. Our collecting policy, associated programming, and display reflect Joséphine's interest in the present and the new, celebrating creativity, design, and artisanship.

Visitor Experience

We seek to welcome all, support and celebrate artists, cultivate creative exchange, deliver inspirational learning, and be a place that is used and loved by the people of Teesdale and visitors from further afield.

We aim to put people first by understanding their needs and motivations. We do this by knowing and speaking to our audiences and making our exhibitions and events accessible, inclusive, and relevant. We view our programming 'in the round' and want to extend it beyond our building. Recognising that engagement is digital and physical, we aim to connect with people where they are. We support artists, makers and designers, current and aspiring, through our programmes, exhibitions and partnerships.

Learning is at the heart of The Bowes Museum. We work extensively with children, young people, educators and older people to raise aspirations and support education for life. Our incredible volunteers are a vital community, working with us in mutually-beneficial ways to support people and places.



Our grounds are a welcoming space for everyone. We have over 20 acres for local people to call their own. They include a mixture of formal planting and woodland arboretum, with avenues of trees and a terrace, from which visitors can admire the spectacular views of the surrounding countryside. Our shop offers unique pieces inspired by our collections and exhibitions and features local artists and makers. As the Museum feeds the soul, our café feeds the body with its wonderful local and seasonal produce championing producers from Teesdale.

Trading and Operations

Today the Museum employs 80 staff and has a turnover of £3.3m in the charity and £945k in the the Enterprises Trading Company. Our team is responsible for a broad spectrum of work across operations, finances, exhibitions, programmes, commercial activities, marketing and collections. As an Arts Council England (ACE) National Portfolio Organisation (NPO), we are proudly contributing to ACE's 'Let's Create' mission.

Our audiences' needs, voices and responses are vital to our success. We aim to ensure our audiences recognise and celebrate the Museum and its collections as vital to them. There are many parallels between the time of our founders and issues affecting society today.



The Opportunity

We are seeking candidates for the position of **Director of Partnerships and Engagement**

2025 is an exciting time for The Bowes Museum and offers an outstanding opportunity to help drive the long-term strategy to ensure our relevance and impact in the years ahead.

The opportunity includes:

Developing long-term sustainability

Following a period of challenge, the board of trustees recruited a new Executive Director and Senior Leadership Team in 2022/23 to deliver a transformation project that would deliver a more stable and future-thinking organisation. A 2023-2028 business plan is in place and significant work has already improved operations, facilities, and programmes. A membership community of over 15,000 members is now in place, and our volunteer community is growing rapidly.

A successful application to the Heritage Fund has paved the way for a two-year project titled 'Towards Bowes 2092'. This project covers five interlinked investment strands that are vital to the future sustainability of the organisation. They are:

1. Develop a Capital Investment Plan.
2. Develop a new Funding and Investment model.
3. Create an Environmental Sustainability Strategy.
4. Create a Technology and Digital Strategy.
5. Invest in the development of our workforce.

This role will sit on the Senior Leadership Team and oversee the implementation of this two-year project, working closely with the Executive Director and COO. They will line manage the Bowes 2092 Project Manager, who will coordinate the day-to-day activities in the project, supported by a project administrator.

Partnerships, Marketing and Engagement

Over the last two years we have started raising the profile of The Bowes Museum to local, regional, and national audiences, partners, and funders. But there is much more to do to ensure the frequent reference of The Bowes Museum as a 'hidden gem' becomes a thing of the past.

This role will oversee, develop and manage strategic partnerships, communications and engagement. The will line-manage a new senior role we are currently recruiting 'Head of Marketing Engagement and Audiences' to ensure that we have a robust marketing and engagement strategy in place, and have accurate and relevant audience data to help inform and plan our activities, and measure our reach and impact.

Development and Fundraising

Diversifying our income and securing resources to support our ambitions is a critical element to our strategic business plan. Over the past 2.5 years under the new senior leadership team, we have secured over £3.3m investment, including our position as an Arts Council England National Portfolio Organisation, and support from DCMS/ACE MEND, Trusts and Foundations, and individual donors.

This role will lead our Development and Fundraising strategy, working closely with and line-managing the Development Manager.

Person specification:

The successful candidate will bring qualities and relevant experience, including:

Qualifications:

Essential

- Advanced level education, or equivalent, or evidence of professional learning & experience.
- Evidence of commitment to continued professional development.

Towards Bowes 2092

Alongside the Towards Bowes 2092 Project Manager, develop briefs for consultants to support the identified strands of work and lead the procurement process, supported by Senior Leadership Team colleagues.

Working with the Executive Director, Chief Operating Officer, staff and consultants, develop a costed plan for technological investment and digital training to give The Bowes Museum a sound basis for digital futureproofing.

Oversee the development of high-quality and relevant advisory groups for Towards Bowes 2092.

Collaborating with the Executive Director, colleagues, and consultants, develop a funding model and investment options to support the museum's future direction.

Oversee the completion of project monitoring and evaluation reports (quarterly and final).

Communications and Engagement

Oversee the Marketing and Communications function of The Bowes Museum to ensure we are promoting our offer effectively, building positive relationships with our members, partners, and stakeholders, and attracting increased and more diverse audiences.

Build and manage solid and long-term relationships with partners, including funders, investors,

and philanthropists in the region, nationally and internationally, to secure investments and funding towards our aims.

Oversee development and fundraising activities, helping secure support from trusts, foundations, and donors and increasing the scale and diversity of our development income.

Represent The Bowes Museum at a regional, national, and international level.

As part of the Senior Leadership Team

Be responsible for staff management, motivation, leadership, training and development for all direct report teams. This will include coaching and 1:1 support, team meetings, and performance management processes, including appraisals for wider team members as required, all while developing a can-do culture of positivity and success.

Prepare reports for the Executive Director, Board of Trustees, and funders when required.

Manage restricted budgets, including grant funding, and report on these as required.

Liaise with funders and key stakeholders as necessary.

See separate Role Description and Person Specification for full requirements.

Terms of appointment

This role is based at The Bowes Museum, Barnard Castle, Co. Durham. Some remote working is available.

Hours: This role is 37 hours per week.

Term: Permanent

Salary: £50,000 per year

plus benefits, including:

- 25 days holidays in addition to Bank Holidays.
- 5% employers pension contribution.
- Discount in the museum's café and our shop.
- Free staff parking.
- Employee Assistance Programme.
- Training and development opportunities.

How to apply

The closing date for applications is **9am, 10 December, 2024.**

We anticipate interviews will take place on either 7 or 14 January, 2025.

Please submit your CV and a covering letter by emailing them to:

simone.wain@thebowesmuseum.org.uk

We want to hear how you think you are the right person for the role, and why you think we're the right place for you. To give yourself the best opportunity, consider how you fit the Person Specification we've outlined in the Recruitment Pack and share your response to this in a covering letter, supported by your CV.

To download the full Person Specification visit <https://thebowesmuseum.org.uk/jobs-and-volunteering> You can hear more from Executive Director, Hannah Fox, by visiting: <https://www.videoask.com/f4guund7t>

We believe that diversity and equality within our workforce, programmes and approaches are crucial to our mission of being inclusive and relevant to our communities. We want everyone to feel welcome. We, therefore, particularly welcome applications from candidates under-represented at The Bowes Museum and within the heritage sector, including Global Majority candidates and/or candidates with disabilities.

**We can't wait to
hear from you.**